

# Reference Form Internship Program - First Presbyterian Church, Montrose, CO

**Applicant Name** \_\_\_\_\_

The person named above is applying for a position as an intern with First Presbyterian Church, Montrose, Colorado. The applicant has been instructed to give you this form. Please complete it to the best of your knowledge. It will become part of the application and will be used to help determine the applicant's suitability for the desired ministry. No single reference will determine acceptance or refusal, so frank appraisal will be appreciated both by the applicant and the selection committee. Thank you for your time on behalf of the applicant.

**First Presbyterian Church Intern Committee, 1840 E. Niagara, Montrose, CO 81401**

**Phone: 970-209-1467 Email: [interns@fpcmontrose.com](mailto:interns@fpcmontrose.com)**

1. How long have you known the applicant? \_\_\_\_\_
2. What is your relationship to the applicant? \_\_\_\_\_
3. In each category, check the characteristics that to your knowledge, best describe the applicant. Add brief comments if necessary.

### Physical Health

- Energetic; able to lift 30 lbs, stoop, run
- Unable to lift, stoop or run

### Personality

- Avoided by others
- Tolerated by others
- Accepted by others
- Liked by others
- Sought after by others

### Achievement

- Starts but often does not finish
- Does only what is assigned
- Meets average expectations
- Resourceful and effective
- Superior creative ability

### Teamwork

- Frequently causes friction
- Prefers to work alone
- Knows how to follow
- Works well with others
- Most effective in teamwork

### Spiritual Maturity

- Immature faith
- Has made basic commitment
- Somewhat rigid beliefs
- Active and growing faith
- Exceptional insight and discipline

### Intelligence

- Learns and thinks slowly
- Average mental ability
- Alert, has good mind
- Intelligent, makes thoughtful analysis
- Brilliant, exceptional capability

### Responsiveness

- Slow to sense how others feel
- Reasonably responsive
- Understanding and thoughtful
- Accurately aware of others
- Responds with unusual insight

### Leadership

- Makes no attempt to lead
- Tries but lacks ability
- Has some leadership skills
- Unusual, exceptional leadership

### Emotional Stability

- Somewhat over-emotional
- Inclined to be apathetic
- Rapidly shifting moods
- Usually well balanced
- Good control in difficult situations

### Knowledge of the Bible

- Sketchy, limited
- Basic, but improving
- Well established
- Superior grasp

**Applicant Name:** \_\_\_\_\_

Please use the scale indicated below to further describe the applicant

Rating Scale: 1 = Outstanding, 2 = Good, 3 = Satisfactory, 4 = Fair, 5 = Poor, U = Unknown

	Degree to which I feel he/she possesses					
<b>A. Self-Understanding</b>						
Ability to identify his/her own personal strengths	1	2	3	4	5	U
Ability to identify his/her own weaknesses	1	2	3	4	5	U
Ability to see self as others see him/her	1	2	3	4	5	U
Openness to growth and change	1	2	3	4	5	U
<b>B. Emotional Strength</b>						
Ability to deal constructively with personal feelings	1	2	3	4	5	U
Ability to receive constructive criticism	1	2	3	4	5	U
Ability to be flexible in the face of change	1	2	3	4	5	U
Ability to persevere through difficulties	1	2	3	4	5	U
<b>C. Interpersonal Relationships</b>						
Ability to listen accurately to others	1	2	3	4	5	U
Ability to respond to feelings and needs of others	1	2	3	4	5	U
Ability to initiate friendships and care for others	1	2	3	4	5	U
Willingness to resolve interpersonal conflicts	1	2	3	4	5	U
<b>D. Motivation for Ministry</b>						
Desire to serve out of genuine love for Christ	1	2	3	4	5	U
Desire to serve out of genuine love for others	1	2	3	4	5	U
Willingness to do humble tasks joyfully	1	2	3	4	5	U
Ability to take risks and respond to challenges	1	2	3	4	5	U

Working in a team, working with youth or people older than oneself, experiencing new ways of doing things and getting to know new people - are all things that make being an Intern exciting, but can also be stressful. Such stress may sometimes exaggerate some personality traits such as those listed below. Please check any that you feel apply to the applicant.

- Impatient       Argumentative       Domineering       Sullen       Cocky
- Irritable       Easily offended       Perfectionist       Critical of others       Easily embarrassed
- Easily discouraged       Withdrawn       Anxious       Lacking a sense of humor

If there is anything else you feel would be important for us to know regarding this applicant, please respond on a separate page.

Your Name (print) \_\_\_\_\_  
City, State \_\_\_\_\_ Email \_\_\_\_\_  
Day Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_  
Occupation \_\_\_\_\_  
Signature \_\_\_\_\_ Date \_\_\_\_\_