



SUMMER STAFF REFERENCE

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Applicant Name: _____

Type of Reference: Character Spiritual Employer

Reference Name: _____ Reference Title: _____

Reference Email: _____ Reference Phone Number: _____-_____-_____

Please give careful consideration to the rating below, and return this form at your earliest convenience to the address above. The individual named above has applied to work on Summer Staff at New Hope Camp & Conference Center (NHCCC). NHCCC is a year-round Christian conference center and a summer Bible camp for children and teens. We are looking for mature, hard working, trustworthy, Christian applicants who will be positive role models to children ages 5-14. Your honest appraisal will assist us in evaluating the applicant's qualifications and abilities for this job. All references are confidential and will not be seen or directly shared with the applicant.

1. How long have you known the applicant and in what capacity? _____

2. How well do you know the applicant? not very well fairly well very well close relationship

3. How recent is your contact with the applicant? more than one year since any contact occasional interaction in the past year
 consistent interaction in the past year regular contact

4. To your knowledge does this applicant have traits or experience that qualifies them for the leadership of children and youth?
 Yes No Please describe: _____

5. Please rate the applicant in the following areas:

• Work Habits

Self Starter	1	2	3	4	Procrastinates
Industrious	1	2	3	4	Lazy
Independent Thinker	1	2	3	4	Needs Instruction
Teachable	1	2	3	4	Resents Suggestions

• Leadership Ability/Style

Natural	1	2	3	4	Not-a-leader
Takes Charge	1	2	3	4	Usually follows
Aggressive	1	2	3	4	Passive

• Social Interaction with adults or peers

Sought out by others	1	2	3	4	Avoided by others
Talkative	1	2	3	4	Quiet
Socially awkward	1	2	3	4	Socially adept
Inconsiderate	1	2	3	4	Respectful
Brings unity	1	2	3	4	Divisive

• Personality

Cold	1	2	3	4	Warm
Extrovert	1	2	3	4	Introvert
Fun Loving	1	2	3	4	Serious

Applicant Name: _____

6. Please rate the applicant in the following areas, comparing the applicant to other people his or her age.

Flexibility

- Excellent
- Good
- Average
- Poor

Judgment

- Excellent
- Good
- Average
- Poor

Dependability

- Excellent
- Good
- Average
- Poor

Rapport with youth

- Excellent
- Good
- Average
- Poor

Integrity

- Excellent
- Good
- Average
- Poor

Decision Making

- Excellent
- Good
- Average
- Poor

Health/Stamina

- Excellent
- Good
- Average
- Poor

Team Participation

- Excellent
- Good
- Average
- Poor

Humility

- Excellent
- Good
- Average
- Poor

Cooperation

- Excellent
- Good
- Average
- Poor

First Impression

- Excellent
- Good
- Average
- Poor

Creative

- Excellent
- Good
- Average
- Poor

Servant Heart

- Excellent
- Good
- Average
- Poor
- Not Sure

Spiritual Maturity

- Excellent
- Good
- Average
- Poor
- Not Sure

Christian Values

- Excellent
- Good
- Average
- Poor
- Not Sure

Rebelliousness

- Never Apparent
- Rarely Apparent
- Sometimes Apparent
- Often Apparent
- No Experience

Argumentativeness

- Never Apparent
- Rarely Apparent
- Sometimes Apparent
- Often Apparent

Rudeness

- Never Apparent
- Rarely Apparent
- Sometimes Apparent
- Often Apparent

Critical Attitude

- Never Apparent
- Rarely Apparent
- Sometimes Apparent
- Often Apparent

Anxiety/Stress

- Never Apparent
- Rarely Apparent
- Sometimes Apparent
- Often Apparent

7. Have you had a chance to observe this person's spiritual life? Yes No

If so, how much of an influence does their faith have on the way they interact with others

8. What is the greatest strength of the applicant? _____

9. What is one area you would encourage the applicant to grow in? _____

10. Who would benefit more from the applicant's time at NHCCC, the applicant or campers? Why?

Overall, do you recommend the applicant for a position at NHCCC?

- Strongly Recommend Recommend Recommend With Hesitation Do Not Recommend

Please make any additional comments:

Signature _____ Date _____

(signing your name verifies that the information listed previously is true to the best of your knowledge)