



Applicant Reference Form for **Pastor or Church Leader**

Greetings of peace in Jesus!

A brother or sister in your congregation is interested in joining All-Nations Bible Translation as a member-in-training. Before they fill out their application, we would appreciate if you would fill out this Reference Form and return it directly to us by mail or email.

Joining All-Nations begins a partnership between us and the sending church. Therefore this reference form is the first step in the application process. The applicant will not formally apply until we have received this form and potentially discussed it with you.

We value your input from your perspective as a church leader, and appreciate your time to fill out this form carefully. We may also share their completed application with you and contact you to discuss it together after we have completed an initial review of the application.

Appended to this form you will find a paper called "The Sending Church's Role." We encourage you to read that paper before continuing.

Please mail this completed Reference Form to our office, or scan and email it to us. If you have questions or wish to discuss any- thing with us, feel free to contact us.

All-Nations Office
150 All Nations Lane
State College, PA 16801

814-826-3750
apply@abtmil.org

Please return this form to our office within a week after receiving it if possible.

Thank you!

Pastor Reference Form

Applicant's name _____

Your name _____

Are your fellow church leaders aware that this brother or sister is applying with All-Nations? _____

How well do you know the applicant? _____

In your opinion, what are the applicant's motives for applying to serve with All-Nations? _____

To what extent is the applicant active in ministry? _____

If the applicant is married, please describe the relationship between husband and wife. If single, please describe the applicant's way of relating to others of the opposite gender. _____

Does the applicant demonstrate a commitment to purity and high moral standards? _____

Would you say the applicant is involved in relationship conflicts frequently, or seldom, or somewhere in between? _____

Is the applicant easily offended, quick to take offense? _____

How does the applicant view and relate with brothers and sisters whose convictions and practice are different from his own? _____

Please describe the applicant's relationship with church leaders. _____

Please have a conversation with the applicant and share their response to the following questions:

Have you struggled with pornography? If so, how long have you lived in victory, and how do you maintain that victory?

[If married] Have you ever committed an act of marital unfaithfulness?

Have you ever had sexual interaction with a minor as an adult? *(Note: Please be prepared to deal with any legal implications if the answer is yes.)*

Pastor Reference Form

Please mark one:

- I heartily recommend the applicant to prepare to serve on a church-planting team with All-Nations.
- I recommend the applicant but with reservations.
- I cannot recommend the applicant at this time.

Comments _____

Applicant Evaluation Points

Mark the following points with a number from 1 through 5. (1=Weak/Poor; 5=Strong/Good). Use the lines below if you wish to comment on a point from this list or from the chart on the next page.

- | | |
|----------------------------|------------------------|
| a. ___ Initiative | i. ___ Health |
| b. ___ Concern for Others | j. ___ Mental ability |
| c. ___ Clear Communication | k. ___ Reliability |
| d. ___ Social Adaptability | l. ___ Cooperativeness |
| e. ___ Ability to Follow | m. ___ Flexibility |
| f. ___ Leadership | n. ___ Cheerfulness |
| g. ___ Decision Making | o. ___ Promptness |
| h. ___ Emotional Stability | p. ___ Thoroughness |

Applicant Evaluation Chart

On the following page, mark the option that best describes the applicant. Use the lines above if you wish to comment.

Pastor Reference Form

		1	2	3	4	5
1	Spiritual Life	No interest in spiritual growth	Little evidence of spiritual growth	On a spiritual roller-coaster	Meaningful steady growth	Mature & vibrant
2	Victory over Sin	Habitual sinner, careless	Sins but hides it for a time	Sins but repents	Seldom sins, repents quickly	Lives in daily victory
3	Joy	Never	On occasion	When things go well	Daily except through crisis	Never loses it
4	Consideration of Others	Self-centered, indifferent	Slow to sense how others feel	Reasonably responsive	Understanding & thoughtful	Responds with unusual insight & consideration
5	Attitude toward Authority	Unmanageable	Disrespectful, critical	Indifferent or independent	Usually submissive	Respectful & cooperative
6	Teachability	Rigid, argumentative	Highly opinionated	Open-minded	Willing to receive instruction	Eager to receive instruction
7	Teamwork	Frequently causes friction	Prefers to work alone	Usually cooperative	Works well with others	Exceptionally cooperative
8	Forgiveness	Holds grudges	Finds hard to forgive	Usually forgives	Forgives easily	Prays for, blesses, does good to offender
9	Openness	Closed to input, resists accountability	Unappreciative of constructive criticism	Confesses or shares struggles when asked	Open, grateful for constructive criticism	Vulnerably open, voluntarily accountable
10	Speech	Inconsiderate or excessive talk	Commonly engages in frivolous chatter	Self-conscious, hesitant to speak	Thinks before he speaks	Gracious, clear, constructive communication
11	Slander	Quick to speak evil	Occasionally	Usually not	Seldom	Never Known to
12	Spending	Spends thoughtlessly	Buys anything he wants	Buys only what he has money for	Buys little more than necessities	Lives on as little as possible
13	Giving	Saves everything and gives nothing	Saves much and gives little	Tithes only	Gives beyond tithing	Gives cheerfully and sacrificially
14	Enduring Hardship	Unwilling to leave comfort	Tries to bring comfort along	Willing to suffer but complains	Good sport	Soldier, willing to leave all comfort
15	Personal Quiet Time	Never	On occasion, studying to teach	Most of the time	Daily but does not always meet God	Meets with God daily
16	Personal Discipline	Out of control	Disciplined when he has the fear of man	Disciplined in some areas	Mostly disciplined	Example of disciplined life

