

From: Dennis Baker
Subject: Reference Checking Protocols

Team:

1. The Primary References "may be the best" if the person gives an honest list of honest people who know him. I do not buy the Conventional Wisdom that the Primary References are stacked, though if there are too few listed, that is not helpful. When I work with Pastors I want them to List @ least seven... and up to eleven References.
2. I look for "The Rosetta Stone" References ~ They tell it honestly and insightfully ~ They provide The Code to Translate the Potential Candidate with great accuracy.
3. Ask ALL the Primary References for Secondary References... *But* you do not call them without Permission to do the Secondary Reference checking. Normally you do not tell the Potential Candidate who those Secondary References are. I have encountered exceptions ~ and those exceptions can be made so as to not destroy or derail the ministry of a Potential Candidate or sometimes even "The Candidate."
4. Look for "overlap" on the Secondary References given... call them for sure.
5. When it is time to call the Secondary References ~ then ask them for More References. This will probably take you to the Third Level.

Note: Some PST do not do the Final Round of Reference Checking until THE Candidate has been selected... but it should be done before the Candidating Week.

6. My "rule of thumb" is that 13 to 19 References Checks is "more than enough" ~ unless that person is a "real unknown" to anyone in our EFCAWest Leadership. And... your "Final Four" are all known to one or more of the EFCAWest Team.