



Camp Wabanna

Changing the world one child at a time



PERSONAL REFERENCE FORM

The applicant cannot complete the application process without your prompt response. Please complete this form and return it as soon as possible to:

Camp Wabanna – Attn: Summer Director – 101 Likes Rd. – Edgewater, MD 21037

Thank you for your feedback!

Fax: 410-798-1214

Name of Applicant _____ Position(s) applying for _____

Applicant Agreement: I release Wabanna and the individual completing this reference form from any legal liability that may be derived from its contents. **Applicant's Signature** _____ **Date** _____

1. How long have you known the applicant? _____

In what capacity? _____

Amount of time spent with applicant? Occasional Casual Intimate Regular Associate

2. To the best of your knowledge has the applicant made a personal commitment to Jesus Christ?

Yes No I Don't Know

3. Do you know him/her to be honest and truthful? Yes No Please explain.

4. Are you aware of any serious emotional problems or peculiarities? Yes No

If so, please explain. _____

5. List any outstanding abilities/qualities? _____

6. What do you consider his/her chief weakness? _____

7. To your knowledge, does (s)he hold any non-traditional doctrinal views? Yes No

If so, please explain. _____

8. Is (s)he cooperative and considerate in his/her relationship with others? Yes No

9. How is his/her attitude toward authority? _____

10. Does (s)he regularly attend church? Yes No Bible Study? Yes No

11. What can you say about the spiritual tone of his/her home? _____

12. Would you have any concerns with him/her working at a summer boys and girls camp? Yes No

If so, please explain. _____

13. To your knowledge, does (s)he use tobacco and/or alcoholic beverages? Yes No

If so, to what extent? _____

14. Have you ever had occasion to question his/her morals? Yes No

If so, please explain. _____

15. Has (s)he ever been disciplined or dismissed from any school or job? Yes No

If so, please explain. _____

EMPLOYEE ETHICS AGREEMENT

A commitment to be involved in Wabanna Camp & Conference Center requires a certain standard of lifestyle. An employee's behavior is a reflection on both the camp's ministry and our Savior Jesus Christ. By involvement they will be considered an example and a leader. Others will look to them for direction.

They must understand that a daily walk with Christ through the Bible and prayer is essential in order to comply with their responsibilities. They must submit to the leadership staff as they realize we are concerned about their personal growth.

They must agree to resign their position if they are involved with alcohol, drugs, or sex. They further agree to never steal from anyone and to deal with people in an honest, fair fashion. By a violation of these issues they will forfeit their ability to lead by a Godly example at Camp Wabanna.

They will accept responsibility for the safety and well-being of the campers that are assigned to their oversight. They will strive to have compassion on all people and to care for each person on an equal level. They will strive to be servants, without complaining. They must realize that a spirit of cooperation is vital to their interaction with other workers.

16. Is the applicant's reputation consistent with the lifestyle described above? Yes No

Please explain. _____

17. Do you foresee any problem with the applicant and Wabanna's ethics agreement? Yes No

Please explain. _____

Please use the scale below to rate the applicant in the following areas.

1 - Outstanding 2 - Above Avg. 3 - Average 4 - Below Avg. N - Not Observed

___ Flexibility (Openness to change)

___ Work Ethic

___ Sense of Responsibility

___ Leadership

(Influence and effectiveness)

___ Humility

(Considering others before self)

___ Servant Heart

(Gladly helps where needed)

___ Compassion (Concern for others)

___ Respect for Authority

___ Teachability

(Willingness to take suggestions)

___ Personal Integrity

(Honesty, Good judgment)

___ Biblical Knowledge

___ Commitment to spiritual growth

(Personal Bible Study & Prayer)

___ Initiative (Motivate oneself)

___ Emotional Stability

___ First Impression

(Personal Appearance)

___ Health/ Stamina

(Working under stress)

Please give your best overall recommendation for the applicant:

___ Strongly recommend ___ Recommend ___ Recommend with hesitation ___ Do not recommend

Additional comments: _____

Signature _____ Title _____

Print Name _____ Date _____

Church/ Organization _____ Phone _____

THANK YOU FOR YOUR FEEDBACK!