



Return To:
 Camp Oak Hills
 1696 South Camp Rd SW
 Bemidji, MN 56601
 Phone: 218.444.4085
 Fax: 218.751.8825
 Email: brianeastling@oakhills.edu

Reference Form for Summer Staff

To be completed by a Christian Worker

(Pastor, Youth Pastor, Christian Group Leader)

Reference form for (please fill in applicant's name): _____

This applicant is being considered for summer staff with Camp Oak Hills.

The personal information requested below will supplement that provided by personal interview. It is of great importance to us to obtain objective and valid statements from persons who have some personal knowledge of the applicant's ability and characteristics.

The early return of this form will be appreciated as it will expedite the processing of this candidate's application. Any information which you may give us will be regarded as strictly confidential. Please send this form directly to Camp Oak Hills.

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

2. Are you in a position to assess the applicant's skills in the area for which they are being considered?

3. Does the applicant appear to be growing in his/her Christian experience? _____
 Please explain. _____

4. Does the applicant take an active interest in Christian Service? _____
 Please explain. _____

5. Have you seen the applicant in response to understanding the Scriptures, witnessing, and prayer life? _____
 Please explain. _____

6. Please check one or more items under each heading. Please leave items blank for which you feel unqualified to comment.

INTEGRITY/HONESTY

- Proudly over scrupulous
- Totally honest and forthright
- Generally reliable
- Of doubtful integrity

SELF DISCIPLINE

- Overly self-disciplined
- Show good self-discipline
- Over indulges in hobby or recreation
- Does not control temper

FOLLOWING ORDERS

- Often disregards orders
- Sometimes follows orders
- Follows orders well

FRIENDLINESS

- Usually friendly with many
- Quiet or shy
- Cliquish
- Easily offended
- Generally aloof
- Often sullen

INITIATIVE

- Depends on others unduly
- Generally conforms
- Seldom initiates
- Frequently initiates
- Self-reliant
- Actively creative

TEAMWORK

- Frequently causes friction
- Seeks to dominate
- Seldom cooperative with others
- Usually cooperative
- Works well with others

EMOTIONAL STABILITY

- Inclined to be apathetic
- Somewhat over emotional
- Handles stress very well
- Frequently depressed or discouraged
- Well-balanced and controlled

ORDERLINESS OF WORK

PLACE

- Over neat to a fault
- Somewhat disorderly
- Cleans up after self
- Works in a mess
- Usually neat

ADAPTABILITY

- Unable to cope with a new situation
- Usually adjusts to change
- Slow in adjustment to change
- Adapts well to unusual circumstances

WORKMANSHIP

- Uneven quality in work
- Most work poorly done
- Usually satisfactory workmanship
- Satisfactory workmanship
- Extremely good workmanship

LEADERSHIP

- Makes no effort to lead
- Tries but lacks ability
- Has leadership potential
- Good leadership ability

COMMUNICATION

- Faultfinding
- Argumentative
- Tactless
- Non-argumentative, tactful
- Speaks well of others

FLEXIBILITY

- Insists on doing things their way
- Has difficulty adapting to new/unusual tasks
- Willing to learn/try something outside his/her experience
- Evidences true servant spirit
- Accepts undesirable tasks with good spirit

CHRISTIAN EXPERIENCE

- Relatively superficial
- Rich and growing
- Overemotional
- Mature, although not exceptional
- Vital and contagious

WITNESS

- Has zeal, but tends to be insensitive
- Shares Christ reluctantly and self-consciously
- Shares faith naturally and effectively

DOCTRINE

- Deviates on major issues
- Includes questionable aspects
- Unduly depends on others for own beliefs
- Is vague and unclear on many points
- Has carefully chosen own position

LOCAL CHURCH

- Remains separate from life of church
- Cooperates fully with church
- Has ministry apart from church
- An effective leader in church

8. Please list below what you consider to be the three strongest personal/character strengths and weaknesses of the applicant:

Strengths	Weaknesses
1. _____	1. _____
2. _____	2. _____
3. _____	3. _____

9. How well does the applicant respond to stress? _____

10. Do you know anything about the applicant's past or present which would hinder his or her effectiveness as an employee of Camp Oak Hills? _____

11. If you were asked to have this person as a co-worker for several years, how would you respond? _____

12. As a camp staff, this person would, to varying degrees, guide and interact with youth. Would you consider this applicant qualified to guide your child or teenager? _____
Please explain. _____

How do you rate the applicant's potential as an employee with Camp Oak Hills?

- Exceptional
- Superior
- Good
- Average
- Below Average

If you feel there is additional information that would be best communicated over the phone; please check this box. A Camp Oak Hills representative will contact you.

Date _____ Signature _____

Name _____ Position _____