

Compiled References for Chantel Wilke

1546	Melissa Michaelis	Friend	12-14 years	Very Well
1547	Barb Kees	friend and co-worker at camp	Four years	Casually
1548	Byron Sayer	met serving together at camp	1.5 years	Well
1549	Lisa Coles	Friend	9 years	Very Well
1551	Barb Proudfoot	friend	2 years	Well

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

- 1546 Chantel is honest, genuine and loving. She believes the best about people and wants the best for them. She is easily able to perceive emotions and isn't afraid to ask deeper questions to help someone open up. She is loyal and doesn't give up or get discouraged easily. Most of, she will do anything if it's what God wants her to do.
- 1547 Committed to the Lord and family. She has a heart for First Nations people and is very involved with and keeps up with them. She is very organized.
- 1548 Very passionate about reaching the native community.
Detail oriented
Administrative skills
- 1549 Dedicated to her family
Hard working
Compassionate
Her relationship with the Lord
Her heart to serve the needs of the oppressed
Excited to share the gospel with those that have not yet heard
- 1551 intentional, compassionate, organized, friendly, reliable, respectful

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

- 1546 Her passion can make her very single minded about whatever she is currently being called to. This can make it hard for her to see and here other potentially helpful perspectives. Degree of problem: Slight
- 1547 May have problem relaxing. Degree of problem: Slight
- 1548 Stress management, with working through a major move, already serving, and having a young family, starting a business, I can see it being necessary to find time for self care to make sure they can sustain long term in the field. I think they are already starting to be aware of these things and getting better at not taking on too much but will need to stay on top of it for sure. Degree of problem: Moderate
- 1551 I see this as a potential problem. Reliable and compassionate - Chantel may have trouble balancing the life of a missionary with her role as wife and mother. However, due to her organizational skills and a desire to live an intentional life, I think she has the resources to manage this.
There may be times she needs to be reminded to rest. Degree of problem: Moderate

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

- 1546 I've known Jon and Chantel since they started dating. They have always very intentional, open, honest and genuine with each other. They seek to resolve differences and talk about things often and are eager to press through the hard parts of relationship in order to reap the rewards of unity. They truly operate as one flesh.

- 1547 As far as I can tell they have a great relationship. They each put the other first.
- 1548 They seem to be solid, I have not seen any warning signs at all that concern me. Even in the busyness of camp they find time for each other and show love.
- 1549 Excellent
Work together
Encourages each other
Support each other
United
- 1551 When we are with Jon and Chantel, we do not experience tension between them. They appear to communicate well. They seem to support each other and have made some hard decisions as a couple to intentionally live the life they feel God calls them to live.

I believe that Jon and Chantel have some struggles, as do all married couples. I am guessing their struggles are related to differing organizational and time management strategies.

...between parents and child(ren)?

- 1546 Chantel is 100% invested in her children. She is constantly working and praying for their good and for Gods will in their lives. She is very selfless in her motherhood. She has the usual struggles that young families have but faces fatigue, discipline issues, etc with prayer and community support.
- 1547 they have three children who are home-schooled. I think this is going well.
- 1548 Their children are a high priority and it is evident, they integrate them into ministry life and homeschool so family life is central to everything.
- 1549 Home schooling
Adventurous
Very hands on
Dedicated
Thinks outside the box
Loving
Nurturing
- 1551 Jon and Chantel have three children, and I have observed great affection between Jon and Chantel and their children. Their oldest, a boy, is turning nine this year, and their daughters will turn eight and five.

Chantel and Jon have moved away from extended family. However, they have prioritized staying connected, using video calls, and returning to see family. Traveling to visit extended family has been sacrificial for Jon and Chantel financially and because they are separated during this

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

- 1546 Excellent
- 1547 Average
- 1548 Excellent
- 1549 Excellent
- 1551 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.

- 1546 Chantel consistently is working through interpersonal conflict with her immediate family and not always sharing the same values and therefore not always supportive of her decisions. This of course has ups and downs and requires lots of prayer, but her heart is unity and peace as much as it depends on her while finding and maintaining healthy boundaries
- 1547 no known
- 1548 There are some layers to the family history that have caused some hurt, but they don't seem to be carrying those into ministry life.
- 1551 Chantel had a challenging time following work in a church they helped plant. She also has some issues with her family of origin. Chantel has previously utilized counseling and may need to access counselling again if problems arise. However, as a result of this experience and the counselling she has undertaken, I believe she is aware of potential triggers, desires to be healthy, and will seek help.

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

- 1546 When hurt can hold onto bitterness, but is aware of this and has had plenty of opportunities to work on building character against this
- 1547 No
- 1548 No I have not.
- 1551 No. I see a desire to grow spiritually and live a life that is honouring to God. She also seeks out mentoring.

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

- 1546 Absolutely. I think she is full of grace towards youth and kids that are growing in their understanding of the world, but also working towards instilling the same values that I would want.
- 1547 Yes
- 1548 yes, for sure.
- 1549 Absolutely!
- 1551 Yes

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

- 1546 Absolutely
- 1547 Yes
- 1548 Yes, all indications are there for a healthy, growing faith life.
- 1549 Yes
- 1551 Yes

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

- 1546 Chantel and Jon have been praying for God's will in their lives and living sacrificially to live in His will as He shows it to them for as long as I have known them. I'm realizing the older I get and the more people I know that this desire and commitment to live to Christ and die to self is rare. They are treasure to your organization. They will give themselves to the work even when things are hard and the fruit is not obvious. They may need help to establish healthy mental and emotional bound
- 1547 I Feel they are ready. In reality, they are already serving--they just do not belong to an organization. If they did, and could raise financial support, they could spend more time in ministry.

