



December 1, 2009

Are you ready for your own *adventure* of a lifetime?

Do you love kids? Do you believe God has much more in store for their lives than the humdrum of simply going through the motions day after day? Do you want to make a difference in their lives?

If you're looking for more than a job this summer you should apply to be part of our staff team at Bayside Camp.



Whether you want to commit the entire summer to camp or can simply come out for a week, we'd like to hear from you!

Together this summer we'll help kids throughout our region experience the wonder and excitement of a week at camp. Adventure awaits each camper as they come down the hill and we want to make sure they have the best week of their year.

As a team we'll become an *unstoppable* force of love creating a safe place for campers to find and follow Jesus. Spend your summer introducing campers to Jesus in fresh and real ways.

Are you ready to make a difference in the world?

Whether you feel called to counsel in a cabin, answer calls in the office, clean up after meals or create crazy, zany games it's going to take all of us to do it.

God has so much in store for Bayside this summer and I want to ask you to prayerfully read through this packet.

Applications for salaried positions will be received until January 31. Please set aside sufficient time to fully complete your application (including references) by this date. Incomplete applications will not be considered. (Applications to volunteer will be received until one week prior to the beginning of your week at camp.)

Should you have any questions regarding this packet or the hiring process, please feel free to contact me at the Camp Office (902.868.1237).

Thank you for your interest in joining the team this summer.

I look forward to hearing how God has been at work in your life this school year!

Awaiting the Adventure,

Ben Trites  
Director of Bayside Camp

# summer STAFF POSITIONS

## *assistant director* (Salary Range: \$4,595-\$5,000)

Service: May 31-August 28, 2010

Responsible for assisting the Executive Director with the day to day operation of the camp (e.g., camp correspondence, coordinating and coaching staff, maintaining SAFE camp policies, procedures and practices), as well as acting as one of the key spiritual leaders of the entire staff team.

## *program coordinator* (Salary Range: \$4,595-\$5,000)

Service: May 31-August 28, 2010

Responsible for planning, preparing and facilitating camp games and special events; as well as acting as one of the key hosts/leaders for the various camps and special events to ensure campers have one of the best weeks of their year.

## *assistant program coordinator* (Salary Range: \$3,315-\$3,500)

Service: June 24-August 28, 2010

Responsible for assisting in the planning, preparing and facilitating camp games and special events; as well as acting as one of the key hosts/leaders for the various camps and special events to ensure campers have one of the best weeks of their year.

## *music and media coordinator* (Salary Range: \$4,595-\$5,000)

Service: May 31-August 28, 2010

Responsible for planning, preparing and facilitating Worship at the Cove and camp media, as well as acting as one of the key spiritual leaders of the entire staff team.

## *head counselor* (Salary Range: \$4,595-\$5,000)

Service: May 31-August 28, 2010

Responsible to serve as a shepherd and leader for the male / female counseling team, as well as acting as one of the key spiritual leaders for the entire staff team.

## *head lifeguard* (Salary Range: \$4,595-\$5,000)

Service: May 31-August 28, 2010

Responsible for leading and supervising the waterfront program, including activities, staff, safety, equipment, and general maintenance. Also assists in various program events.

## *lifeguard* (Salary Range: \$3,315-\$3,500)

Service: June 24-August 28, 2010

Responsible for assisting in the leading and supervising the waterfront program, including activities, staff, safety, equipment, and general maintenance. Also assists in various program events.

## *senior counselor* (Salary Range: \$3,315-\$3,500)

Service: June 24-August 28, 2010

Responsible to provide high quality, holistic camper care while creating a sense of wonder and adventure for each individual camper, ensuring they have one of the best weeks of their year.

## *junior counselor* (Honorarium: \$1,000)

Service: June 24-August 28, 2010

Be mentored by the Head Counseling Team and your Senior Counselor as you help care for campers and create a sense of wonder and adventure for them during their week at camp.

## *kitchen crew* (Salary Range: \$3,315-\$3,500)

Service: June 24-August 28, 2010

Responsible to assist in providing well balanced, high quality food services and support for campers and staff in accordance with provincial health and safety codes.

## *camp crew* (Salary Range: \$3,315-\$3,500)

Service: June 24-August 28, 2010

Responsible for assisting in providing support to day to day operations of the camp, including general maintenance, janitorial and grounds keeping.

## *dining room host* (Salary Range: \$3,315-\$3,500)

Service: June 24-August 28, 2010

Responsible for creating a healthy, fun dining experience for campers, guests and staff, including dining room set up, cleaning and supervision of the dish room.

## *camp nurse* (Volunteer Serve)

Service: One week during the summer

Responsible for providing quality on site camper care in accordance with camp policies and procedures.



