

Compiled References for Ema Hysten

1534	Todd Tipton	Campus Minister	4 Years	Very Well
1535	Riley Watkins	friend	10+ years	Well
1536	Janae Fridelle	Camp counselor/ co-counselor	10+ years	Well
1538	Fatima Persell	Friend	9 years	Very Well
1539	Valencia Keen	Professor and Older Christian sister	4 years	Well

What do you consider to be the applicant's most positive traits, qualities or characteristics?

- 1534 Ema is willing to do new things. She is smart, easy to get along with, curious, and proactive. I also find her unusually perceptive.
- 1535 Ema is reliable, hardworking, and always strives to be friendly to those in need.
- 1536 a friend to all, talented speaker, kind, merciful, good listener, mature, even-tempered
- 1538 Ema's positive traits are her willingness to let Jesus Christ guide her life in every aspect. She values genuine relationships with people from all walks of life. She is an incredible listener. She's there for people, even when it's inconvenient to her own life.
- 1539 Congenial, willing, loving, supportive of husband, wants to do the right things, LOVES Jesus.

What do you consider to be the traits, qualities or characteristics of the applicant that are possible problem areas?

- 1534 Ema is well rounded so there isn't a lot of issues with her. While she can survive alone, she thrives mostly with Pristine and currently he is a driving force for unlocking her best work. So, I'd try to have them work together as much as possible. She is capable alone, and willing, but goes to a higher level with him. Degree of problem: Slight
- 1534 I don't think this is massively a problem but when she's concentrating she doesn't necessarily look very friendly. She smiles a lot when engaged with people and it isn't an internal unhappiness that causes it. it's just what she's born with. Degree of problem: Slight
- 1535 Ema had never displayed any traits, qualities or characteristics that I would deem problematic. Degree of problem:
- 1536 I have not encountered in problems with Ema. Degree of problem: Slight
- 1538 A possible problem area could be stretching her time too much, trying to please others. Degree of problem: Slight
- 1538 This is not something that is a continuous or emergent problem. This is simply something that I have noticed throughout the time that I have known her. Degree of problem: Slight
- 1539 She sometimes gets too fearful in situations, but I chalk that up to youth. I am 64 and have worked with students and young saints since I was 23 years old. This too will pass as her faith deepens. I expect great things from her. Degree of problem: Slight
- 1539 More active listening to elder saints but I see this in our youth everywhere. She and her husband are a delight. I have watched her grow up as a student, graduate student and wife. I have worked with her in our Heartfelt ministry at church and as a professor of special projects in dietetics to her major. She is a delight with me. Degree of problem: Slight

If applicant is married, describe the relationship between husband and wife:

- 1534 Yes. As I said with Pristine's reference, I feel like they are 20 years ahead of the curve. The relationship is loving, sacrificial, and focused on Jesus so organically it isn't an effort. Ema excels and loving Pristine and a marital relationship in general.
- 1535 Ema and Pristine are a great team. I see a lot of the same qualities in their marriage that me and my wife had early on in our own marriage when we were young and in college like they are.

- 1536 Ema and her husband have been a dynamic ministry team since they were in high school. I watched them build their youth group from the ground up without a youth minister. They have continued this style of ministry into adulthood. As far as their relationship with one another, they seem to have a healthy marriage and continue to be an example of biblical love and respect.
- 1538 Ema and Pristine have been together since we were all in middle school. Their marriage is rooted in Christ. Ema and Pristine got married after their freshman year in college. Before they got married, they spoke about the potential hardships they may face and asked God to guide them. For example, they spoke about how they would handle their finances, when they wanted kids, how they would handle extended family conflicts. They are also very forgiving towards each other and support one another in
- 1539 Truly in love and dedicated to each other without reservation and wants to follow the Lord and be all about Just Jesus.

...between parents and child(ren)?

- 1534 No.
- 1538 They don't have children yet.
- 1539 Not to my knowledge at this point.

What degree of ministry success would you predict for the applicant (excellent, average, below average)?

- 1534 Excellent
- 1535 Excellent
- 1536 Excellent
- 1538 Excellent
- 1539 Excellent

Do you know anything about the applicant's present or past, such as dysfunctional background/circumstances, on-going interpersonal conflicts, unresolved problems, etc., which might hinder service in the anticipated work? If so, please describe.

- 1534 No.
- 1535 None observed
- 1536 no
- 1538 A conflict in the Ema's past is the relationship with her mother. Jennifer(her mom) had a really hard time understanding why she wanted to get married so young. However, Ema and Pristine had been dating for 6/7 years, they felt it was the right time. Ema expressed feeling manipulated or controlled in different situations by her mom in conversation with me. Ema is the youngest and I feel that it was difficult for her mom to accept that her baby was getting married. She's told me that within the I
- 1539 None that would hinder her service to the Lord, husband or church and the Lord's kingdom in anyway. She is a delight.

