



Confidential Staff Reference

Required references are such persons as Pastor/Mentor/Spiritual Leader/Personal Acquaintance - NOT a relative
Please return this form ASAP as the applicant can not be confirmed until all references have been received.

Applicant's Name: _____

Position Applied For: _____ Choose one: Full time summer staff Volunteer

The requirements for our counseling staff are demanding. These staff members should demonstrate:

1. A Christian testimony that shows an ability to communicate God's love to young people.
2. Ability to use and teach Biblical principles as they apply to daily camp and home life situations.
3. Willingness to live and grow as a Christian example in day-long involvement with campers.
4. Ability to accept responsibility and to submit to authority.
5. A very sound and healthy body, capable of a hard week's work.
6. Ability to work with and manage children and youth in a camp environment.

The person for whom you are filling out this form may be working with children in a direct way or in a more peripheral way while camp. It is important for us to know much about all individuals working in the camp environment. We appreciate your prayerful consideration and personal insights into the character and qualifications of this person. Please leave blank any questions that you feel unqualified to answer.

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

2. a. Describe his/her relationship to Jesus Christ: _____

b. Do you see evidence of salvation and the leading of the Holy Spirit in this person's life? _____

3. Is he/she capable of teaching others of salvation and growth in the Christian life? _____
Please support your response: _____

4. Will he/she willingly submit to designated authority and standards? _____

5. Can he/she be counted upon to abide by and enforce the camp Policies and Procedures, some of which may be unpopular with campers? _____

6. Has this person been involved in any activity that would prevent them from working with children in a summer camp environment? _____
If yes, explain: _____

7. What would be his/her strong points for the position applied for? _____

See Other Side

8. What would be his/her weak points in this position? _____

(Note: We desire to work with young people (staff) to help them in needed areas of growth and maturity.)

9. What characteristics would you like to see developed in this person during the summer? _____

10. Overall, will this person be able to perform at an acceptable level as listed in the opening 5 points above? _____

Circle the descriptor that applies to the applicant:

11. Leadership Quality:

- Makes no effort to lead
- Tries, but lacks ability
- Some promise
- Good ability to lead
- Unusual ability to lead

12. Emotional temperament:

- Over-responds
- Tends to be moody
- Sometimes well balanced
- Well balanced

13. Ability to form, execute and follow through on plans:

- Needs constant supervision
- Begins but does not finish
- Meets average expectations
- Superior ability to follow through

14. Personality:

- Shy and withdrawn
- Reserved
- Average
- Outgoing

15. Approachability:

- Avoided
- Tolerated
- Liked
- Sought by others
- Well liked

16. Would you recommend the applicant as a member of our staff? _____

17. Would you want your child placed under the direction, charge and influence of this individual for a good percentage of the day?

We desire to minister to the needs of our staff as well as to give them opportunity to be used of God. Please pray for us as we select our staff.
Thank You!

Please return this form to: Hickory Cove Bible Camp
170 Ferguson Lane
Taylorsville, NC 28681

Signature: _____ Print Name: _____

Date: _____

Relationship to applicant: _____

Phone Number(s): Day _____ Evening _____