

CONFIDENTIAL REFERENCE
GRADUATE STUDIES PROGRAM
U.S. Campus Ministry - Campus Crusade for Christ

Name of Applicant _____

This reference is to be completed by the Lane RD (CAT, ESM, SC, WSN) or Line RD (HRL, OPS) to whom the applicant reports.

Instructions

This staff member has made application to the Graduate Studies program. We would appreciate your assistance in assessing his or her suitability for Graduate Studies staff status. It is important that you are familiar with the organizational qualifications for full-time graduate study in the Campus Ministry. An abbreviated summary has been provided for you below. A thorough description of these qualifications can be found on-line at <http://staff.campuscrusadeforchrist.com/gradstudy/>.

Description	Qualifications
<p>Under this category a staff member engages in full-time graduate study during the regular school year (two semesters or three quarters per year). During the summer, a staff member with "full-time graduate study" status has a regular summer assignment just like any other Campus Ministry staff. In addition, a staff member with full-time studies must spend the equivalent of one day per week (eight hours in a 40 hour work week) in a way that advances the mission of the Campus Ministry.</p>	<ul style="list-style-type: none"> • Must have completed four years on Staff (excluding MPD) and completed NSD training. • Must have completed the first and second year required IBS courses. • Must have achieved and be effectively maintaining "Level 2" Support. • Must currently be a local leader (or presently qualified for a local leader role). • Must have a career plan with the HRL RD's recommendation regarding how they will minister with their region after graduate education is completed. • Must have a long-term commitment to serve with CCC. • Must possess a compelling need to pursue full-time graduate study. • Must be having an effective ministry as defined by our ministry effectiveness criteria. • Must embrace the Mission, Vision, and Values of the Campus Ministry.

Career Development

How long and in what capacity have you known the applicant?

Has the applicant discussed his/her career development plan with you? Yes No

What is your understanding of the applicant's long-term career plan? How does this relate to CCC?

Why do you think the applicant wants to attend graduate school?

In your judgment, will this proposed graduate training broaden and deepen the applicant's leadership and contribution within CCC? If "yes," please describe how. If "no," please describe why it will not.

Ministry Effectiveness and Philosophy

From your observations, what about their current position do they find most enjoyable?

Least enjoyable?

How would you rate this applicant as far as the execution of his/her current position?

Excellent Above average Average Below average Poor

Does the applicant have any conflicts with Campus Crusade's overall philosophy of ministry?

Yes No (If "yes," please explain).

Leadership Assessment

For what positions of leadership do you think this applicant presently qualified? (Note: *In the case of applicants who are not presently serving in a formal leadership role, their leadership may be additionally accessed through a 360 or other appropriate means.*)

What leadership position would best fit them upon graduation?

Recommendation

Would you want to have the applicant under your direction or on your team when he/she completes graduate school? Yes No If yes, in what position? If no, please explain.

Do you think the applicant is sufficiently motivated and disciplined to fulfill the commitment of 8 hours per week of ministry in addition to his/her studies? Yes No

Are you convinced the applicant will stay on staff upon completion of their degree?

Yes No Have you discussed this with them? Yes No

Based on the requirements outlined in the graduate studies policy, do you recommend this applicant for the Graduate Studies Program? Yes No Please explain.

Signature _____

Date _____

Job Title _____

RETURN REFERENCE IN A SEALED ENVELOPE TO THE APPLICANT