

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 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) **I; () 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 honors 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!

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 Withdrawn, Loner |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