- 1548 Yes, I believe that they are ready and prepared to serve. I have been able to see them already living out a life of service in the native community there and a desire to continue to spend their lives doing just that.
- My only concerns would be just trying to take on too much while they are support raising, homeschooling, running a business, and serving at camp and we burn them out before they even finish the process. But also, having lived through joining when I had a young family I also know
- 1549 Chantel has been progressively moving towards a life in ministry since I've known her. Her post secondary education lends itself well to this purpose having focused on ministry related courses (missions, theology and more).
- I have served alongside her on the mission field, I've seen her take on multiple roles and responsibilities and she has grown in her desire for a life in missionary service as a result.
- 1551 I believe Chantel is ready for missionary service. I believe God has placed this desire in her heart, and I can see the missionary service they have been involved with in an informal manner invigorates her.

Compiled References for Chantel Wilke

1546	Melissa Michaelis	Friend	12-14 years	Very Well
1547	Barb Kees	friend and co-worker at camp	Four years	Casually
1548	Byron Sayer	met serving together at camp	1.5 years	Well
1549	Lisa Coles	Friend	9 years	Very Well
1551	Barb Proudfoot	friend	2 years	Well

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
1546	4	A self starter
1547	4	
1548	4	Could possibly be high achiever as well. Very Driven personality.
1549	5	
1551	5	

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

ID	Score	Comments
1546	4	Willing to work through communication to become united with teammates
1547	5	
1548	4	I have seen very active participation and cooperation levels with the Nookoowai team.
1549	5	
1551	4	Chantel is organized and can be flexible with those who do not plan. However, prolonged spontaneity would create stress for Chantel. Chantel does have the ability to communicate these needs. I would like to add that Chantel can "go with the flow" for short periods of time but needs some structure due to a very busy life. She will not demand that everything has to be preplanned.

Motivation: Inner drive to accomplish a task.

ID	Score	Comments
1546	4	Might need a reminder to take a break and leave margin!
1547	4	
1548	4	Life can be busy for them, so certain tasks might take a while but I have never noticed them not remember or need reminders, they come through.
1549	5	
1551	5	

Sensitivity: Responsiveness to the needs and feelings of others.

ID	Score	Comments
1546	4	Of course no one can be perfect but her heart is to recognize where people are coming from and meeting them where they are at
1547	5	
1548	3	No issues, but haven't seen any major situations where it has been a factor- hence the mid score.
1549	5	
1551	5	Chantel has great compassion, and I see her desire to understand First Nations

people's cultural nuances and endeavor to learn from and respect them.

Financial Responsibility: Living within one's means and avoiding debt.		
ID	Score	Comments
1546	5	Very aware of biblical financial principles and willing to live below her means
1547	4	As far as I have seen.
1548	4	They seem to have made some good financial moves in the transition to Alberta from what I've seen, not overextending themselves.
1549	4	
1551	5	

Spiritual Life: Devotion to the things of God.		
ID	Score	Comments
1546	5	This has always been her passion and purpose in all the time I've known her
1547	4	
1548	4	Seems grounded and growing with fruit of the spirit evident.
1549	5	
1551	4	

Responsibility: Dependable in tasks; loyal.		
ID	Score	Comments
1546	5	
1547	4	
1548	5	No concerns at all.
1549	4	
1551	5	

Response to Authority: Attitude towards being instructed what to do.		
ID	Score	Comments
1546	5	Even when the authority has been in the wrong, not a door mat but doesn't always need to prove her point either - humble but wise
1547	4	
1548	4	I can't say I have seen this in action a lot, there has not been any conflict with authority in my interactions so far.
1549	5	
1551	4	If Chantel does not understand what is being asked of her or if it conflicts with her values, she will question what she is being asked to do.

Emotional Stability: General response to life's stresses.		
ID	Score	Comments
1546	4	Knows how to manage her emotions and support herself through ups and downs
1547	3	
1548	4	As I've got to know Chantel they have been more and more willing to be vulnerable and invite others to help navigate the stress of life and ask for help when needed which has been really good.
1549	5	
1551	3	Chantel is aware of her emotions and uses some strategies to help her. Additionally, she can seek help when needed. The stress may impact her emotional health if her life has too many competing priorities.

Flexibility: Ability to adjust to changes in routines, methods, etc.		
ID	Score	Comments
1546	5	She's homeschooling! That's the definition of flexibility! She has adapted well to her families changing needs in a variety of seasons
1547	5	In this area I have only seen her at camp in the kitchen and there she is very flexible.
1548	4	Always willing to join in different roles and react as needed in camp life.
1549	5	
1551	4	

Social Initiative: Ability to start relationships with strangers.		
ID	Score	Comments
1546	4	I'm not sure it's easy for her, but she knows it's valuable and is willing to be uncomfortable for the end goal
1547	5	
1548	4	They have seemed eager and willing to make new relationships on reserve and in camp. No problems here.
1549	5	
1551	4	

Judgment: Exhibiting common sense and discretion in actions.		
ID	Score	Comments
1546	4	On occasion has not read the situation well, but generally does
1547	3	I have never seen a situation where she has lacked good judgement or common sense.
1548	4	I have not had a lot of experience witnessing this. They seem to have solid judgement but has not been really tested in my presence.
1549	5	
1551	4	

Acceptance: Degree to which others desire the applicant's company.		
ID	Score	Comments
1546	4	
1547	4	
1548	4	
1549	4	
1551	4	

Sense of Humor: Readiness to laugh and use humor appropriately.		
ID	Score	Comments
1546	3	
1547	5	
1548	3	Chantel uses humor appropriately, I would say it is John's more go to with the classic dad joke humour!
1549	5	
1551	3	Chantel can laugh at herself.