



## REFERENCE FORM

**To Applicant:** Please do not use family members or current year-round Pioneer Camp Staff for a reference.

**To the Recipient:** The following individual is applying for a position to work at Manitoba Pioneer Camp this summer, and has given us your name as one of his/her two references. We are looking for staff who will function well as responsible workers in a child-centered environment which involves team work. We also ask that our staff be growing in spiritual maturity and Christian leadership. We would appreciate your input concerning this individual's ability to join us in our Christian ministry and concerning his/her potential as a Christian leader. Thank you for mailing or faxing this reference form as soon as you can so that we can process the applicant's application. Please call us if you have any concerns or questions.

Name of Applicant: \_\_\_\_\_

Name of Referee: \_\_\_\_\_

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

What special gifts does he or she have to offer?

Is there anything you know about the applicant's lifestyle that is incompatible with living and working in a Christian community with children and fellow staff members?

Have you ever known the applicant to behave in an abusive manner toward children or adults?

In what areas would you imagine this applicant could receive training, encouragement, and feedback from camp leadership?

Have you any reason for lack of confidence in this applicant?

Please write a brief estimation of the applicant's character and ability to perform the type of service for which they are applying. Comments might include; work done under your direction, special abilities, attitude of cooperation, qualities of leadership and initiative, willingness to work hard, personality, dependability, and concern for others.

Please use this chart to comment on this applicant in comparison with others of his/her age group whom you have known.

Characteristics	Superior	Above Average	Average	Below Average	No Basis for Judgement	Comments
Adaptability in facing new situations						
Emotional stability under pressure						
Ability for realistic self-appraisal						
Leadership of others and group organization						
Dependability in completing tasks						
Effectiveness of communication						
Demonstrates initiative in new situations						
Shows creativity in new activities						
Evidence of Christian faith and commitment						
Works well with others in social relationships						
Ability in decision making						
Ability to take direction from supervisors						
Evidence of kindness and generosity						

Please indicate the strength of your recommendation:

- recommend enthusiastically
- recommend without reservation
- recommend with the following reservations: \_\_\_\_\_
- do not recommend

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Address: \_\_\_\_\_

Position: \_\_\_\_\_

Email: \_\_\_\_\_ Phone #: \_\_\_\_\_

Confidential. Do not return to applicant.

Please mail this directly to:

Manitoba Pioneer Camp PMB#321 30-360 Main St. Unit 13B Winnipeg, Manitoba R3C 3Z8  
 P: 204.788.1070 F: 204.788.1001 E: mpc@pioneercamp.com www.manitobapioneercamp.com