



Summer Staff Reference Form

This confidential form is to be completed by a **Pastor, Youth Pastor** or **Church Group Leader**.

Applicant Name: _____

Position(s) Applying for at YSSC: _____

This person has applied to work on Summer Staff at Yosemite Sierra Summer Camp, which requires a great deal of maturity, endurance and responsibility. He/ She must have a willingness to work hard, and the ability to live and serve in close proximity with others of widely varied backgrounds. We are looking for mature Christian applicants who desire to share their faith. Staff members serve as role models of practical Christian living. Development of communication and friendship between staff and campers is essential. All applicants need to have a heart for service and the ability to reflect their love for Christ through their work.

Your honest appraisal will assist us in evaluation the applicant's qualifications and abilities for this job. Please leave blank any questions you feel unqualified to answer, and feel free to include a personal note regarding the qualifications of the applicant. Remember that it will be truly the exceptional person that rates high in all categories. Your **prompt** response is greatly appreciated. Thank you for your time.

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

Is the applicant a Christian? _____ For approximately how long? _____

What evidence do you see of this applicant's healthy, growing relationship with Christ?

What gifts and strengths do you see the applicant possessing and actively using? Noteworthy accomplishments or qualities?

Tell us of a time the applicant was confronted with constructive criticism. How did they respond? What change was evident?

Please tell us some of the tendencies or traits which might reduce applicants effectiveness in the position(s) listed above.

Would you place your child under the direct influence and care of this individual? Why or why not?

Please X the qualities that best describe the applicant in the following areas:

Describe applicant's work habits.

- | | |
|--|--|
| <input type="checkbox"/> Makes trouble | <input type="checkbox"/> Meets average expectations |
| <input type="checkbox"/> Resents suggestions | <input type="checkbox"/> Does over and above |
| <input type="checkbox"/> Follows suggestions willingly | <input type="checkbox"/> Neglects common good for own interests |
| <input type="checkbox"/> Teachable | <input type="checkbox"/> Works for common cause regardless of self-benefit |
| <input type="checkbox"/> Self-starter | <input type="checkbox"/> Lazy |
| <input type="checkbox"/> Needs constant supervision | <input type="checkbox"/> Completes assignments on own accord |

Does the applicant demonstrate leadership ability?

- | | |
|---|--|
| <input type="checkbox"/> Not applicable in our situations | <input type="checkbox"/> Some promise |
| <input type="checkbox"/> Makes no effort to lead | <input type="checkbox"/> Good ability |
| <input type="checkbox"/> Tries but lacks ability | <input type="checkbox"/> Unusual ability to lead |

Describe applicant's emotional temperament.

- | | |
|--|--|
| <input type="checkbox"/> Highly emotional | <input type="checkbox"/> Usually balanced and controlled |
| <input type="checkbox"/> Tends to be moody | <input type="checkbox"/> Well balanced |
| <input type="checkbox"/> Sometimes well balanced | |

Describe applicant's personality.

- | | |
|--|---|
| <input type="checkbox"/> Shy and withdrawn | <input type="checkbox"/> Friendly |
| <input type="checkbox"/> Quiet/Reserved | <input type="checkbox"/> Outgoing/Extrovert |

In relationships, is the applicant:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> Avoided | <input type="checkbox"/> Well liked |
| <input type="checkbox"/> Tolerated | <input type="checkbox"/> Sought by others |
| <input type="checkbox"/> Liked | |

How does applicant respond to authority?

- | | |
|--|--|
| <input type="checkbox"/> Rebels openly | <input type="checkbox"/> Responds after discussion |
| <input type="checkbox"/> Rebels inwardly | <input type="checkbox"/> Cooperates without question |
| <input type="checkbox"/> Sometimes resentful | |

Please use the scale below to rate the applicant in the following areas.

1 – Superior 2 – Above Average 3 – Average 4 – Weak U – Unknown

- | | |
|---|---|
| <input type="checkbox"/> Flexibility (ability to adjust to new conditions or duties) | <input type="checkbox"/> Quality (Accuracy/ thoroughness of workmanship) |
| <input type="checkbox"/> Personal Integrity (Honesty, Good Judgment) | <input type="checkbox"/> Initiative (Ability to motivate oneself and self-start) |
| <input type="checkbox"/> Dependability (Reliability and ability to complete task) | <input type="checkbox"/> Health (Ability to work under physical/ emotional stress) |
| <input type="checkbox"/> Cooperation (Ability to work as a team member) | <input type="checkbox"/> Appearance (Neatness, dress) |

I recommend this applicant. Highly 1 2 3 4 5 Not at all

Is there any information that would be best communicated over the phone? YES NO If yes, when can we call you?

Additional Comments:

Your Name _____ Signature _____ Date _____

Organization/ Business _____ Position _____ Phone _____

Please return completed form to:
Yosemite Sierra Summer Camp
PO Box 1027, San Clemente, CA 92674