

Adult 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 51st 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 or 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. If you have grounds of judgement please indicate with an N/A

11. 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
12. 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.
13. 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
14. 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
15. Leadership _____ **Excellent** – leader of leaders, pacesetter
 _____ **Good** – consistent, positive, influential
 _____ **Average** – contributes positively
 _____ **Poor** – passive, indifferent, or negatively influential
16. Judgment _____ **Excellent** – consistently makes wise decisions
 _____ **Good** – makes wise decisions
 _____ **Average** – makes good decisions in optimal situations
 _____ **Poor** - _____hasty; _____indecisive; _____easily swayed
17. 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
18. 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
19. 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.
20. 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
21. 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

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

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| ___ Diligent | ___ Gossip | ___ Open minded | ___ Withdrawn, Loner |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