



Camp Ray Bird-Volunteer Reference Form

APPLICANT COMPLETES THIS SECTION:

Indicate which referent is completing this form (you must choose "Pastor Spiritual" plus "Work" or "Academic"):

- Work performance reference
- Academic/Work performance reference
- Pastor/Spiritual leader reference

Full name of applicant _____ Phone: _____

REFERENCE COMPLETES THIS SECTION:

It is our desire to hire a staff which is trustworthy and of value in caring for the most precious of people, children. Evaluate the applicant as you have seen him/her live and perform in the routine of daily living. Your feedback is appreciated tremendously.

Full name of reference _____ Date completed _____

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

Are you a relative of the applicant? _____

A. Please check your perception of the applicant.

1. Responsibility

- Excellent-diligently follows through on tasks
- Good-follows through on tasks
- Average-usually follows through on tasks
- Poor-follows through on tasks when convenient

2. Initiative

- Excellent-will look for things to do
- Good-will do things that need to be done
- Average-works enough to get by
- Poor-lazy

3. Industry

- Excellent-puts forth the extra for excellence
- Good-will put in a fair day's work
- Average-works enough to get by
- Poor-lazy

4. Leadership

- Excellent-a leader of leaders
- Good-contributes positively
- Average-usually well-balanced
- Poor-passive, indifferent
- Negatively influential

9. Integrity

- Excellent-consistently trustworthy
- Good-generally honest and true
- Average-honest, but may stretch the truth
- Poor-questionable at times

5. Emotional

- Excellent-exceptionally stable and consistent
- Good-well balanced in most situations
- Average-usually well balanced
- Poor: excitable or unresponsive

6. Judgment

- Excellent-consistently makes wise decisions
- Good-makes good decisions in most situations
- Average-usually purposeful
- Poor-purposeless

7. Motivation

- Excellent-highly self motivated
- Good-effectively motivated
- Average-usually purposeful
- Poor-purposeless

8. Cooperation

- Excellent-deeply sensitive to others, to all
- Good-generally concerned for others
- Average-cooperates when it is convenient
- Poor-difficult to work with

10. Communication

- Excellent-articulate, clearly communicates to all groups
- Good-gets the point across to most groups
- Average-gets the thought across
- Poor-difficulty in articulating thoughts

11. Personableness

- Excellent-sharp first impression
- Average-gives an average first impression
- Good-well groomed, good first impression
- Poor-neglects detail, sloppy

12. Sociability - Mark all which apply to the applicant

- | | | |
|---|--|--|
| <input type="checkbox"/> Gregarious, known by all | <input type="checkbox"/> Confident, self-assured | <input type="checkbox"/> Reflective, contemplative |
| <input type="checkbox"/> Steady, consistent | <input type="checkbox"/> Brash, arrogant | <input type="checkbox"/> Flexible |
| <input type="checkbox"/> Analytical | <input type="checkbox"/> Blunt, up front | <input type="checkbox"/> Devoted, loyal |
| <input type="checkbox"/> Amiable, friendly | <input type="checkbox"/> Hard to read | <input type="checkbox"/> Entertaining |
| <input type="checkbox"/> Withdrawn, a loner | <input type="checkbox"/> Self-conscious | <input type="checkbox"/> Timid, shy |

B. Please answer the following questions. The gray boxes will expand to accommodate as much as you wish to type.

How would you describe the applicant’s Christian commitment?

What one challenge would you give the applicant for their personal growth?

To your knowledge has the applicant ever been accused, charged or convicted of any questionable actions or words towards or with a child?

If you had children, how would you feel leaving them with the applicant?

I would Highly recommend Recommend

Recommend with reservations Not recommend the applicant for position identified.

I prefer to discuss this via phone. The best time to reach me is: _____

Your initials (in lieu of a signature) _____ Phone _____

Please return this to the youth pastor/group leader (if coming with a group). –OR– Please return this to Camp Ray Bird if the applicant is coming by his or herself. Thank you.

Thank you very much!
 email to: david@raybird.org
 fax to: 574-232-6544 (please call 574-232-8523 before faxing)
 mail to: Ray Bird Ministries / P.O. Box 3717 / South Bend, IN 46619