

NEW ENGLAND FRONTIER CAMP STAFF REFERENCE

Applicant Information Complete this section before giving this form to a reference

Name: _____ Phone: (____) _____ Position applied for: _____

Applicant: Please provide the information above and give a copy to each of your three references along with a stamped envelope to New England Frontier Camp. A reference is someone who is 21 years of age or older and knows you well. At least one reference should be a Christian worker (i.e. pastor, youth pastor, teacher, etc.) others can come from current or former employers, teachers, and/or adult friend/mentors. **Note :** We cannot process your application until we have received all of your references. It is not the responsibility of NEFC to contact late references.

Waiver Statement: "I authorize the release of the disclosed information by the person completing this reference form. And I waive any right or privilege to inspect or challenge the contents. I understand the administrative employees of NEFC will hold this information strict confidence and that it will not be released to anyone else without the permission of the applicant, except when such disclosure is required by law."

Signature of Applicant: _____ Date: _____

Mail to: New England Frontier Camp
197 Quite A Road
Lovell, ME 04051

Reference Information Note: the information you provide in this reference will be held in confidence.

Name _____ Position/Organization _____

Address _____ City _____ State _____ Zip _____

Home Phone(____) _____ Work phone(____) _____ Email: _____

The individual named above has applied for a staff position at New England Frontier Camp. Please answer the following questions to the best of your ability and knowledge of the applicant. Serious consideration will be given to your evaluation. Thank you for your insights.

1. How long have you known the applicant? _____ In what capacity? _____
 2. How well do you know the applicant? By: name/sight Casually Fairly well very well
 3. Do you know this person on a one-on-one basis or in a group context? _____
 4. In your opinion is this person a Christian? _____
 5. Does the applicant appear to be growing in his/her relationship to the Lord? _____
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6. Does the applicant show patience with the weaknesses of others? _____
7. Is the applicant actively involved in Christian service? _____ In what areas? _____
8. What is your impression of the applicant's understanding of Scripture, witnessing and prayer life? _____
9. What strengths do you feel this applicant would bring to a Christian camping ministry? _____
10. Are there tendencies or traits, which you feel, will reduce the effectiveness of the applicant in camping ministry? _____
11. If you had a son coming to camp, would you have any reservations about entrusting him to the physical and spiritual care if this individual? _____
12. Do you know of any allegations, charges, or convictions against the applicant for child abuse or a felony? If "yes" please explain: _____

For each of the following characteristics, please circle the number that best describes the applicant. Comments are also helpful.

	Spiritual Disciplines					I don't know because....
Christian Witness	inconsistent 1	good 2	role model 3	excellent 4	integrity 5	
Personal devotional life	irregular 1	2	consistent 3	4	diligent 5	
Spiritual maturity	immature 1	mature for age 2	3	high level of maturity 4	5	
Loves others	unaware 1	2	cares for others 3	4	compassionate 5	

	Relationships					I don't know because....
Conflict resolution	holds grudges 1	2	seeks resolution 3	4	initiates forgiveness 5	
Respected by peers	Tolerated 1	2	well-liked 3	4	admired by peers 5	
Team Player	Works alone 1	2	appreciates team work 3	4	great team player 5	

	Personality Character / Health	I don't know because..
Confidence	shy 1 2 3 4 5 outgoing sought out by others	
Emotional stability	unpredictable stable well balanced 1 2 3 4 5	
Self-control	undisciplined usually disciplined very self-disciplined 1 2 3 4 5	
Integrity	low morals consistent morals above reproach 1 2 3 4 5	
Health and wellness	some limitation generally good health physically fit 1 2 3 4 5	
Attitude	often negative neutral attitude positive attitude 1 2 3 4 5	

	Leadership / Ministry	I don't know because..
Work Ethic	lazy works well above and beyond 1 2 3 4 5	
Constructive criticism	defensive opens and listens highly responsive 1 2 3 4 5	
Initiative	needs prodding get things done self starter 1 2 3 4 5	
Leadership	follower leader when necessary natural leader 1 2 3 4 5	
Heart for ministry	little evidence eager and motivated very passionate 1 2 3 4 5	
Communication Skills	Low can get their point across articulate 1 2 3 4 5	

I recommend _____ I do not recommend _____ hiring the applicant.

What specific reason would you give for hiring or not hiring the applicant? _____

If you have further comments beyond the scope of this form, please add them to a separate sheet and/or place a 'X' in the box.

Signed: _____

Date: _____

Thank you so much for your time and careful thought!