



REFERENCE FORM

This form is to be completed by the applicant's reference and is to be submitted to Camp Nutimik by the reference.

APPLICANT INFORMATION: *(complete this section before giving the form to your reference)*

_____ has submitted an application for the position of _____.

Your candid opinion and firsthand knowledge of the criteria below will help us evaluate the applicant's eligibility for his/her employment in Christian camping ministry to children and teens at Camp Nutimik.

Waiver Statement: *I authorize the release of the disclosed information by the person completing this reference form, and waive any right or privilege to inspect or challenge its contents. I understand that this information will be held in strict confidence by the administrative employees of Camp Nutimik and that it will not be released to anyone without my permission, except when such disclosure is required by law.*

Signed: _____ Date: _____

Signature of parent/guardian if applicant is under 18 years of age: _____

REFERENCE FEEDBACK:

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

How well do you currently know the applicant?

- Casually (few personal contacts)
 Fairly well (numerous contacts)
 Very close relationship

Please choose the best description of the applicant's Christian commitment:

- Obvious strong personal commitment to Jesus Christ
 Struggling commitment to their faith
 Exhibits fairly consistent desire for maturing their faith
 Poor example of the Christian faith

Comments: _____

What degree of interest does the applicant display in church life?

- Enthusiastically engages in church activities for his/her age group or any age
 Is cooperative and usually willing to help in the various activities of the church
 Seldom participates in church activities, although regularly attends
 Is very irregular in church attendance and shows little interest in activities
 No basis for judgment

How would you describe the applicant's ability to relate and communicate with children or youth? _____

Does the applicant have any habits or traits that you know of, that may disqualify him/her to work at a camp? Yes No

If yes, please explain: _____

What kind of influence would the applicant have on his/her co-workers? Positive Neutral Negative

Would you entrust your child to the applicant's care at camp? Certainly Yes, but with apprehension No

PLEASE RATE THE APPLICANT IN EACH CATEGORY:

Spiritual Motivation

- Excellent high degree of pursuit and passion
 Good generally pursues growth with passion
 Fair responds with desire when challenged
 Poor shows no or minimal desire to grow
 N/A no basis for judgment

Emotional Stability

- Excellent exceptionally stable and consistent
 Good well balanced, stable in most situations
 Fair manageable share of highs and lows
 Poor excitable depressive
 N/A no basis for judgment

Peer Sociability

- Excellent thrives in all social environments
- Good succeeds in most situations
- Fair survives; depends upon the context
- Poor generally struggles in relating to peers
- N/A no basis for judgment

Health

- Excellent rarely ill or injured; fit and energized
- Good generally fine; decent fitness and energy
- Fair periodic illnesses or injuries, can keep up
- Poor often ill, accident prone, tires easily
- N/A no basis for judgment

Maturity of Judgment

- Excellent consistently wise or fair
- Good usually makes sound decisions
- Fair inconsistent with good sense
- Poor hasty indecisive
- N/A no basis for judgment

Cooperation

- Excellent works very well with others; considerate
- Good usually considerate and sensitive
- Fair cooperates when convenient
- Poor tends to be difficult with others
- N/A no basis for judgment

Work Ethic

- Excellent consistently gives extra effort
- Good generally a hard, thorough worker
- Fair works enough to get by
- Poor lazy
- N/A no basis for judgment

Quality Control

- Excellent very diligent and dependable
- Good generally follows through well
- Fair follows through when convenient
- Poor needs closer monitoring
- N/A no basis for judgment

Integrity

- Excellent consistently trustworthy
- Good generally honest and true
- Fair may obscure the facts
- Poor questionable character
- N/A no basis for judgment

Teamwork

- Excellent a joy to work with
- Good contributes positively
- Fair neutral, minimal contribution
- Poor difficult, often negative contribution
- N/A no basis for judgment

Leadership

- Excellent a leader of leaders
- Good generally influential and positive
- Fair can and will lead when called upon
- Poor passive disruptive/corruptive
- N/A no basis for judgment

Ability to Follow

- Excellent takes instruction and correction well
- Good generally cooperative with supervisors
- Fair will comply begrudgingly
- Poor can be disrespectful and/or disruptive
- N/A no basis for judgment

Initiative

- Excellent looks for things to be done
- Good regularly does what needs to be done
- Fair does the obvious, bare minimum
- Poor usually needs to be prodded
- N/A no basis for judgment

Flexibility

- Excellent adapts quickly, remains positive
- Good generally open-minded and adaptable
- Fair needs some time to adjust
- Poor can get ruffled and upset w/o routine
- N/A no basis for judgment

Creativity

- Excellent ingenious, spontaneously, imaginative
- Good holds many creative ideas
- Fair can do well with help from resources
- Poor struggles coming up with ideas
- N/A no basis for judgment

Ability to Work Under Stress

- Excellent thrives, remains pleasant and productive
- Good usually amiable and productive
- Fair survives with moderate success
- Poor irritable panicky
- N/A no basis for judgment

I would like to discuss the applicant with you further

REFERENCE INFORMATION:

Name: _____

Relationship to applicant: _____

Phone #: (_____) _____ home cell work Best time to call: _____ AM PM

Signature: _____ Date: _____

Please mail or fax to: Camp Nutimik, P.O. Box 68, Seven Sisters, MB R0E 1Y0 (fax) 204-348-3461 (ph) 1-866-688-4645
(email) staff@campnutimik.com (website) www.campnutimik.com