Pastor Reference Form

All-Nations Bible Translation partners with churches whose teaching and practice is in harmony with a conservative Anabaptist worldview. Applicants and their sending churches should follow and promote principles such as the following:

- Separation from politics, patriotism, and war
- Submitting to one another in the brotherhood
- Marriage as one man and one woman for life
- Women’s hair kept long and veiled in public
- Absence of jewelry including the wedding ring

Please review our Statement of Faith and Practice before completing the following section. (View at <https://allnationsbt.org/about/what-we-believe> or contact us for a copy.) If you have questions or concerns, feel free to contact us.

Church name and affiliation: _____

Does your church’s teaching agree with our Statement of Faith and Practice? _____

Does your church’s practice agree with our Statement of Faith and Practice? _____

Will your church expect and encourage the applicant to promote these principles if planting a church on the foreign field? _____

Comments _____

Pastor Reference Form

The vision of All-Nations Bible Translation is “Communities of believers in every language group living out the Word of God.”

Our mission is to partner with churches to send teams who facilitate Bible translation and community development while working to establish indigenous churches.

Our core values are

- Tradition and Innovation
- Humility and Confidence
- Collaboration and Conviction

Please review the entire page containing additional information about these statements. (View the downloadable file available at <https://allnationsbt.org/about/vision>, or contact us for a copy)

Do you feel you have a good understanding of All-Nations’ vision and purpose? _____

Do you believe your church can partner with All-Nations in pursuit of this vision? _____

Comments _____

I hereby release All-Nations Bible Translation to share any of the information included in this form with any All-Nations leadership or its affiliates as it sees fit.

Signature

Date

The Sending Church's Role



All-Nations exists to serve the church's mission. We believe that sending out church planters and giving them direction in that work is the responsibility of churches. Our function at All-Nations is Bible translation and related supporting work, which ultimately supports the goal of discipleship and church planting. We refer to churches we partner with as *sending churches*.

The church-planting team carries out Bible translation under the direction of All-Nations, and church planting under the direction of the sending churches.

The Support Team

Primary support for each church-planting team member is provided by his sending church. However, most sending churches will want to appoint a smaller support team to serve as a connecting link. This smaller support team can stay in touch and look after the church's foreign worker(s) in specific ways.

We suggest that the support team include one or more of the church's leaders. At times it may also be appropriate to include someone from another congregation. Some churches or church groups appoint a mission board to function as the support team. Regardless of the model used, it is important to ensure that the wives and other ladies on the church-planting team, and not only the men, are cared for with intentionality.

Areas of Support

The following are essential areas of support which the sending church or support team should undertake.

Prayer support. Intercede continually, and keep the church and other intercessors informed of prayer needs.

Moral and emotional support. Stay in touch, provide a listening ear, and be an intentional encourager.

Logistical support. Deal with home-front details so they don't have to. Be ready to find and send short-term helpers.

Communication support. Keep the worker connected with the home church. Share news, sermons, and prayer needs. Visit regularly.

Financial support. Provide a channel for funding. Commit to providing a portion of the individual's or family's budget.

Re-entry support. Prepare them for reverse culture shock upon return. Help them integrate into a home setting that no longer feels like home.

The Sending Church Encounter

All-Nations representatives meet with each sending church. This Sending Church Encounter takes place while a worker is still in training, preferably after a support team is formed. It provides an opportunity for discussion, establishing relationships, and clarifying roles.

Partnering with Other Churches

Church-planting teams often comprise individuals from various sending churches. All-Nations will facilitate discussion about compatibility between potential team members and their sending churches, and help clarify the roles and expectations of each.

Church Planting

The church-planting team looks to their sending church(es) for guidance in things related to church planting. Usually it is best if one sending church is chosen, by agreement with the other churches, to provide such guidance. Other sending churches may provide input as agreed upon.

All-Nations encourages churches and teams to approach church planting from the beginning in a way that leads toward the goal of a **maturing indigenous church**. By “indigenous” we mean a truly local and native church that does not depend on foreign methods, resources, or leadership, in order to continue and grow. We offer resources to help show what this might look like, but we do not attempt to exercise authority over the church-planting process.

Financial Responsibilities

During training, All-Nations reimburses the member-in-training for one third of training expenses. We encourage the sending church to contribute an additional one third to these costs.

Before field placement, a monthly support amount is determined by the sending church in conjunction with the worker. Annual budget amounts for a family typically range from \$30,000 to \$40,000 depending which part of the world they live in.

The sending church establishes a fund to provide a channel for financial support once a worker is on the field. All-Nations contributes one third of the monthly support amount to that fund. The sending church contributes an additional one third. Additional support may come from other interested individuals, whether directly to the worker, through the church, or through All-Nations by means of additional designated contributions and sponsorships.