Applications can be returned by fax to **902-868-1267** or mailed to: **Bayside Camp - Summer Staff Team**  
1503 Ketch Harbour Road, Sambro Head, NS B3V 1L3

**Applications for salaried positions are due January 31, 2010.** Applications for volunteer positions will be accepted until one week before the beginning of your camp. No application will be processed until requested information, including reference forms has been received; and, it is your responsibility to ensure your reference forms have been sent to us.

**Personal Information**

NAME \_\_\_\_\_ AGE \_\_\_\_\_ BIRTHDATE month / day / year \_\_\_\_\_  
 ADDRESS \_\_\_\_\_ CITY \_\_\_\_\_ PROVINCE \_\_\_\_\_ POSTAL CODE \_\_\_\_\_  
 PHONE ( \_\_\_\_ ) \_\_\_\_\_ CELL ( \_\_\_\_ ) \_\_\_\_\_ EMAIL \_\_\_\_\_  
 SIN \_\_\_\_\_ Are you a Canadian citizen?  YES  NO  
 Have you ever been convicted of a criminal offence or are there current charges before the court?  YES  NO  
 If yes, please explain \_\_\_\_\_

**Church Experience**

CHURCH \_\_\_\_\_ CITY \_\_\_\_\_ PHONE ( \_\_\_\_ ) \_\_\_\_\_  
 Are you a member of a church?  YES  NO CHURCH If different than noted above \_\_\_\_\_  
 PASTOR \_\_\_\_\_ PHONE ( \_\_\_\_ ) \_\_\_\_\_  
 Describe your participation in your church: \_\_\_\_\_

**Education Experience** Begin with highest level to be completed by June 2010

Institution	Province	Dates	Graduation	Degree
Institution	Province	Dates	Graduation	Degree

**Employment Experience** Begin with most recent experience

Employer	Position	Dates	Supervisor	Phone
Duties / Comments				
Employer	Position	Dates	Supervisor	Phone
Duties / Comments				

**Camp Experience** List your experiences as a camper and / or staff member

Camp	Position	Dates	Director	Phone
Duties / Comments				
Camp	Position	Dates	Director	Phone
Duties / Comments				
Camp	Position	Dates	Director	Phone
Duties / Comments				

**Summer Staff Team**

Indicate the position(s) you are applying for this summer:

- |                                             |                                                        |                                           |
|---------------------------------------------|--------------------------------------------------------|-------------------------------------------|
| <input type="checkbox"/> Assistant Director | <input type="checkbox"/> Program Coordinator           | <input type="checkbox"/> Kitchen Crew     |
| <input type="checkbox"/> Head Counselor     | <input type="checkbox"/> Assistant Program Coordinator | <input type="checkbox"/> Camp Crew        |
| <input type="checkbox"/> Senior Counselor   | <input type="checkbox"/> Lifeguard                     | <input type="checkbox"/> Dining Room Host |
| <input type="checkbox"/> Junior Counselor   | <input type="checkbox"/> Music & Media Coordinator     | <input type="checkbox"/> Camp Nurse       |

Indicate any training or experience you feel is specific to the position(s) checked: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

I am also interested in a twelve month internship at camp.

Indicate the weeks you are available this summer:

- |                                         |                |
|-----------------------------------------|----------------|
| <input type="checkbox"/> Junior High #1 | June 27-July 2 |
| <input type="checkbox"/> Juniors #1     | July 4-9       |
| <input type="checkbox"/> Junior High #2 | July 11-16     |
| <input type="checkbox"/> Juniors #2     | July 18-23     |
| <input type="checkbox"/> Junior High #3 | July 25-30     |
| <input type="checkbox"/> Beginners      | August 4-6     |
| <input type="checkbox"/> Juniors #3     | August 8-13    |
| <input type="checkbox"/> Junior High #4 | August 15-20   |
| <input type="checkbox"/> Senior High    | August 22-27   |

I am interested in attending the *LEAD* weekend (April 30-May 2). Some positions are required to attend.

I am available to attend *SERVE* (May 28-30 and June 4-6) and *SAFE* Camp (June 24-26). **All staff are required to attend.**

I am interest in helping with other camp events and / or retreats throughout the year.

