



# Reference Form

**This applicant is applying for a position at SON-Life Camp & Retreat Center. We ask that you consider this individual in the context of him/her serving at a camp. The applicant will be working very closely with hundreds of young people throughout the summer and will have great demands placed on him/ her physically, emotionally, and spiritually. We ask that you answer these questions to the best of you knowledge.**

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Applicant Name \_\_\_\_\_ Phone # \_\_\_\_\_ Position Desired \_\_\_\_\_

Reference Name \_\_\_\_\_ Phone # \_\_\_\_\_ Best time to be reached \_\_\_\_\_

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How long have you known the applicant? \_\_\_\_\_ In what capacity? \_\_\_\_\_

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What evidence do you see of this person having a healthy, growing relationship with Christ?

To your knowledge, has this applicant ever worked with children or youth? In what capacity?

What gifts do you see the applicant possessing and actively using? Any noteworthy accomplishments or qualities?

Please explain any tendencies or traits, which might reduce the effectiveness of the applicant in this position. Are you aware of any reason that this applicant should NOT be considered for employment?

Does this person weaken in the absence of authority? \_\_\_\_\_

Do you feel the applicant would be able to lead campers spiritually? \_\_\_\_\_

To your knowledge, has this applicant ever abused a child physically or sexually? \_\_\_\_\_

To your knowledge, does the applicant use drugs or alcohol? \_\_\_\_\_

If you had a child of camper age, how would you feel about this applicant working with your child?

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**For each item, please indicate your impressions of the applicant's character.**

1. *Responsibility*

- Excellent: (works diligently on all tasks)  
 Good: (follows through on tasks)  
 Average: (usually follows through on tasks)  
 Poor: (follows through when convenient)

5. *Leadership*

- Excellent (a leader of leaders)  
 Good (contributes positively)  
 Average (usually well balanced)  
 Poor (passive / negative influence)

9. *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)

2. *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)

6. *Cooperation*

- Excellent (deeply sensitive to others)  
 Good (generally concerned with others)  
 Average (cooperates when convenient)  
 Poor (difficult to work with)

10. *Motivation*

- Excellent (highly self motivated)  
 Good (will do what needs to be done)  
 Average (usually purposeful)  
 Poor (purposeless)

3. *Emotional stability*

- Excellent (exceptionally stable & consistent)  
 Good (well balanced in most situations)  
 Average (usually well balanced)  
 Poor (unresponsive)

7. *Integrity*

- Excellent (consistently trustworthy)  
 Good (generally honest and true)  
 Average (may stretch the truth)  
 Poor (questionable)

11. *Appearance*

- Excellent (outstanding first impression)  
 Good (well groomed/ good first impression)  
 Average (fair first impression)  
 Poor (sloppy, negative impression)

4. *Judgment*

- Excellent (consistently makes wise decisions)  
 Good (makes good decisions)  
 Average (makes fair decisions)  
 Poor (hasty decisions/ indecisive)

8. *Communication*

- Excellent (articulate in all groups)  
 Good (usually gets thoughts across well)  
 Average (gets thoughts across hesitantly)  
 Poor (difficulty articulating thoughts)

12. *Team Participation*

- Excellent (outstanding group member)  
 Good (contributes positively in a group)  
 Average (usually contributes positively)  
 Poor (difficulty working in a group)

I  strongly recommend  recommend  recommend with hesitation  do not recommend  
the applicant to serve in this position.

I prefer to discuss this applicant further. Please call me at \_\_\_\_\_

**Additional Comments:**

**Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

**Thank you for taking time to complete this reference form. If you have any questions or would like to discuss any information about this applicant, please contact Ben at 269.792.2081 or ben@son-lifecamp.org**

**Please send or fax to Ben at: SON-Life Camp & Retreat Center  
189 – 126<sup>th</sup> Ave  
Wayland, MI 49348  
or  
Fax #: 269.792.4422**