

Senior Staff Reference
Pastor/Spiritual Mentor

Please return to:
Bair Lake Bible Camp
12500 Prang St., Jones, MI 49061
Attn: Anna Tissot
Phone 269-244-5193 FAX: 269-244-5016

Applicant fill out:

Name: _____ Position applied for: **SENIOR STAFF**

I hereby release this reference from liability, for providing information on my previous employment, my authenticity, my spiritual health, my skills and/or abilities to Bair Lake Bible Camp.

Applicant's Signature _____ Date: _____.

Reference fill out:

It is our desire to hire a Senior Staff that is trustworthy and capable of caring for and discipling our campers. It is imperative that all of our Senior Staff members be positive spiritual role models for our campers (ages 5-17). Please evaluate the applicant as you have seen him/her in daily life, at work or in church settings. Your opinions and feedback will become part of the applicant's confidential file. Your time and effort is greatly appreciated!

1. How long have you known the applicant and in what capacity?
2. Does the applicant demonstrate a life-style committed to spiritual growth and moral integrity?

- Always
 - Usually
 - At Times
 - Seldom
- Comments:

3. What do you consider to be the applicant's most outstanding characteristic and skill? What one challenge would you give the applicant for his/her personal growth?

Outstanding characteristic/skill:

Challenge:

4. Does the applicant exhibit problems when being subject to or working under authority?

- Never
 - At Times
 - Usually
- Comments:

5. If you had a child of camper age, would you feel comfortable leaving your child in the care of the applicant?

- Yes
 - Maybe
 - No
- Comments:

Please mark the word that describes the applicant to the best of your knowledge. Mark NK for no knowledge.

Christ-like Life-style	<input type="checkbox"/> uncommitted	<input type="checkbox"/> not noticeable	<input type="checkbox"/> consistent	<input type="checkbox"/> strong witness	<input type="checkbox"/> spiritual leader	<input type="checkbox"/> NK
Attitude	<input type="checkbox"/> apathetic	<input type="checkbox"/> situational	<input type="checkbox"/> mainly good	<input type="checkbox"/> well balanced	<input type="checkbox"/> unshakeable	<input type="checkbox"/> NK
Dependable	<input type="checkbox"/> undependable	<input type="checkbox"/> makes excuses	<input type="checkbox"/> fulfills obligations	<input type="checkbox"/> dependable	<input type="checkbox"/> unwavering	<input type="checkbox"/> NK
Temper Control	<input type="checkbox"/> no control	<input type="checkbox"/> little control	<input type="checkbox"/> controlled	<input type="checkbox"/> mostly controlled	<input type="checkbox"/> always controlled	<input type="checkbox"/> NK
Teachability	<input type="checkbox"/> unteachable	<input type="checkbox"/> learns slowly	<input type="checkbox"/> open	<input type="checkbox"/> moldable	<input type="checkbox"/> a sponge	<input type="checkbox"/> NK
Social Manner	<input type="checkbox"/> inappropriate	<input type="checkbox"/> ill at ease	<input type="checkbox"/> courteous/polite	<input type="checkbox"/> comfortable	<input type="checkbox"/> very confident	<input type="checkbox"/> NK
Leadership Ability	<input type="checkbox"/> avoids	<input type="checkbox"/> hesitant	<input type="checkbox"/> willing	<input type="checkbox"/> persuasive	<input type="checkbox"/> inspiring	<input type="checkbox"/> NK
Judgment	<input type="checkbox"/> poor	<input type="checkbox"/> fair	<input type="checkbox"/> good	<input type="checkbox"/> very good	<input type="checkbox"/> excellent	<input type="checkbox"/> NK
Enthusiasm	<input type="checkbox"/> lack	<input type="checkbox"/> circumstantial	<input type="checkbox"/> consistent	<input type="checkbox"/> easily seen	<input type="checkbox"/> infectious	<input type="checkbox"/> NK
Flexibility	<input type="checkbox"/> rigid	<input type="checkbox"/> bothered by change	<input type="checkbox"/> open minded	<input type="checkbox"/> willing to change	<input type="checkbox"/> spontaneous	<input type="checkbox"/> NK
Honesty	<input type="checkbox"/> questionable	<input type="checkbox"/> covers tracks	<input type="checkbox"/> vulnerable	<input type="checkbox"/> even when it hurts	<input type="checkbox"/> integrity	<input type="checkbox"/> NK

Do you have any comments on the above categories?

In recommending this applicant for the position applied for, I would:

- | | |
|--|-------------------------------------|
| <input type="radio"/> Highly Recommend | <input type="radio"/> Recommend |
| <input type="radio"/> Recommend with Reservation | <input type="radio"/> Not Recommend |

Name (please print) _____

Signature: _____

Phone Number: () _____ E-mail: _____

____ Yes, I would like to be contacted further about the applicant.