



4-833 51st St. E. Suite 321  
Saskatoon, SK. S7K 5C6  
Office: (306)477-4410 - Camp: (306)497-2805  
Fax: 1(866)561-8294  
Email: [info@redberrybiblecamp.com](mailto:info@redberrybiblecamp.com)



## Mission Statement

*"To communicate the good news of Jesus Christ through the uniqueness of a camp experience."*

### VALUES

We strive to conduct all camp initiatives in alignment with the following core, rank-ordered values:

#### 1. FAITH

Dependence on God in all things; committed to being lives of prayer, worship and love, which He enables

#### 2. RELATIONSHIP

We are committed to God-honoring relationships with campers, staff and affiliates

#### 3. GROWTH

To allow the Holy Spirit to work in and through us on a continual progression of transformational maturity

#### 4. EQUIPPING

Committed to helping people to become all that God intends them to be, facilitating them to a sense of achievement, confidence and fulfillment

## Finances

Junior Cabin Leaders and LIT's are considered volunteer positions.

An honorarium of \$150.00/wk is given to senior staff members.

Additional honorarium is provided for advanced leadership positions.

The Share 'N' Summer Program is Redberry's support program for staff. Staff members are eligible to raise up to an additional \$200.00/wk through the Share 'N' Summer program.

Assistance is provided through:

- SUPPORT INFORMATION PACKAGE
- PRAYER CARDS
- LETTERS TO SUPPORTERS
- CONTACT WITH STAFF MEMBER'S CHURCH

## General Redberry Staff Qualifications

Knowing Christ as your personal Savior

A desire to serve

Growing in spiritual and emotional maturity

Enjoy children and youth

Enjoyment of the great outdoors

Ability to work with others



# Senior Summer Staff & Leaders

**Senior Staff** members make up the core of the “Redberry staff team”. Weekly Honorarium is available and additional funds can be raised through the SNS program (see below for details)

**Senior Cabin Leaders:** in cabin, to lead campers, assistant counselor/JC/LIT, devo's and to provide guidance and leadership to campers throughout each week. Instructing in one of the skill programs is also required. Senior Cabin leaders work 6-8 of the weeks during the summer camp season (July 2 - August 24).

**Assistant Cooks:** to assist Head Cook in meal prep, menus and with the ability to take over if needed. Food Handling Safety Course Certificate is required.

**Assistant Wranglers:** to assist Head Wrangler in the horse program duties. This includes teaching, riding, training, etc. Previous horse and wrangling experience is required.

**Head Cook:** Responsible for the planning and preparation of all food services. Must have your Food Handling Safety Course Certificate.

**Program Director:** to plan and co-coordinate wide games, run the camp contest and assist the associate director. Responsible for planning, preparing and overseeing the daily skill and activity program.

**Video Technician:** to take pictures and video footage during each week of camp. Must have experience with video editing and duplicating as well as the ability of making fun and exciting videos for each week of camp.

**Nurse:** To ensure that campers and staff receive proper health care while at camp. A completed LPN course or at least in year three of Nurse Training.

**Wrangler:** To be responsible for the planning and supervision of the horse program.

**Ranch Camp Director:** To be responsible for planning and leading our 3 Girls Ranch Camps and helping with the general horse program.

**Assistance Maintenance:** To assist in pre season preparation and maintenance of camp facilities, grounds and vehicles.

**Head Lifeguard:** To be responsible for pool maintenance and the planning and supervision of the swimming program. Must be 18 years or older and have current NLS with either AEC or CPRC and First Aid Training.

**Volunteer Positions:** If you feel like investing some time at camp, think about volunteering. While Redberry offers both paid positions and volunteer positions, all summer staff positions are open to volunteers! This is a great way to come experience camp in a different way. Here are a few other areas where volunteers are needed: Support Staff, Kitchen help, Maintenance help.

**Redberry is looking for dynamic, dedicated followers of Jesus Christ who are looking for opportunities to live out their faith and help campers come to a better understanding of how Jesus Christ can give purpose and meaning to their lives.**

**Why not consider being part of our Team this summer! Send in your application!**





4-833 51<sup>st</sup> St. E. Suite 321 Saskatoon, SK. S7K 5C6  
 Phone: (306) 477-4410 Fax: 1(866) 561-8294

For office use only	
Date Received	Ref Received
Acceptance Sent	Contract Received

## 2012 TEAM APPLICATION FORM (please print in ink)



Applicants Full Name \_\_\_\_\_

Birth date \_\_\_\_/\_\_\_\_/\_\_\_\_ / Age as of Dec. 31/12 \_\_\_\_  
Month Day Year

