



Reference Form

The following has applied 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 physically, emotionally, and spiritually on him/her. We ask that you answer these questions to the best of your knowledge.

Applicant Name _____ Phone # _____ Position Desired _____

Reference Name _____ Phone # _____ Best time to be reached _____

How long have you known the applicant? _____ In what capacity? _____

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?

Have you noticed 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? Yes No

Do you feel the applicant would be able to lead campers spiritually? Yes No

To your knowledge, has this applicant ever abused a child physically or sexually? Yes No

To your knowledge, does the applicant use drugs or alcohol? Yes No

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 good first impression
- Average fair first impression
- Poor sloppy, negative impression

4. Judgment

- Excellent 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

Final Thoughts:

- I would....
- strongly recommend
 - recommend
 - recommend with hesitation
 - not recommend

... this person to serve in the position listed on this reference form.

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 to Ben at:

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