

Character Reference Form for Raccoon River Bible Camp

Thank you for taking the time to complete a reference form for one of our potential staff members. When filling out the form, you will notice that some of the questions relate to a counseling position even though the applicant may not be applying for that position. When hiring, we screen at the highest level for counselors and assume that if someone is fit to counsel, their character qualifies them for other positions as well. If you do not feel that an applicant is suited for counseling but would serve well in another capacity, please mention this in a comment area. **To fill out this form electronically, download it first (from www.ILoveRRBC.com and open with Adobe Acrobat Reader. Do not digitally sign it until you have completed the entire form. Once signed, alterations cannot be made without generating a new form.** If you have any questions, please contact Sean South at (712) 249-0763 or e-mail him at ILoveRRBC@gmail.com. Again, thank you!

Your honest assessment of the applicant, both in praise and in constructive criticism, is important and is greatly appreciated. All information will be confidential and reviewed only by those involved in the selecting process.

Name of Applicant: _____ Date of reference _____
First Last

Your Name: _____ E-mail: _____
First Last

Your Address: _____ Your Phone: (____) ____ - ____
Street City State Zip

Your Occupation: _____ Relationship to Applicant: _____

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

How well do you know the applicant? ___ Very Well ___ Rather Well ___ Casually

If you feel that you do not know the applicant sufficiently to serve as a reference for them, please contact them so they can select another person to serve as a reference for them.

For this section, please answer any questions that you are comfortable or knowledgeable answering.

Raccoon River Bible Camp is a Christian ministry focused on sharing the good news that Jesus Christ, the sinless Son of God, came into this world to pay our sin debt on the cross. Now, deliverance from sin's power and penalty is available through trusting Him for that deliverance. It is our desire that all of our staff possess this faith in Christ and have a desire to share that faith with others. Again, please answer these questions to the best of your ability.

To your knowledge, does the applicant profess to be a Christian?

___ Yes ___ No ___ Beyond my knowledge of applicant

Does the applicant appear to be growing in his/her Christian faith/walk?

___ Yes ___ No ___ Beyond my knowledge of applicant

What evidence have you seen that would demonstrate this growth (or lack thereof)?

Please check the box that best describes the applicant in the following areas:

Teachability:

Godly Leadership:

Sociability/Friendliness:

Emotional Adjustment:

- | | | | |
|---|---|---|--|
| <input type="checkbox"/> Eager to receive instruction | <input type="checkbox"/> Unusual ability to inspire others to follow Christ | <input type="checkbox"/> Sought by others | <input type="checkbox"/> Well-balanced |
| <input type="checkbox"/> Willing to receive instruction | <input type="checkbox"/> Good ability | <input type="checkbox"/> Well-liked by others | <input type="checkbox"/> Balanced and controlled |
| <input type="checkbox"/> Open-minded | <input type="checkbox"/> Makes some effort to lead | <input type="checkbox"/> Liked by others | <input type="checkbox"/> Relatively stable |
| <input type="checkbox"/> Highly opinionated | <input type="checkbox"/> Prefers to follow | <input type="checkbox"/> Tolerated by others | <input type="checkbox"/> Tends to be moody |
| <input type="checkbox"/> Rigid, argumentative | | <input type="checkbox"/> Avoided by others | <input type="checkbox"/> Over-responds emotionally |

Do you have any reservations about the applicant's moral integrity? Yes No

(If yes, please explain here.)

Please rate the applicant in the following areas:

	Superior	Above Average	Average	Deficient	Unknown
Honesty & personal integrity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to adapt (flexibility)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Servant's attitude	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Concern for others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Being non-flirtatious	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to work with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attitude toward authority	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attitude toward hard work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to make friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal appearance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Initial impression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical condition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Courtesy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Judgment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Willingness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Moral purity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Humble, not arrogant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christ-centered life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outgoing personality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Openly friendly (not cliquish)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments on any of the above if helpful in our evaluation:

If you had a child of camp age, how would you feel about having him/her spend a week...

	Positive	Comfortable	So-So	Concerned
...with the applicant as his/her cabin counselor?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...with the applicant as his/her example?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...with the applicant as his/her spiritual teacher?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Would you place your child under the direct charge and influence of the applicant? Yes No
(Please explain any reservations here.)

To your knowledge, has the applicant been charged with child abuse or any form of sexual or criminal misconduct? Yes No (If yes, please explain here.)

Knowing the applicant as you do, to what extent would you encourage us to accept him/her as a staffmember?

As a counselor: Enthusiastically Willingly Questionably Not at all
Non-counselor position: Enthusiastically Willingly Questionably Not at all

Would you recommend the applicant for what he/she can contribute to our program, or for what we can do for the applicant?

Are there any other considerations that we should bear in mind when considering this applicant for staff?

If you think necessary, are there others we should contact that know the applicant well?

Signed _____ Date _____

Please return to: RRBC, 875 B Ave., Scranton, IA 51462 or attach to an e-mail lloveRRBC@gmail.com
Thank you for your time.