Permanent Address \_\_\_\_\_

City/Town \_\_\_\_\_ Prov \_\_\_\_\_ PC \_\_\_\_\_

Email \_\_\_\_\_

Phone (H) \_\_\_\_\_ (C) \_\_\_\_\_  
(Please provide)

Gender: \_\_\_\_\_ Social Insurance # \_\_\_\_\_

Staff Shirt Size (unisex): (Small - XXL) \_\_\_\_\_

### EDUCATION RECORD & Other Development Programs (YMI, SOAR, YWAM, etc.)

	Name	Years Attended	Date Graduated	Degree
High School				
Bible School				
University/College				
Development Programs				
Other				

### EMPLOYMENT RECORD

Employers Name	Dates Employed	Position/responsibilities

### ACTIVITY AND CHURCH BACKGROUND

Church currently attending: \_\_\_\_\_ Are you a member? Yes No

What have been your church or school related involvements in the past few years? \_\_\_\_\_

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

**PERSONAL INFORMATION** (On a separate piece of paper, please answer the following questions)

1. How did you become a Christian?
2. Describe your current relationship with the Lord and your devotional habits.
3. What are some areas of recent Christian growth?
4. What do you consider are your areas of strength or talent? (Don't be modest)
5. What are some areas that require further growth/development?
6. State briefly your experience as a camper. (Indicate camp{s} you attended)
7. State briefly your experience as a camp staff team member (if applicable).
8. List your hobbies and interests.
9. Why are you applying for this position?
10. What are some goals you hope to accomplish as a staff member?
11. Have you ever been convicted for a criminal or sexual offense?  No  Yes If yes, please explain.
12. A **criminal check must** be completed and submitted to the camp office before application can be processed. Take the attached letter explaining your purpose to the police station with your name on it. Some detachments may require a fee. \* **YOU MUST GET A NEW CRIMINAL CHECK EVERY YEAR.**

**I AM INTERESTED IN APPLYING FOR:**

- |  |  |
|--|--|
| <input type="checkbox"/> * <u>Cabin Leader (Advance team)</u> (May 1 – Aug 24) | <input type="checkbox"/> * <u>LIT Directors</u> (1 M & 1 F) (May 1 – Aug 24) |
| <input type="checkbox"/> * <u>Head Wrangler</u> (May 1 – Aug 24)               | <input type="checkbox"/> * <u>Program Director</u> (May 1 – Aug 24)          |
| <input type="checkbox"/> * <u>Head Lifeguard</u> (May 1 – Aug 24)              | <input type="checkbox"/> * <u>Secretary</u> (May 1 – Aug 24)                 |
| <input type="checkbox"/> * <u>Ranch Camp Director</u> (May 1 – Aug 24)         | <input type="checkbox"/> * <u>Assistant Maintenance</u> (May 1 – Aug 24)     |
| <input type="checkbox"/> Cabin Leader (June 28 – Aug 24)                       | <input type="checkbox"/> Nurse (June 28 – Aug 24)                            |
| <input type="checkbox"/> Assistant Wrangler (June 28 – Aug 24)                 | <input type="checkbox"/> Video Technician (June 28 – Aug 24)                 |
| <input type="checkbox"/> Chef/Head Cook (June 28 – Aug 24)                     | <input type="checkbox"/> Assistant Chef (June 28 – Aug 24)                   |
| <input type="checkbox"/> Assistant Lifeguard (June 28 – Aug 24)                | <input type="checkbox"/> Kitchen Help (Weeks in July - Aug)                  |
| <input type="checkbox"/> Ranch Camp Worker (See dates below)                   | <input type="checkbox"/> Support Staff (volunteer) (Weeks in July - Aug)     |
| <input type="checkbox"/> Maintenance Help (Weeks in July - Aug)                | <input type="checkbox"/> Other _____   |

**\*Applications for Advance Team positions (positions underlined) need to be in by Feb 17<sup>th</sup>, 2012. Interviews start first week of February 27<sup>th</sup>, 2012\***

Honorariums are available for a number of staff positions (See staff insert for more details)  
Please indicate (x) whether you wish to:

