



Higher Ground Baptist Bible Camp

A Ministry of the Alaska Baptist Association

"That in all things He might have the preeminence." Colossians 1:18

Staff Reference

Applicant Information:

Applicant's Name:

Organization Information:

Higher Ground Baptist Bible Camp is located in Sterling, Alaska and serves youth from 7 to 18 years of age in a summer resident camp program.

Referent Information: (Please no relatives)

Name:

Organization:

Title:

Relationship to applicant:

How long have you known applicant:

Characterize your relationship: Acquaintance Casual Relationship Close Relationship

Perceptions of Applicant: Please check your perception of the applicant

1. Responsibility

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

6. Cooperation

Excellent: deeply sensitive to others
Good: generally concerned for others
Average: cooperates when convenient
Poor: difficult to work with

2. Work Ethic

Excellent: puts forth extra effort
Good: will put in a fair days work
Average: works enough to get by
Poor: lazy

7. Integrity

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

3. Leadership

Excellent: a leader of leaders
Good: contributes positively
Average: usually sets good example
Poor: passive negative influence

8. Communication

Excellent: articulate, even in groups
Good: usually expresses thoughts well
Average: can express thoughts, sometimes hesitant
Poor: difficulty expressing thoughts

4. Emotional Stability

Excellent: exceptionally stable in all situations
Good: stable and balanced in most situations
Average: occasionally unstable
Poor: usually... excitable unresponsive

9. Initiative

Excellent: will look for things to do
Good: will do what needs to be done
Average: will do the obvious
Poor: needs to be told what to do

5. Judgment

Excellent: consistently makes wise decisions
Good: makes good decisions
Average: makes fair decisions
Poor: poor decisions or indecisive

10. Motivation

Excellent: highly internally motivated
Good: usually internally motivated
Average: some internal motivation, mostly external
Poor: no internal motivation, externally motivated

- 11. Appearance**
 Excellent: outstanding first impression
 Good: well groomed, good first impression
 Average: fair first impression
 Poor: sloppy, negative first impression
- 12. Team Participation**
 Excellent: outstanding contribution to group
 Good: positive contribution to group
 Average: neutral contribution to group
 Poor: negative contribution to group
- 13. Commitment**
 Excellent: always follows through or goes beyond
 Good: follows through on commitments
 Average: usually follows through, though reluctant
 Poor: no follow through

- 14. Social Style – check all that apply**
- | | |
|-----------------------|---------------------|
| Relationship oriented | Task oriented |
| More formal | More casual |
| More rigid | More relaxed |
| More serious | More playful |
| More reserved | More outgoing |
| Focus on facts | Focus on opinions |
| More disciplined | More flexible |
| “Letter of the law” | “Spirit of the law” |
| More introverted | More extroverted |
| More silent | More talkative |
| More tentative | More emphatic |
| Easy going | Impatient |
| Shy | Outspoken |

Additional Questions:

Is the applicant a growing, committed Christian? Yes No Don't Know
What evidence have you seen?

What would you consider the applicant's strengths?

What would you consider the applicant's weaknesses?

Would you want the applicant to be your child's summer camp counselor? Yes No

Why or why not?

To the best of your knowledge, has the applicant ever been convicted or plead guilty to charges of child neglect, abuse or molestation? Yes No

Are you aware of any instances of emotional or mental instability? Yes No

Are you aware of any reason the applicant should not be allowed to work with children? Yes No

Additional comments or explanations:

How would you recommend the applicant? *Highly recommend* *Recommend* *Recommend with reservation*
Prefer not to recommend

Would you like to be contacted to discuss this applicant? If Needed Yes No

**Thank you for your time and honest evaluation of the applicant.
 Be assured that your answers will be kept in confidence by the directors.**

Signature: _____ Date: _____ Phone: (____) _____

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