



Crossways Summer Staff Personal Reference

Applicant's Name _____

Position Desired _____ Site Preference _____

To the applicant: For the benefit of your reference, please indicate your preference to review this form at a later date.

I waive any right of access to this reference form. Yes No Signature _____ Date _____

To the reference: The above person has given us your name as a personal reference for a staff position at Crossways Camping Ministries. We hope you will carefully evaluate the applicant for us. Our goal is to provide quality staff to maintain the high program and safety standards of our ministry. We are seeking mature role models who live out the Gospel as servants to others. To learn more about Crossways visit our website: www.CrosswaysCamps.org

If you can not comment on a characteristic or question, please comment in the space provided or on an additional sheet.

Applicant Characteristics *Please check as many descriptions as you feel apply to the applicant.*

Working with Others:

- _____ Excels with independent work
- _____ Is a team player
- _____ Likes it their way or not at all
- _____ Cooperative
- _____ Shares accomplishments

Comments:

Work Ethic:

- _____ Takes direction well, does what is asked
- _____ Does what is asked, when it's convenient
- _____ Self-motivated, does more than asked
- _____ Sees a project from start to finish
- _____ Does not finish tasks

Comments:

Enthusiasm:

- _____ Has an even disposition, not a lot of highs/lows
- _____ Has energy that spreads to others
- _____ Is enthusiastic, but insincere
- _____ Takes on new challenges willingly
- _____ Shows little outward enthusiasm

Comments:

Maturity:

- _____ Responsible, able to think things through
- _____ Reacts without thinking about actions
- _____ Is a positive role model for others
- _____ Would rather not have a role with responsibility
- _____ Respects authority

Comments:

Community/Conflict:

- _____ Is willing to accept others regardless
- _____ Is able to relate well with different groups
- _____ Deals with conflict in a healthy way
- _____ Lets problems build up
- _____ Tries to change the beliefs of others
- _____ Is easily upset by others

Comments:

Leadership:

- _____ Is a positive leader
- _____ Considers others opinions important
- _____ Is dominant and manipulative at times
- _____ Is willing to learn from others
- _____ Likes to be in front, leading
- _____ Would rather be a follower than a leader

Comments:

Counseling Skills:

- _____ Is sensitive to others' feelings
- _____ Likes to share their own story
- _____ Good listener
- _____ Mixes easily with others
- _____ Would command respect among campers
- _____ Doesn't have time for others
- _____ Believes trust must be earned

Comments:

Faith to share:

- _____ Is always talking about their faith
- _____ Lives out their faith, daily
- _____ Believes in sharing faith in daily life
- _____ Knows what they believe
- _____ They have found it and want others to find it
- _____ Struggles with their faith
- _____ Has all the answers

Comments:

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

2. Describe the applicant's strengths. _____

3. In what area(s) does the applicant have room for growth? _____

4. What situations cause the applicant stress and how do they respond? _____

5. Would you be willing to have your child under the applicant's supervision at camp for a week? _____

Additional Comments: _____

Please return promptly to:

Crossways Camping Ministries
16 Tri Park Way
Appleton, WI 54914
Phone: (920) 882-0023
Fax: (920) 882-9474

Personal Reference Information

Reference Name _____

Position _____

Address _____

Phone _____

E-mail _____