\_\_\_ **Receive Honorarium**

\_\_\_ **Volunteer Service**

**WEEKS AVAILABLE FOR:**

- |  |   |
|--|---|
| <input type="checkbox"/> Explore Camp/Little Boots Camp July 2-6 | <input type="checkbox"/> Junior Camp August 12-17       |
| <input type="checkbox"/> Junior Teen #1 July 8-13                | <input type="checkbox"/> Adventure Camp #2 August 19-24 |
| <input type="checkbox"/> Adventure Camp #1 July 15-20            | <input type="checkbox"/> Ranch Camp #1 July 1-6         |
| <input type="checkbox"/> Teen Camp July 22-27                    | <input type="checkbox"/> Ranch Camp #2 July 15-20       |
| <input type="checkbox"/> Junior Teen #2 July 29- August 3        | <input type="checkbox"/> Ranch Camp #3 August 5-10      |
| <input type="checkbox"/> Family Camp August 5-10                 |   |

**\*ALL TEAM MEMBERS ARE REQUIRED TO ATTEND THE STAFF TRAINING SESSION  
June 28<sup>th</sup> – July 1<sup>nd</sup> 2012\***

**(Please complete and sign the health report)**

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**HEALTH REPORT – Please Print**

Applicants Full Name \_\_\_\_\_ Personal Health Number \_\_\_\_\_

Name of Family Doctor \_\_\_\_\_ Clinic \_\_\_\_\_ Phone \_\_\_\_\_

Next of Kin (Parent if under 18 years old) \_\_\_\_\_

Address \_\_\_\_\_ City/Town \_\_\_\_\_ Prov \_\_\_\_\_

Postal Code \_\_\_\_\_ Phone (H) \_\_\_\_\_ (W) \_\_\_\_\_ (C) \_\_\_\_\_

Emergency Contact: Name \_\_\_\_\_ Relationship \_\_\_\_\_

Phone (H) \_\_\_\_\_ (W) \_\_\_\_\_ (C) \_\_\_\_\_

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**HEALTH HISTORY**

1. Do you suffer from any medical/emotional condition that in any way restricts normal activities including land and water sports?  Asthma  Diabetes  Epilepsy Other  If yes, explain \_\_\_\_\_

2. Are you subject to any of the following:  Fainting  Convulsions  Seizures  Other \_\_\_\_\_

3. Have you been treated by a health care professional for any medical/emotional condition in the past 12 months? Yes \_\_\_ No \_\_\_ If yes, explain: \_\_\_\_\_

4. Please list any allergic reactions and the severity of the reaction:  Penicillin  Peanuts  Bee Stings  Other If yes, explain: \_\_\_\_\_

5. List any medications you are currently taking  Ritalin  Puffers  Other: \_\_\_\_\_

6. Are you on a special diet?  Yes  No If yes, explain: \_\_\_\_\_

Date of last physical examination \_\_\_\_/\_\_\_\_/\_\_\_\_  
Mo day yr

I declare this health history to be accurate to my knowledge. I hereby give permission to the doctor/nurse selected by the camp to provide me with medical treatment in case of an emergency.

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

(Parent if under 18 years of age)

## CAMPING SKILLS

Please check the appropriate boxes according to your interests, skills and experience:

Program	Interested	Not Interested	*Qualified	*Have Experience	*If you marked <i>Qualified</i> or <i>Experience</i> please explain below:
Archery					
Crafts					
Horsemanship					
Mountain Biking					
Beach Volleyball					
Kiting					
Drama					
Wall Climbing					
Guitar Lessons					
Ultimate Sports					
Canoeing					
Skateboarding					
Outdoor Adventure					
Lifeguarding/swimming					
Science					
RC Cars					

**References** – All applicants should provide the names of 1 Pastor and 2 Adult Acquaintances over 25 years of age who have known you for at least 3 years and are not relatives. **Detailed reference forms are to be sent to your references and returned to Redberry Bible Camp.**

1. Name \_\_\_\_\_ Relationship to you \_\_\_\_\_  
Pastor reference  
 Address \_\_\_\_\_ Phone (H) \_\_\_\_\_ (C) \_\_\_\_\_

2. Name \_\_\_\_\_ Relationship to you \_\_\_\_\_  
Adult reference 1  
 Address \_\_\_\_\_ Phone (H) \_\_\_\_\_ (C) \_\_\_\_\_

3. Name \_\_\_\_\_ Relationship to you \_\_\_\_\_  
Adult reference 2  
 Address \_\_\_\_\_ Phone (H) \_\_\_\_\_ (C) \_\_\_\_\_

Direct further questions and submit completed application form to:

Redberry Bible Camp  
 4-833 51<sup>st</sup> Street E. Suite 321  
 Saskatoon, SK. S7K 5C6  
 info@redberrybiblecamp.com  
 (306) 477-4410

In submitting this application I declare that all of the information is accurate to the best of my knowledge.

Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

**Personal Evaluation Form – please fill out what you feel best applies to you - Please check the statement that you believe best applies to you.**

1. Responsibility  **Excellent** – follows through on assigned tasks and goes the extra mile  
 **Good** – follows through on assigned tasks with diligence  
 **Average** – usually finished assigned tasks  
 **Poor** – follows through on assigned tasks if convenient
2. Work Habits  **Excellent** –takes pride in a job well done, smiles even during unpleasant jobs  
 **Good** – hard working, dependable, punctual  
 **Average** – completes most assignments, follows instructions  
 **Poor** – Often late, procrastinates, does just enough to get by.
3. Respect for authority  **Excellent** – careful to maintain authority of leadership  
 **Good** – respectfully follows chain of command  
 **Average** – positive response to direction  
 **Poor** – contemptuous, non-responsive, has a better way
4. Initiative  **Excellent** – highly self-motivated, will look for things to do  
 **Good** – will do things that need to be done  
 **Average** – will do the obvious  
 **Poor** – needs to be told what to do
5. Leadership  **Excellent** – leader of leaders, pacesetter  
 **Good** – consistent, positive, influential  
 **Average** – contributes positively  
 **Poor** – passive, indifferent, or negatively influential
6. Judgment  **Excellent** – consistently makes wise decisions  
 **Good** – makes wise decisions  
 **Average** – makes good decisions in optimal situations  
 **Poor** - \_\_\_hasty; \_\_\_indecisive; \_\_\_easily swayed
7. Concern for Others  **Excellent** – deeply sensitive to all others; puts others before self  
 **Good** – sensitive to others, usually looks out for others first  
 **Average** – general concern for most others  
 **Poor** – concern only for friends, lacks a real interest for others
8. Personal Integrity  **Excellent** – extremely high values and consistently trustworthy  
 **Good** – high value and very trustworthy  
 **Average** – generally honest, but may stretch the truth  
 **Poor** – questionable or lacking at times
9. Team Spirit  **Excellent** – always considerate, thoughtful, cooperative, a peacemaker  
 **Good** – approachable, team builder, responds well to correction  
 **Average** – usually cooperative, supportive, maintains team  
 **Poor** – causes friction, impatient, works best alone, hard to talk to.
10. Social Skills  **Excellent** – respects and honours others, rich and growing relationships, includes outsiders  
 **Good** – healthy friendships, relates well to others, makes new friends easily  
 **Average** – some good friends, can relate positively with others  
 **Poor** – few friends, lack of respect for others, socially awkward
11. Spiritual Maturity  **Excellent** – an inspiration to others, actively involved in letting His kingdom come.  
 **Good** – studies bibles and applies it, enjoys sharing faith  
 **Average** – up and down, finds it difficult to share testimony  
 **Poor** – lacks enthusiasm for God

12. Personality – please check only those that apply to you. Please include negative characteristics – no one is perfect.

- |   |  |  |   |
|---|--|--|---|
| <input type="checkbox"/> Abrasive         | <input type="checkbox"/> discerning      | <input type="checkbox"/> Gracious,       | <input type="checkbox"/> Perfectionist      |
| <input type="checkbox"/> Adventurousome   | <input type="checkbox"/> Disciplined     | <input type="checkbox"/> Hospitable      | <input type="checkbox"/> Poor -Communicator |
| <input type="checkbox"/> Amiable          | <input type="checkbox"/> Disruptive      | <input type="checkbox"/> Gregarious      | <input type="checkbox"/> Resourceful        |
| <input type="checkbox"/> Analytical       | <input type="checkbox"/> Easily Offended | <input type="checkbox"/> Independent     | <input type="checkbox"/> Risk Taker         |
| <input type="checkbox"/> Angry, Bitter    | <input type="checkbox"/> Encouraging     | <input type="checkbox"/> Hard-working    | <input type="checkbox"/> Self-Centered      |
| <input type="checkbox"/> Arrogant, Vain   | <input type="checkbox"/> Enthusiastic    | <input type="checkbox"/> Initiator       | <input type="checkbox"/> Servant-hearted    |
| <input type="checkbox"/> Assertive        | <input type="checkbox"/> Expressive      | <input type="checkbox"/> Joyful          | <input type="checkbox"/> Stubborn           |
| <input type="checkbox"/> Blunt            | <input type="checkbox"/> Extrovert       | <input type="checkbox"/> Kind, Courteous | <input type="checkbox"/> Tactful, Sensitive |
| <input type="checkbox"/> Confident        | <input type="checkbox"/> Focused         | <input type="checkbox"/> Lazy, Slothful  | <input type="checkbox"/> Teachable          |
| <input type="checkbox"/> Creative         | <input type="checkbox"/> Forgiving       | <input type="checkbox"/> Controlling     | <input type="checkbox"/> tolerant, patient  |
| <input type="checkbox"/> Critical         | <input type="checkbox"/> Friendly        | <input type="checkbox"/> Motivated       | <input type="checkbox"/> Trustworthy        |
| <input type="checkbox"/> Dedicated, Loyal | <input type="checkbox"/> Fun, Playful    | <input type="checkbox"/> Musical         | <input type="checkbox"/> Withdrawn, Loner   |
| <input type="checkbox"/> Dependable       | <input type="checkbox"/> Gentle          | <input type="checkbox"/> Open minded     | <input type="checkbox"/> Zealous            |
| <input type="checkbox"/> Diligent         | <input type="checkbox"/> Gossip          | <input type="checkbox"/> Optimistic      |   |
|   |  | <input type="checkbox"/> Organized       |   |