Have you observed weaknesses in the applicant's moral life? If so, please explain.

- 1534 No.
- 1535 None Observed
- 1536 no
- 1538 I've spent time thinking about this question. In the nine years that I've known her, I truthfully cannot say that I see a weakness in her moral life. Nobody is perfect, but I sincerely cannot think of an example for a fault in morality.
- 1539 None that I know of.

Would you entrust the care of your child or youth to the applicant without any concern, reservation or hesitation? If not, why not?

- 1534 Yes and I have.
- 1535 Yes. Without hesitation.
- 1536 yes
- 1538 I would absolutely entrust the care of my child. This is not an uncommon opinion about Ema. More than one person from the church has asked Ema to babysit their child and even care for them overnight. She agrees to do so if she can.
- 1539 Most definitely. Even my grandchildren.

To the best of your knowledge, is the applicant living a consistent Christian life?

- 1534 Yes.
- 1535 Yes. Her and Pristine are outstanding examples of disciples of Christ.
- 1536 yes
- 1538 With the support of her husband, Ema is learning something new consistently. Whether that be a new way of looking at a biblical concept, a humbler way to submit her life to our Lord, or a kinder way to be a better neighbor to the people surrounding her life. She is proactive.
- 1539 From all I can tell she and her husband both are.

Summary: Please give your opinion of the applicant's all-around readiness for missionary service.

- 1534 Pristine is so talented it would be easy to miss Ema's skill set but, as I've talked to her about over the past few years, I think God has things just for her to do and Pristine was brought into her life not just for her to support him but because she's been called as well. She is the person who bring the intangibles to a mission team (I was a missionary in Australia for many years). She brings out the best in Pristine and he brings out the best in her. She isn't maybe the type to lead big bi
- 1535 Ema is designed to serve. Not only to those around her, but to those less privileged as well. Her kindness and willingness to reach out to those who are on the fringe is well rounded and often emulated by those around her.
- 1536 She has a strong foundation of experience through her involvement in camp ministries and other mission opportunities, consistently demonstrating a heart for missions. Together with her husband, she has worked as part of an effective team for many years, building meaningful communities despite limited resources and support. Her husband's cross-cultural upbringing has further enriched her perspective, equipping her with valuable insight into the complexities of adapting to new cultures and blend
- 1538 Ema is ready to actively submit her life to the Lord by going wherever He sends her. A shift from Texas to Alaska would be drastic, but that's a change she's willing to endure. She's expressed to me that her life is not her own, it's a gift from God. An opportunity has opened up for her and Pristine to move to Alaska for some time and give back to the community there. She's eager to humbly spread the word of Christ through friendships with her brothers and sisters in Christ.
- 1539 She is ready to hit the ground running with her husband as soon as she changes one element of a project, she has worked with me on which is only an illustration. She will do it. I have high hopes for her and believe in her.

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Key: 0 = 'No observation'; 1 = lowest, least favorable; 5 = highest, most favorable

Achievement: Ability to formulate, execute and carry plans to conclusion.

ID	Score	Comments
1534	4	The same with Pristine. She is a high achiever and has good drive but isn't too hung up to the point of detriment when it comes to whether everything comes out perfect or not.
1535	5	
1536	5	I have seen Ema be effective in both her ministry, personal, and academic life over the years. She follows through with her goals and stays true to her relationships.
1538	5	Ema and her husband host a dinner every Sunday night. All are welcome. I attend when I am able to. They use their own financial resources to feed up to 20 ish people in their college apartment. (as many people show up) We pray, eat, laugh and love. They open up a space to be vulnerable, study, and share with each other.
1539	4	

Teamwork: Effectiveness in working with others on a common task.

ID	Score	Comments
1534	5	
1535	5	To the point that I don't even want to fill out this referral because I know we will lose her and Pristine as counselor at our yearly teen camp!
1536	5	From a young age Ema has always been a team player and shown among her peers. She is a leader in any environment she is placed. She leads with a quiet humility that is rare.
1538	4	Ema is the ideal person in a group task situation. If there is a leader "assigned" she will work effectively with others, even if it's not the most ideal situation to her. However, if a group needs to be led in something, she is incredible at problem solving and explaining a logical solution.
1539	4	

Motivation: Inner drive to accomplish a task.

ID	Score	Comments
1534	5	
1535	4	
1536	4	I'm not sure about her personal methods, but in a ministry setting, I she always exceeds expectations and has never required correction or reminders under my supervision. She has never been absent for a meeting or activity, and takes initiative in moth leadership and servant oriented tasks.
1538	5	In terms of friendships, Ema takes initiative to maintain and grow with whomever it is.
1539	4	She needs to complete one phase of a project she worked on with me. I believe she will do so.

