

Summer Staff Reference Form

Pilgrim Pines Conference Center

Applicant's Name _____
 Position(s) applying for _____

The emphasis of each summer staff member is ministry, whatever the position. It is our desire to hire a staff that is trustworthy and capable of caring for and discipling our campers. It is imperative that all summer staff members be positive spiritual role models for our campers. Please evaluate the applicant as you have seen him/her in daily life, at work, or in a church setting. Your reference will be kept confidential. Your time and effort is greatly appreciated.

Your Name _____ Phone (____) _____

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

Perceptions of the Applicant

(Please circle the appropriate response, based on your personal knowledge.)

Responsibility

Excellent diligently follows through on all tasks
 Good follows through on tasks
 Average usually follows through on tasks
 Poor follows through when convenient

Emotional Stability

Excellent exceptional, stable, consistent
 Good well balanced in most situations
 Average usually well-balanced
 Poor excitable/unresponsive (circle one)

Integrity

Excellent consistently trustworthy
 Good generally honest and true
 Average may stretch the truth
 Poor questionable

Motivation

Excellent extremely self-motivated
 Good efficiently self-motivated
 Average usually purposeful
 Poor generally unmotivated

Work Ethic

Excellent puts forth the extra effort
 Good will put in a fair day's work
 Average works enough to get by
 Poor lazy

Judgment

Excellent consistently makes wise decisions
 Good makes good decisions
 Average makes fair decisions
 Poor hasty decisions/indecisive (circle one)

Communication

Excellent articulate in all groups
 Good usually gets thoughts across well
 Average gets thoughts across, may be hesitant
 Poor difficulty expressing thoughts

Commitment

Excellent their work is their bond
 Good completes the commitments
 Average follows through halfheartedly
 Poor no follow-through

Leadership

Excellent a leader of leaders
 Good contributes positively
 Average usually well-balanced
 Poor passive/negative influence (circle one)

Team Participation

Excellent outstanding group member
 Good contributes positively in a group
 Average usually contributes positively
 Poor difficulty working in a group

How would you describe this applicant's Christian commitment?

Is there anything that you feel we should know about this applicant as we consider him/her for employment?

What challenge would you give the applicant for personal growth?

Your signature _____ Date _____

Please mail or fax to: Pilgrim Pines Conference Center
Attn: Jim Condap
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Swanzey, NH 03446
Fax: 603-357-7660