# Adult Reference (1)

We recommend that the reference had known the applicant at least 6 months and is over the age of 25. The reference should return this form as soon as possible directly to: **Redberry Bible Camp**  
4-833 51<sup>st</sup> Street East, Saskatoon SK. S7K 5C6 OR Fax to 1-866-561-8294

Applicant's Name: \_\_\_\_\_ Position: \_\_\_\_\_

## Reference Information:

Name: \_\_\_\_\_ Signature: \_\_\_\_\_

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

Phone: ( ) \_\_\_\_\_ work: ( ) \_\_\_\_\_ Fax: ( ) \_\_\_\_\_

E-mail Address: \_\_\_\_\_

(please check one)  **HIGHLY** recommend  recommend  recommend with reservations  
 do NOT recommend this Applicant for the position indicated.

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

1. How long have you known the Applicant? In what capacity/relationship? \_\_\_\_\_
2. What has been the applicant's personal involvement with church in the past and this year? \_\_\_\_\_
3. To your knowledge, how long had this person been a Christian? \_\_\_\_\_
4. What are the applicant's outstanding qualities (physical, emotional, and spiritual)? \_\_\_\_\_
5. Where the applicant could grow (physical, emotional, and spiritual)? \_\_\_\_\_
6. In what ways would this person benefit from being a part of the team at Redberry Bible camp? \_\_\_\_\_
7. What contributions do you feel this applicant would make to the camping program? \_\_\_\_\_
8. To your knowledge what is the applicants influence among his/her peers? \_\_\_\_\_
9. To your knowledge had the applicant used illicit drugs, alcohol, or nicotine, or been involved in inappropriate sexual activity in the past 12 months? \_\_\_\_\_ if yes, please explain. \_\_\_\_\_
10. Would you want your child placed under the direct care and influence of the applicant? \_\_\_\_\_

### Waiver Statement for:

Applicants Name \_\_\_\_\_  
City \_\_\_\_\_  
Phone No. ( ) \_\_\_\_\_

This individual above has applied for a staff position at RBC. Please complete the character reference to the best of your ability. All information is kept in confidence by the camp. An addressed, stamped envelope should be provided by the applicant for this form to be returned to RBC. **Under no circumstances should it be returned to the applicant.**

### **The applicant must complete this section.**

I authorize the release of the disclosed information by the person completing this character reference form for the consideration of the applicant. I waive any right or privilege to inspect or challenge the contents of this form. I understand that the information will be held in confidence by RBC and will not be released to anyone (other than employees, agents, representatives, and /or professional advisors of RBC) without the permission of the person giving such character reference of in the absence of Court Order, Subpoena or laws requiring the disclosure of such information.

