

ILNC Camp Staff Reference Form

Applicant's Name _____ Phone _____ Position Applied For: _____

Background Information

Name of Camp: _____

The applicant named above has expressed interest in working for Indian Lake Nazarene Camp this summer. We are encouraging you to give us your honest evaluation of the applicant, as you have seen him/her live and perform on a daily basis. All references are confidential and will not be discussed directly with the applicant. It is our desire to choose a staff person who is trustworthy, caring, and loving toward children, teens and adults. It is imperative that all summer staff provide positive role models for children between grades Kindergarten through 12th Grade.

Please print your responses. Your feedback is greatly appreciated. Thank you!

Referent Information (Please no relatives or roommates)

Your Name: _____ Phone _____

Type of Reference Given: Pastor/Spiritual Leader Work Christian/Character

How long have you know this applicant? _____

Perceptions of Applicant (Please check the appropriate line for each trait, based on your perception)

Responsibility

___ Excellent *Diligently follows through on all tasks*
___ Good *Follow through on tasks*
___ Average *Usually follows through on tasks*
___ Poor *Sometimes follows through on tasks*

Integrity

___ Excellent *Consistently trustworthy*
___ Good *Generally honest and true*
___ Average *May stretch the truth*
___ Poor *Questionable*

Work Ethic

___ Excellent *Puts forth the extra effort*
___ Good *Will put in a fair day's work*
___ Average *Works enough to get by*
___ Poor *Lazy*

Communication

___ Excellent *Articulates in all groups*
___ Good *Usually gets thoughts across well*
___ Average *Get thoughts across, may be hesitant*
___ Poor *Difficulty in articulating thoughts*

Leadership

___ Excellent *A leader of leaders*
___ Good *Contributes positively*
___ Average *Usually well balanced*
___ Poor *Passive negative influence*

Initiative

___ Excellent *Will look for things to do*
___ Good *Will do what needs to be done*
___ Average *Will do the obvious*
___ Poor *Needs to be told what to do*

Emotional Stability

___ Excellent *Exceptional, stable, consistent*
___ Good *Well balanced in most situations*
___ Average *Usually well balanced*
___ Poor *Excitable, unresponsive*

Motivation

___ Excellent *Highly self motivated*
___ Good *Effectively motivated*
___ Average *Usually purposeful*
___ Poor *Purposeless*

Judgment

___ Excellent *Consistently makes wise decisions*
___ Good *Makes good decisions*
___ Average *Makes fair decisions*
___ Poor *Hasty decision, indecisive*

Commitment

___ Excellent *Their word is their bond*
___ Good *Completes the commitments*
___ Average *Follows through reluctantly*
___ Poor *No follow through*

Cooperation

___ Excellent *Deeply sensitive to others*
___ Good *Generally concerned for others*
___ Average *Cooperates when convenient*
___ Poor *Difficult to work with*

Team Participation

___ Excellent *Outstanding group member*
___ Good *Contributes positively in a group*
___ Average *Usually contributes positively*
___ Poor *Difficulty working in a group*

How would you describe the applicant's Christian commitment? _____

Signature _____ Date _____