

**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 a Person Under the Applicant’s Leadership**

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

|  |
| --- |
| **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. What is your relationship to 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 reflect the biblical norms for leadership? Please state any reservations you have.

1. In what ways have you observed the applicant grow in spiritual maturity? What do you admire most about their spiritual life?

1. Comment on her/his 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. Describe a situation where the applicant was in conflict with another person. How did they resolve it?

**ESTABLISHING AND ADVANCING WITNESSING COMMUNITIES FOR THE WHOLE CAMPUS**

**Vision**

1. How well does the applicant cast vision and invite others to join that vision? In your answer, describe specific situations where you have observed the applicant do this.

**Structure**

1. Describe how the applicant has led a ministry activity to grow over time.

1. How well does the applicant lead a team to set and to accomplish goals? (If you have served on a team led by the applicant, describe how the applicant did this.)

**People**

1. How has the applicant helped you to develop as a follower of Jesus?

How has the applicant helped you to develop as a missional leader?

**Additional Information**

1. Is there any additional information 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  |       |