Applicant's Signature \_\_\_\_\_

Date \_\_\_\_\_



## Adult Reference (2)

We recommend that the reference had known the applicant at least 6 months and is over the age of 25. The reference should return this form **as soon as possible** directly to: **Redberry Bible Camp**  
**4-833 51<sup>st</sup> Street East, Saskatoon SK. S7K 5C6 OR Fax to 1-866-561-8294**

Applicant's Name: \_\_\_\_\_ Position: \_\_\_\_\_

### Reference Information:

Name: \_\_\_\_\_ Signature: \_\_\_\_\_

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

Phone: ( ) \_\_\_\_\_ work: ( ) \_\_\_\_\_ Fax: ( ) \_\_\_\_\_

E-mail Address: \_\_\_\_\_

(please check one) **I**; ( ) **HIGHLY recommend** ( ) **recommend** ( ) **recommend with reservations**  
( ) **do NOT recommend this Applicant for the position indicated.**

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

11. How long have you known the Applicant? In what capacity/relationship? \_\_\_\_\_
12. What has been the applicant's personal involvement with church in the past and this year? \_\_\_\_\_
13. To your knowledge, how long had this person been a Christian? \_\_\_\_\_
14. What are the applicant's outstanding qualities (physical, emotional, and spiritual)? \_\_\_\_\_
15. Where the applicant could grow (physical, emotional, and spiritual)? \_\_\_\_\_
16. In what ways would this person benefit from being a part of the team at Redberry Bible camp? \_\_\_\_\_
17. What contributions do you feel this applicant would make to the camping program? \_\_\_\_\_
18. To your knowledge what is the applicants influence among his/her peers? \_\_\_\_\_
19. To your knowledge had the applicant used illicit drugs, alcohol, or nicotine, or been involved in inappropriate sexual activity in the past 12 months? \_\_\_\_\_ if yes, please explain. \_\_\_\_\_
20. Would you want your child placed under the direct care and influence of the applicant? \_\_\_\_\_

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**Applicant's Signature** \_\_\_\_\_

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

Please check the statement that you believe best applies to the applicant.

13. Responsibility \_\_\_\_\_ **Excellent** – follows through on assigned tasks and goes the extra mile  
 \_\_\_\_\_ **Good** – follows through on assigned tasks with diligence  
 \_\_\_\_\_ **Average** – usually finished assigned tasks  
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 \_\_\_\_\_ **Good** – respectfully follows chain of command  
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 \_\_\_\_\_ **Poor** – few friends, lack of respect for others, socially awkward
23. Spiritual Maturity \_\_\_\_\_ **Excellent** – an inspiration to others, actively involved in letting His kingdom come.  
 \_\_\_\_\_ **Good** – studies bibles and applies it, enjoys sharing faith  
 \_\_\_\_\_ **Average** – up and down, finds it difficult to share testimony  
 \_\_\_\_\_ **Poor** – lacks enthusiasm for God

24. Personality – please check only those that apply to the applicant. Please include negative characteristics – no one is perfect.

- |   |  |  |   |
|---|--|--|---|
| <input type="checkbox"/> Abrasive         | <input type="checkbox"/> discerning      | <input type="checkbox"/> Gracious,       | <input type="checkbox"/> Perfectionist      |
| <input type="checkbox"/> Adventurousome   | <input type="checkbox"/> Disciplined     | <input type="checkbox"/> Hospitable      | <input type="checkbox"/> Poor -Communicator |
| <input type="checkbox"/> Amiable          | <input type="checkbox"/> Disruptive      | <input type="checkbox"/> Gregarious      | <input type="checkbox"/> Resourceful        |
| <input type="checkbox"/> Analytical       | <input type="checkbox"/> Easily Offended | <input type="checkbox"/> Independent     | <input type="checkbox"/> Risk Taker         |
| <input type="checkbox"/> Angry, Bitter    | <input type="checkbox"/> Encouraging     | <input type="checkbox"/> Hard-working    | <input type="checkbox"/> Self-Centered      |
| <input type="checkbox"/> Arrogant, Vain   | <input type="checkbox"/> Enthusiastic    | <input type="checkbox"/> Initiator       | <input type="checkbox"/> Servant-hearted    |
| <input type="checkbox"/> Assertive        | <input type="checkbox"/> Expressive      | <input type="checkbox"/> Joyful          | <input type="checkbox"/> Stubborn           |
| <input type="checkbox"/> Blunt            | <input type="checkbox"/> Extrovert       | <input type="checkbox"/> Kind, Courteous | <input type="checkbox"/> Tactful, Sensitive |
| <input type="checkbox"/> Confident        | <input type="checkbox"/> Focused         | <input type="checkbox"/> Lazy, Slothful  | <input type="checkbox"/> Teachable          |
| <input type="checkbox"/> Creative         | <input type="checkbox"/> Forgiving       | <input type="checkbox"/> Controlling     | <input type="checkbox"/> tolerant, patient  |
| <input type="checkbox"/> Critical         | <input type="checkbox"/> Friendly        | <input type="checkbox"/> Motivated       | <input type="checkbox"/> Trustworthy        |
| <input type="checkbox"/> Dedicated, Loyal | <input type="checkbox"/> Fun, Playful    | <input type="checkbox"/> Musical         | <input type="checkbox"/> Withdrawn, Loner   |
| <input type="checkbox"/> Dependable       | <input type="checkbox"/> Gentle          | <input type="checkbox"/> Open minded     | <input type="checkbox"/> Zealous            |
| <input type="checkbox"/> Diligent         | <input type="checkbox"/> Gossip          | <input type="checkbox"/> Optimistic      |   |
|   |  | <input type="checkbox"/> Organized       |   |

