



Flathead Lutheran Bible Camp 2008 Reference Questionnaire

To be completed by the applicant:

Name: _____ Position you are applying for: _____

Prior to submitting this form to the reference writer, you must indicate below whether you wish to retain or waive the rights of access to this reference letter.

_____ I do give up the right to review this reference letter. It will be **CONFIDENTIAL**.

_____ I do not give up the right to review this reference letter. It will **NOT BE CONFIDENTIAL**.

Signature of applicant _____ Date _____

This person has applied to serve on the summer staff at Flathead Lutheran Bible Camp and has listed you as a reference. As we will be serving over 2,800 campers this summer, we need your help in evaluating this person's potential in working with children and adults in our ministry. Your sincere and candid response regarding this person's character and ability is appreciated.

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

On each of the following questions, please check the phrase which most accurately describes the applicant's behavior.

2. How well is he/she able to direct and influence others along definite lines of action?

- _____ Exceptional leader; inspires others along desired lines of action
- _____ Very successful in leading others
- _____ Normally successful in directing and leading others
- _____ Usually follows the lead of others
- _____ Poor leader; incapable of directing others

3. How well does he/she work with associates for the good of the group?

- _____ Exceptionally successful in working with others and inspiring confidence
- _____ Cooperates willingly and actively; makes things go smoothly
- _____ Cooperates but not whole-heartily, does only what is required
- _____ Gives limited cooperation; neglects the common good for their own interests
- _____ Cooperates grudgingly; makes trouble and obstructs the group's efforts

4. How does he/she react to suggestions or criticisms by others?

- _____ Invites criticisms and suggestions; always wanting to improve
- _____ Follows suggestions willingly; open to improvement
- _____ Listens to suggestions but often acts without considering them
- _____ Resents suggestions or alternative ideas
- _____ Takes suggestions and criticisms as a personal insult

5. How well does this person follow through on tasks and assignments?

- Exceptional perseverance; does more than expected
- Energetic; industrious; dependable at all times
- Satisfactorily completes assigned tasks on their own accord
- In different unless deeply interested; may not finish tasks
- Needs constant prodding and supervision to complete work

Please comment briefly on the following items, giving specific examples when you have had first hand experience. If you have no knowledge, please state so.

6. Flexibility and adaptability to change.

7. Maturity of judgment.

8. Personal faith and character.

9. Ability to lead campers toward a growing Christian faith: ability to lead devotional time, worship or influence young lives in a Christian way.

10. Is this applicant the type of person you would be willing to have supervise your children for a lengthy period of time? Rate this person by circling a number from ten to one.

Definitely Yes 10 9 8 7 6 5 4 3 2 1 Definitely Not

Signature _____ Date _____

Print/Type Name _____ Telephone _____

Address _____

City _____ State _____ Zip _____

Please return this letter of reference to us no later than Feb. 29.
Staff applications cannot be considered until references are received.
Thank you for your time and your help in this ministry.
If you have any questions, you can call Brooke at: 406/844-3201

Brooke Ells, Program Director
PO Box 790
Lakeside, MT 59922
Fax: 406/752-6670