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Confidential Reference Form for Summer Staff

Applicant's Name _____

Staff position applicant is applying for _____

Working in a summer camp ministry with children demands a lot from a person:

1. Willingness to frequently forgo personal fellowship and recreation in order to be with and have an impact on the campers for the Lord.
2. Ability to work together and live with people of many backgrounds and personality types to the glory of the Lord.
3. Desire to communicate God's Word in word and deed.
4. Ability to accept responsibility and submit to authority.
5. Reasonably good health, capable of a hard summer's work.

Because of these demands and the eternal consequences of this ministry, we need to know as much as possible about staff applicants. We would appreciate your careful and thoughtful responses to the following questions. Feel free to leave questions blank that you are not in a position to answer, or to use additional paper if necessary.

1. How long have you known the applicant? _____
2. What is your relationship to the applicant? _____
3. How well do you know the applicant? Very well _____ Casually _____ Very little _____
4. Have you had any contact with the applicant within the last 12 months? _____
5. Does he/she come from a Christian home? _____
6. Have you noticed anything questionable about his/her moral life? _____
7. Is there any racial prejudice which would make cooperation with those of another race or nationality difficult? _____
8. Is he/she inclined to receive instruction? _____
9. Would you say the applicant has an average, above average, or below average knowledge of the Bible? _____
10. Will he/she submit to proper authority? _____
11. What activities, attitudes or behavior in this person's life give evidence of a relationship with the Lord? _____
12. How does the applicant display a love for lost souls? _____
13. Is his/her behavior and attitude consistently in line with Scriptural principles and teachings? _____
14. How does the applicant display an ability to work with children? _____
15. Is he/she willing and able to accept responsibility? (Give specific examples, if possible) _____
16. How would you describe the applicant's judgment and common sense? _____

17. Please check the answer that best applies to the applicant.

a. Ability to form, execute, and follow through on plans:

- | | |
|---|--|
| <input type="checkbox"/> Needs constant supervision | <input type="checkbox"/> Does over and above assigned |
| <input type="checkbox"/> Begins but does not finish | <input type="checkbox"/> Superior ability and follow through |
| <input type="checkbox"/> Meets average expectations | |

b. Acceptance by others:

- | | |
|--|---|
| <input type="checkbox"/> Avoided by others | <input type="checkbox"/> Liked by others |
| <input type="checkbox"/> Tolerated by others | <input type="checkbox"/> Well liked by others |

c. Leadership:

- | | |
|--|--|
| <input type="checkbox"/> Always a follower | <input type="checkbox"/> Strong leadership |
| <input type="checkbox"/> Occasional leadership | |

d. Personality:

- | | |
|--|------------------------------------|
| <input type="checkbox"/> Shy and withdrawn | <input type="checkbox"/> Outgoing |
| <input type="checkbox"/> Reserved | <input type="checkbox"/> Extrovert |
| <input type="checkbox"/> Average | |

e. Emotional quality

- | | |
|--|---|
| <input type="checkbox"/> Over-responds | <input type="checkbox"/> Balanced and controlled under most circumstances |
| <input type="checkbox"/> Tends to be moody | |
| <input type="checkbox"/> Sometimes well balanced | |

f. Personal appearance:

- | | |
|---------------------------------------|--------------------------------------|
| <input type="checkbox"/> Sloppy | <input type="checkbox"/> Always neat |
| <input type="checkbox"/> Usually neat | |

18. Would you hire this person for this ministry if in the position to do so? _____

19. Would you like to see this person at camp because of what he or she can contribute to our program _____, because of what we can do for him or her _____, or both _____?

20. Would you want your child placed under the supervision of this person for a good part of the day?

21. Any additional comments? _____

Please give two additional references of people who would know the applicant

Name _____	Name _____
Address _____	Address _____
_____	_____
_____	_____

Signature _____ Date _____
 Name _____
 Address _____
 City _____ State _____ Zip _____
 Phone () _____

Thank you for your truthful response to these questions and for helping us to get to know the applicant better. Please return this form to Camp Streamside as soon as possible. Pray with us as we select our staff, that the Lord would supply us with a group well equipped and prepared for the ministry, and that each staff member and camper would grow in his/her love for the Lord as a result of their time spent here at Camp Streamside.