

**Purpose Statement**

*In response to God's love, grace and truth:*

The purpose of InterVarsity Christian Fellowship/USA is

to establish and advance at colleges and universities

witnessing communities of students and faculty

who follow Jesus as Savior and Lord:

growing in love for God, God's Word,

God's people of every ethnicity and culture

and God's purposes in the world.

**Confidential Reference From an InterVarsity Staff**

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| NAME OF APPLICANT |       |  |
| POSITION APPLYING FOR |       |  |
| NAME OF REFERENCE |       |
| DATE |       |

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| --- |
| **Please email this confidential reference directly to the hiring supervisor, not the applicant.** |
| NAME OF HIRING SUPERVISOR |       |
| EMAIL ADDRESS |       | TELEPHONE NUMBER |       |
| PLEASE COMPLETE AND RETURN BY THE FOLLOWING DATE |       |

Thank you for completing this reference form. We will consider your comments very seriously as we interview prospective campus staff. In addition, your comments will assist in providing the best supervision for this individual, if he/she is hired. We will need all references in order to make a hiring decision.

* Please do not answer any questions unless you have PERSONAL DATA from which to draw.
* Please complete the form electronically. Be sure that the form includes the applicant's name. Please email the form to the hiring supervisor’s email address listed above.
* Use the tab button to advance to the next field.

InterVarsity Christian Fellowship Fellowship/USA is an **evangelical** campus **mission** serving more than 35,000 **students** and faculty on more than 560 college and university campuses nationwide. Incorporated in 1941, InterVarsity has a rich **tradition** of campus **witness**, thoughtful **discipleship,** and a **concern** for **world missions.** InterVarsity’s National Office (also known as the National Service Center) is located in Madison, WI. Click on [www.intervarsity.org](http://www.intervarsity.org) for more information.

1. How long have you known the applicant?

1. In what settings have you observed the applicant’s leadership and ministry skills?

**Applicant’s Personal Foundations**

1. Does the applicant’s character meet the biblical norms for leadership? Please state any reservations you have.

1. How have you observed the applicant grow in spiritual maturity? In what areas would you like to see the applicant mature?

1. Describe a situation where the applicant had a significant conflict with a peer or an authority figure. How would you assess their conflict-resolution skills?

1. Comment on his/her interpersonal relationships (noting areas where improvement is necessary):
	1. With others of his/her own gender

* 1. With others of the opposite gender

* 1. With others from a different ethnic or cultural background

* 1. With others in authority positions over the applicant

1. To what extent is the applicant a team player? Where have you seen this trait exhibited?

1. On a scale of 1-10 (10 being the highest) to what degree is the applicant a risk taker? What motivates the applicant to take a risk or show initiative? Please explain.

**Establishing and Advancing Witnessing Communities for the Whole Campus**

**Vision**

1. Assess the applicant’s ability to cast vision and to enroll others to join that vision, describing specific situations where you have observed the applicant do this.

1. Assess the applicant’s understanding of InterVarsity’s Core Values. Indicate with an “X” whether this value is strongly-held or needs growth. (For areas needing growth, provide a sentence to explain how the applicant needs to develop.)

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| **InterVarsity Core Value** | **Strongly Held** | **Needs Development** | **Comments** |
| University as a strategic mission field | [ ]  | [ ]  |       |
| Scripture | [ ]  | [ ]  |       |
| Prayer | [ ]  | [ ]  |       |
| Spiritual Formation | [ ]  | [ ]  |       |
| Community | [ ]  | [ ]  |       |
| Discipleship of the Mind | [ ]  | [ ]  |       |
| Leadership Development | [ ]  | [ ]  |       |
| Evangelism | [ ]  | [ ]  |       |
| Whole Life Discipleship | [ ]  | [ ]  |       |
| Ethnic Reconciliation & Justice | [ ]  | [ ]  |       |
| Church | [ ]  | [ ]  |       |
| Missions | [ ]  | [ ]  |       |

**Structure**

1. Assess the applicant’s ability to align programs (e.g., NSO) or activities (e.g., LGs) to better accomplish the chapter’s vision, providing examples where possible.

1. Assess the applicant’s ability to recruit and to lead a team to set and to accomplish goals, providing examples were possible.

1. How does the applicant respond to failure or setbacks?

**People**

1. Describe the applicant’s evangelistic patterns.

1. Assess the applicant’s competency regarding:
	* 1. Ability to communicate the Gospel and to invite others to respond

* + 1. Contact evangelism

* + 1. Friendship evangelism

* + 1. Groups Investigating God

1. How has the applicant helped others grow as followers of Jesus as Savior and Lord? (Include reflections on their ability to use Scripture in this process.)

1. How has the applicant helped someone develop as a missional leader?

**Ministry Partnership Development**

1. Please assess the applicant’s ability to develop ministry partners and raise funds.

1. What help will the applicant need to raise his/her ministry budget?

**Additional Information**

1. Review InterVarsity’ Doctrinal Basis. Do you have any concerns about the applicant’s affirmation or understanding of any doctrine listed? If so, explain.

1. Are you aware of the applicant having any reservations or concerns about:
2. Reporting to either a male or female staff supervisor?

[ ] Yes [ ] No If yes, please explain?

1. Reporting to a supervisor of any ethnicity?

[ ] Yes [ ] No If yes, please explain?

1. Supporting female students as leaders of an InterVarsity chapter?

[ ] Yes [ ] No If yes, please explain?

1. Supporting InterVarsity’s affirmation that women may teach from Scripture in all InterVarsity contexts?

[ ] Yes [ ] No If yes, please explain?

1. Embracing the InterVarsity Code of Conduct?

[ ] Yes [ ] No If yes, please explain?

1. In what situations would this person work best? Reflect on the chapter context (type and stage of development), campus context, team context, and supervisory context.

1. Do you have any reservations about the applicant becoming a colleague of yours? If so, please state any reservations.

1. Is there any additional information that you would like to share that would be valuable in our assessment of this applicant?

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| FULL NAME |       | ZIP CODE |       |
| PHONE NUMBER  |       | EMAIL ADDRESS  |       |
| DATE  |       |

Please list one other person you would deem qualified to appraise the applicant.

|  |  |
| --- | --- |
| NAME |       |
| RELATIONSHIP TO APPLICANT  |       |  |  |
| PHONE NUMBER  |       | EMAIL ADDRESS  |       |