# Pastor / Youth Pastor Reference

We recommend that the reference had known the applicant at least 6 months and is over the age of 25. The reference should return this form as soon as possible directly to: **Redberry Bible Camp**  
4-833 51<sup>st</sup> Street East, Saskatoon SK. S7K 5C6 OR Fax to 1-866-561-8294

Applicant's Name: \_\_\_\_\_ Position: \_\_\_\_\_

## Reference Information:

Name: \_\_\_\_\_ Signature: \_\_\_\_\_

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

Phone: ( ) \_\_\_\_\_ work: ( ) \_\_\_\_\_ Fax: ( ) \_\_\_\_\_

E-mail Address: \_\_\_\_\_

(please check one) **I**; ( ) **HIGHLY** recommend ( ) recommend ( ) recommend with reservations  
( ) do NOT recommend this Applicant for the position indicated.

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

21. How long have you known the Applicant? In what capacity/relationship? \_\_\_\_\_

22. What has been the applicant's personal involvement with church in the past and this year?  
\_\_\_\_\_

23. To your knowledge, how long had this person been a Christian? \_\_\_\_\_

24. What are the applicant's outstanding qualities (physical, emotional, and spiritual)? \_\_\_\_\_

25. Where the applicant could grow (physical, emotional, and spiritual)? \_\_\_\_\_

26. In what ways would this person benefit from being a part of the team at Redberry Bible camp?  
\_\_\_\_\_

27. What contributions do you feel this applicant would make to the camping program? \_\_\_\_\_

28. To your knowledge what is the applicants influence among his/her peers? \_\_\_\_\_

29. To your knowledge had the applicant used illicit drugs, alcohol, or nicotine, or been involved in inappropriate sexual activity in the past 12 months? \_\_\_\_\_ if yes, please explain. \_\_\_\_\_

30. Would you want your child placed under the direct care and influence of the applicant? \_\_\_\_\_

### Waiver Statement for:

Applicants Name \_\_\_\_\_

City \_\_\_\_\_

Phone No. ( ) \_\_\_\_\_

This individual above has applied for a staff position at RBC. Please complete the character reference to the best of your ability. All information is kept in confidence by the camp. An addressed, stamped envelope should be provided by the applicant for this form to be returned to RBC. **Under no circumstances should it be returned to the applicant.**

### **The applicant must complete this section.**

I authorize the release of the disclosed information by the person completing this character reference form for the consideration of the applicant. I waive any right or privilege to inspect or challenge the contents of this form. I understand that the information will be held in confidence by RBC and will not be released to anyone (other than employees, agents, representatives, and /or professional advisors of RBC) without the permission of the person giving such character reference of in the absence of Court Order, Subpoena or laws requiring the disclosure of such information.

**Applicant's Signature** \_\_\_\_\_

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

Please check the statement that you believe best applies to the applicant.

