



**PERSONAL REFERENCE**

to be completed by a recent

**PASTOR or YOUTH LEADER**

**Applicant's** Name: \_\_\_\_\_

I am interested in working at:

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Where most needed

Email: \_\_\_\_\_ Position applying for: \_\_\_\_\_

The above named person has applied for summer staff at Island Lake or Miracle Ranch. Working on the camp staff is not an easy job. It means living and working closely with many other people, which requires reasonable social skills and the ability to relate well with others. Will you please give us your thoughtful observations and comments about this applicant? Any information you give will be regarded as confidential. Thank you.

1. How well do you know the applicant?  
 fairly well / numerous personal contacts     acquaintance     very close relationship

2. What is the length of your relationship with this individual?  
 less than one year     1-2 years     3-5 years     more than 5 years

3. In what capacity or setting do you know this individual? \_\_\_\_\_

4. Circle the number which best represents where the applicant fits on the scale given for each category. Comments:

Able to work with others	1	2	3	4	5	6	7	8	9	10	_____
	individual						team player				
Adaptability	1	2	3	4	5	6	7	8	9	10	_____
	adjusts slowly						able to change				
Attitude toward authority	1	2	3	4	5	6	7	8	9	10	_____
	rebellious						highly responsive				
Dependability	1	2	3	4	5	6	7	8	9	10	_____
	irresponsible						extremely dependable				
Emotional maturity	1	2	3	4	5	6	7	8	9	10	_____
	ruled by emotions						controls emotions				
Flexibility	1	2	3	4	5	6	7	8	9	10	_____
	resistant						willing to change				
Initiative	1	2	3	4	5	6	7	8	9	10	_____
	never initiates						self motivated				
Personal grooming	1	2	3	4	5	6	7	8	9	10	_____
	little effort						pleasant appearance				
Punctuality	1	2	3	4	5	6	7	8	9	10	_____
	rarely on time						timely and prompt				
Sense of humor	1	2	3	4	5	6	7	8	9	10	_____
	easily offended						light hearted				
Teachable	1	2	3	4	5	6	7	8	9	10	_____
	unwilling to listen						open to direction				
Work ethic	1	2	3	4	5	6	7	8	9	10	_____
	lazy						hard worker				

5. Please indicate areas of consistency in the applicant's life:

	Consistent	Frequent	Occasional	Seldom
Bible study	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Church attendance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Church service and ministry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Witnessing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Challenging others spiritually	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Does the applicant appear to be growing in his/her Christian experience? \_\_\_\_\_

Please explain: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

7. As a parent, would you want your child placed under the direct charge and influence of this individual?

Please explain: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

8. I have no reservations concerning the applicant's honesty and integrity.

strongly agree       agree       disagree

9. I recommend this applicant for employment at CRISTA Camps & Conferences.

unreservedly       with reservations       do not recommend

10. Please add any further comments you feel would be helpful to us: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Signed \_\_\_\_\_ Date \_\_\_\_\_

Name (printed) \_\_\_\_\_ Title \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone (\_\_\_\_\_) \_\_\_\_\_ Email \_\_\_\_\_

Thank you for the time and effort you have given to complete this form. Please check that you have answered all the questions and then send it to:

**CRISTA Camps Summer Staff**  
**12500 Camp CT. NW; Poulsbo, WA 98370**