



# Camp Barakel

## Summer Staff Character Reference Form

**(Applicant's Name)** has applied for a summer staff position at Camp Barakel and has given your name as a reference. We expect our summer staff to make a positive contribution to the moral and spiritual life of each camper entrusted to them. The strength of character, Christian testimony and emotional maturity of our staff is vitally important to the success of this ministry. We appreciate any specific comments which help us determine the ability of the applicant to fill this vitally important position. All information will be held in strict confidence.

How long have you known the applicant? \_\_\_\_\_ In what capacity? \_\_\_\_\_

Do you know this person on a one-on-one basis or in a group context? \_\_\_\_\_  
If group, what size and type of group? \_\_\_\_\_

How well do you feel that you know the applicant?       very well       rather well       just casually

Your perception of the applicant (please leave blank any of which you are unsure):

**1. Responsibility**

- Excellent ... diligently follows through on all tasks
- Good..... follows through on all tasks
- Average ..... usually follows up on all tasks
- Poor ..... completes tasks when convenient

**2. Team Participation**

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

**3. Leadership**

- Excellent ... a leader of leaders
- Good..... contributes positively
- Average ..... usually well balanced
- Poor .....  passive  negative influence

**4. Emotional Stability**

- Excellent ... exceptionally stable; consistent
- Good..... well balanced in most situations
- Average ..... usually well balanced
- Poor .....  excitable  unresponsive

**5. 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

**6. Appearance**

- Excellent ... outstanding first impression
- Good..... well groomed, good first impression
- Average ..... fair first impression
- Poor ..... Sloppy, negative first impression

**7. Judgment**

- Excellent ... consistently makes wise decisions
- Good..... makes good decisions
- Average ..... makes fair decisions
- Poor .....  hasty decisions  indecisive

**8. Cooperation**

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

**9. Integrity**

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

**10. Communication**

- Excellent ... articulate in all groups
- Good..... usually gets thoughts across
- Average ..... gets thoughts across, may hesitate
- Poor ..... difficulty articulating thoughts

**11. Sociability – please mark all which apply to the applicant.**

- |                                       |  |  |                                     |
|---------------------------------------|--|--|-------------------------------------|
| <input type="checkbox"/> sociable     | <input type="checkbox"/> humorous      | <input type="checkbox"/> friendly      | <input type="checkbox"/> confident  |
| <input type="checkbox"/> arrogant     | <input type="checkbox"/> hyperactive   | <input type="checkbox"/> spontaneous   | <input type="checkbox"/> analytical |
| <input type="checkbox"/> blunt        | <input type="checkbox"/> hard to read  | <input type="checkbox"/> articulate    | <input type="checkbox"/> wise       |
| <input type="checkbox"/> shy          | <input type="checkbox"/> contemplative | <input type="checkbox"/> negative      | <input type="checkbox"/> mature     |
| <input type="checkbox"/> withdrawn    | <input type="checkbox"/> determined    | <input type="checkbox"/> caring        | <input type="checkbox"/> aggressive |
| <input type="checkbox"/> noisy        | <input type="checkbox"/> excitable     | <input type="checkbox"/> helpful       | <input type="checkbox"/> rude       |
| <input type="checkbox"/> perceptive   | <input type="checkbox"/> assertive     | <input type="checkbox"/> condescending | <input type="checkbox"/> consistent |
| <input type="checkbox"/> entertaining | <input type="checkbox"/> meticulous    |  |                                     |

**12. How would you describe the applicant’s Christian commitment?**

**13. Do you have any doubts or questions concerning the applicant’s moral behavior?**

- Yes       No

**14. To your knowledge has the applicant ever been accused of any improper conduct around children?**

- Yes       No

**15. With which age groups have you seen this applicant interact?**

- Infant     Preschool     Elementary     Jr. High     High School     College     Adult

**16. Knowing the applicant as you do, would you encourage us to accept the applicant?**

- Yes       No      **If yes, to what extent?**     enthusiastically     willing     questionably

I prefer to discuss this applicant further...please call me.        Phone #                      (000-000-0000)

*For those sending this form as an email attachment, please enter your name to represent your signature.  
If printing this form and sending it through the postal system, please sign and print your name below.*

**Signature** \_\_\_\_\_

**Printed Name:** \_\_\_\_\_

**Title** (if applicable) \_\_\_\_\_

**Date** \_\_\_\_\_ (mm/dd/yyyy)

**Thank you so much for your help!**

**Contact us:**    Camp Barakel; PO Box 159; Fairview, MI 48621-0159    [Serve@CampBarakel.org](mailto:Serve@CampBarakel.org)    989-848-2279    Fax:989-848-2280

**Email Instructions:**

1. Save this form.
2. Please include "Reference" in the subject line.
3. Feel welcome to attach additional comments which would help us understand more about the applicant.
4. Attach it to an email to [Serve@CampBarakel.org](mailto:Serve@CampBarakel.org)

**Postal System Instructions:**

1. Save and print this form.
2. Feel welcome to attach additional comments which would help us understand more about the applicant.
3. Please send this completed form to the address listed above.