25. Responsibility \_\_\_\_\_ **Excellent** – follows through on assigned tasks and goes the extra mile  
 \_\_\_\_\_ **Good** – follows through on assigned tasks with diligence  
 \_\_\_\_\_ **Average** – usually finished assigned tasks  
 \_\_\_\_\_ **Poor** – follows through on assigned tasks if convenient
26. Work Habits \_\_\_\_\_ **Excellent** –takes pride in a job well done, smiles even during unpleasant jobs  
 \_\_\_\_\_ **Good** – hard working, dependable, punctual  
 \_\_\_\_\_ **Average** – completes most assignments, follows instructions  
 \_\_\_\_\_ **Poor** – Often late, procrastinates, does just enough to get by.
27. Respect for authority \_\_\_\_\_ **Excellent** – careful to maintain authority of leadership  
 \_\_\_\_\_ **Good** – respectfully follows chain of command  
 \_\_\_\_\_ **Average** – positive response to direction  
 \_\_\_\_\_ **Poor** – contemptuous, non-responsive, has a better way
28. Initiative \_\_\_\_\_ **Excellent** – highly self-motivated, will look for things to do  
 \_\_\_\_\_ **Good** – will do things that need to be done  
 \_\_\_\_\_ **Average** – will do the obvious  
 \_\_\_\_\_ **Poor** – needs to be told what to do
29. Leadership \_\_\_\_\_ **Excellent** – leader of leaders, pacesetter  
 \_\_\_\_\_ **Good** – consistent, positive, influential  
 \_\_\_\_\_ **Average** – contributes positively  
 \_\_\_\_\_ **Poor** – passive, indifferent, or negatively influential
30. Judgment \_\_\_\_\_ **Excellent** – consistently makes wise decisions  
 \_\_\_\_\_ **Good** – makes wise decisions  
 \_\_\_\_\_ **Average** – makes good decisions in optimal situations  
 \_\_\_\_\_ **Poor** - \_\_\_hasty; \_\_\_indecisive; \_\_\_easily swayed
31. Concern for Others \_\_\_\_\_ **Excellent** – deeply sensitive to all others; puts others before self  
 \_\_\_\_\_ **Good** – sensitive to others, usually looks out for others first  
 \_\_\_\_\_ **Average** – general concern for most others  
 \_\_\_\_\_ **Poor** – concern only for friends, lacks a real interest for others
32. Personal Integrity \_\_\_\_\_ **Excellent** – extremely high values and consistently trustworthy  
 \_\_\_\_\_ **Good** – high value and very trustworthy  
 \_\_\_\_\_ **Average** – generally honest, but may stretch the truth  
 \_\_\_\_\_ **Poor** – questionable or lacking at times
33. Team Spirit \_\_\_\_\_ **Excellent** – always considerate, thoughtful, cooperative, a peacemaker  
 \_\_\_\_\_ **Good** – approachable, team builder, responds well to correction  
 \_\_\_\_\_ **Average** – usually cooperative, supportive, maintains team  
 \_\_\_\_\_ **Poor** – causes friction, impatient, works best alone, hard to talk to.
34. Social Skills \_\_\_\_\_ **Excellent** – respects and honours others, rich and growing relationships, includes outsiders  
 \_\_\_\_\_ **Good** – healthy friendships, relates well to others, makes new friends easily  
 \_\_\_\_\_ **Average** – some good friends, can relate positively with others  
 \_\_\_\_\_ **Poor** – few friends, lack of respect for others, socially awkward
35. Spiritual Maturity \_\_\_\_\_ **Excellent** – an inspiration to others, actively involved in letting His kingdom come.  
 \_\_\_\_\_ **Good** – studies bibles and applies it, enjoys sharing faith  
 \_\_\_\_\_ **Average** – up and down, finds it difficult to share testimony  
 \_\_\_\_\_ **Poor** – lacks enthusiasm for God

36. Personality – please check only those that apply to the applicant. Please include negative characteristics – no one is perfect.

- |                      |                     |                     |                        |
|----------------------|---------------------|---------------------|------------------------|
| ___ Abrasive         | ___ discerning      | ___ Gracious,       | ___ Perfectionist      |
| ___ Adventurousome   | ___ Disciplined     | ___ Hospitable      | ___ Poor -Communicator |
| ___ Amiable          | ___ Disruptive      | ___ Gregarious      | ___ Resourceful        |
| ___ Analytical       | ___ Easily Offended | ___ Independent     | ___ Risk Taker         |
| ___ Angry, Bitter    | ___ Encouraging     | ___ Hard-working    | ___ Self-Centered      |
| ___ Arrogant, Vain   | ___ Enthusiastic    | ___ Initiator       | ___ Servant-hearted    |
| ___ Assertive        | ___ Expressive      | ___ Joyful          | ___ Stubborn           |
| ___ Blunt            | ___ Extrovert       | ___ Kind, Courteous | ___ Tactful, Sensitive |
| ___ Confident        | ___ Focused         | ___ Lazy, Slothful  | ___ Teachable          |
| ___ Creative         | ___ Forgiving       | ___ Controlling     | ___ tolerant, patient  |
| ___ Critical         | ___ Friendly        | ___ Motivated       | ___ Trustworthy        |
| ___ Dedicated, Loyal | ___ Fun, Playful    | ___ Musical         | ___ Withdrawn, Loner   |
| ___ Dependable       | ___ Gentle          | ___ Open minded     | ___ Zealous            |
| ___ Diligent         | ___ Gossip          | ___ Optimistic      |                        |
|                      |                     | ___ Organized       |                        |