Sensitivity: Responsiveness to the needs and feelings of others.		
ID	Score	Comments
1534	5	
1535	4	
1536	4	Emma has always been in tune with the emotional, spiritual, and physical needs of others. She assumes a shepherding role in whatever group she finds herself in.
1538	5	Emma is incredibly understanding. She tries to see the good in everyone. Including people who have wronged her. She tries to love people the way God loves people.
1539	4	

Financial Responsibility: Living within one's means and avoiding debt.		
ID	Score	Comments
1534	5	
1535	4	
1536	4	I'm not sure of Emma's financial standing, but as a college student she seems to have conducted what she does have wisely, and even shows generosity in feeding her faith community.
1538	5	Emma and her husband are financially responsible, living within/under their means. In addition, they use money every week to host Sunday dinners. She will gladly use any of her resources on others.
1539	0	

Spiritual Life: Devotion to the things of God.		
ID	Score	Comments
1534	5	
1535	5	
1536	5	Emma has shown spiritual maturity beyond her years as long as I have known her. She has a deep knowledge and understanding of the scriptures and uses that to teach others in an affective and loving way.
1538	4	Emma has grown up believing in God. Within the nine years that I have known her, her spirituality has grown. She lives unlike people of the world while simultaneously showing them love. Within this past year, she's expressed to me wanting to let God guide her life in any way that He wants to. Even if that means moving away from her family and friends. She wants to grow and bring people to Christ.
1539	4	

Responsibility: Dependable in tasks; loyal.		
ID	Score	Comments
1534	5	
1535	4	
1536	5	Emma has always done it all and excelled, while staying grounded and remaining a source of love and encouragement to those around her.
1538	5	Emma shows responsibility by being independent and successful university student. In addition to having a job to maintain financial responsibilities.
1539	4	

Response to Authority: Attitude towards being instructed what to do.		
ID	Score	Comments
1534	5	

1535	5	
1536	5	During our time together at the Christian teen leadership camp we serve at, I watched Ema go from being a model camper to a model staff member. To my knowledge she has never been out of line, and one of my most dependable counselors. It is rare to see someone so responsive to authority who is also not legalistic and prideful. Ema is neither of those.
1538	5	Ema follows reasonable and reliable instructions. She doesn't follow blindly, but is willing to sacrifice her comfort for the right reasons.
1539	4	

Emotional Stability: General response to life's stresses.		
ID	Score	Comments
1534	4	
1535	3	
1536	5	Emotional stability is Ema's baseline. I rarely see her showing strong emotions negatively or positively. She is very even tempered.
1538	5	Ema is the most emotionally stable person I know. When she faces difficulties, she prays and tries to understand, logically what is happening. In addition to this, she know that sometimes some circumstances are bigger than her understanding, which is why she relies on God to lead the way.
1539	3	

Flexibility: Ability to adjust to changes in routines, methods, etc.		
ID	Score	Comments
1534	5	
1535	4	
1536	5	Ema is committed to trying different methods to achieve the main goal, even if they aren't mainstream. I have always admired this about her.
1538	5	Ema and Pristine are incredibly flexible people. Dropping their personal plans to give someone a ride. They've added an extra hour or two to their route just to give someone a ride home from college. I went through a difficult time last year. I called Ema in the middle of the day needing someone to talk to. She dropped what she was doing that day and met with me to support me.
1539	5	

Social Initiative: Ability to start relationships with strangers.		
ID	Score	Comments
1534	4	She does initiate contact with strangers in good faith. She isn't as naturally warm as some but, again, it's not an internal disposition. I think it's just how her family related to people. Pristine can make close friends easily. For Ema, i don't think she feels the need to have as many close close friends - Pristine really takes up that role for her - but she consistently is friendly.
1535	4	
1536	4	Ema seems to be social, but not extraverted. She has a good balance of boundaries and a welcoming personality.
1538	3	Ema and Pristine are a team. Ema is a very comforting person who tries to make genuine connections with people. However, she is a bit on the timid side. Pristine is usually the outgoing person and Ema is the person who will make you feel comfortable, heard, and seen.

1539 4

Judgment: Exhibiting common sense and discretion in actions.		
ID	Score	Comments
1534	5	
1535	4	
1536	4	Ema seems to be discerning and having a higher than average sense of right and wrong.
1538	5	Ema is a reasonable and sound person. She can read the room and help people feel at ease.
1539	4	

Acceptance: Degree to which others desire the applicant's company.		
ID	Score	Comments
1534	3	
1535	4	
1536	5	She is well-loved and very pleasant to be around.
1538	4	We have student ministry "Kat's for Christ." She meets people there and invites them to lunch, coffee, hang out. Through conversation and time spent with one another, she makes genuine friendships that mutually seek each other out.
1539	4	

Sense of Humor: Readiness to laugh and use humor appropriately.		
ID	Score	Comments
1534	5	
1535	3	
1536	3	
1538	5	Ema is so humble. She can read my weird sense of humor. She can handle being the target of a joke. She is a fun person to be around. She knows when someone is taking something too far and kindly reels it back in.
1539	3	