Indicate the events and / or retreats you are available to help with this year:

- |                                                |                                                  |
|------------------------------------------------|--------------------------------------------------|
| <input type="checkbox"/> Weekend Rentals       | Various weekends throughout the year.            |
| <input type="checkbox"/> Winter Retreat        | February 12-13                                   |
| <input type="checkbox"/> Walk-A-Thon           | June 5 <b>All staff are required to attend.</b>  |
| <input type="checkbox"/> Open House            | June 12 <b>All staff are required to attend.</b> |
| <input type="checkbox"/> Fall Banquet          | October 23                                       |
| <input type="checkbox"/> Juniors Retreat       | November 5-7                                     |
| <input type="checkbox"/> Junior High Retreat   | November 12-14                                   |
| <input type="checkbox"/> Senior High Retreat   | November 19-21                                   |
| <input type="checkbox"/> Christmas at the Cove | November 27                                      |

Why are you applying to be part of Bayside's staff team? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Describe your sense of call to serve. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Describe how your specific talents and gifts are suited for this role. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

What life experiences have shaped your life and leadership? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Describe when and how you came to faith in Jesus. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Describe your relationship with Jesus. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**References** Provide the names of three people who know you well and have agreed to submit a reference form for you

NAME _____	POSITION _____	PHONE ( ____ ) _____
NAME _____	POSITION _____	PHONE ( ____ ) _____
NAME _____	POSITION _____	PHONE ( ____ ) _____

**Waiver Statement:** I authorize the release of the disclosed reference information by the person completing the reference, and waive any right or privilege to inspect or challenge its contents. I understand that this information will be held in strict confidence by Bayside Camp and that it will not be released to anyone without my permission, except when such disclosure is required by law.

APPLICANT'S SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

PARENT'S SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

Only necessary for applicant's under 18 years

**Criminal Record Check / Child Abuse Register** Read, sign and date the following

I understand that Bayside Camp requires a *Criminal Record Check* and *Child Abuse Register* to be completed, at my cost. Upon acceptance on staff I will promptly complete these and return it to Bayside Camp.

APPLICANT'S SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

PARENT'S SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

Only necessary for applicant's under 18 years

# BAYSIDE REFERENCE FORM ONE

Completed forms can be returned by fax to **902-868-1267** or mailed to **Bayside Camp, 1503 Ketch Harbour Road, Sambro Head, NS B3V 1L3**

## APPLICANT INFORMATION Complete this section before giving this form to reference

NAME \_\_\_\_\_ PHONE ( \_\_\_\_ ) \_\_\_\_\_ EMAIL \_\_\_\_\_  
POSITION(S) \_\_\_\_\_ / \_\_\_\_\_

**Please Note:** References should be 20 years of age or older. At least one reference should be a Christian worker, e.g., pastor, youth leader, small group leader, etc... **It is your responsibility to ensure all three references are returned.** We will not be able to process your application until we receive your references.

**Waiver Statement:** I authorize the release of the disclosed reference information by the person completing the reference, and waive any right or privilege to inspect or challenge its contents. I understand that this information will be held in strict confidence by Bayside Camp and that it will not be released to anyone without my permission, except when such disclosure is required by law.

APPLICANT'S SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_ PARENT'S SIGNATURE \_\_\_\_\_  
Only necessary for applicant's under 18 years

## REFERENCE INFORMATION Information provided will be held in confidence

NAME \_\_\_\_\_ ORGANIZATION \_\_\_\_\_ POSITION \_\_\_\_\_  
ADDRESS \_\_\_\_\_ CITY \_\_\_\_\_ PROVINCE \_\_\_\_\_ POSTAL CODE \_\_\_\_\_  
PHONE ( \_\_\_\_ ) \_\_\_\_\_ EMAIL \_\_\_\_\_

Please answer the following questions to the best of your knowledge, and mail or fax this form back to us as soon as possible. We cannot process this application until we have received your reference.

## EXPERIENCE WITH APPLICANT

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

How well do you know the applicant?  NOT WELL  FAIRLY WELL  VERY WELL

Have you observed the applicant in the role for which he /she is applying?  YES  NO How well did the applicant manage his / her responsibilities in that role? \_\_\_\_\_

Comment on the applicant's love for children and youth and their ability to relate to them. \_\_\_\_\_

## SPIRITUAL LIFE AND CHURCH INVOLVEMENT

To your knowledge, has the applicant received Jesus Christ as Lord and Saviour?  YES  NO

How long has the applicant been a believer? \_\_\_\_\_ What evidence have you observed of the applicant's spiritual maturity and relationship with Christ? \_\_\_\_\_

Describe the applicant's commitment and involvement in their church. \_\_\_\_\_

## STRENGTHS AND WEAKNESSES

What strengths would the applicant bring to this position? \_\_\_\_\_

What characteristics of the applicant do you feel need further work / development? \_\_\_\_\_

Describe any limitations you are aware of that might restrict the applicant's participation and ministry at camp. \_\_\_\_\_

## RELATIONSHIPS

Describe any area of the applicant's home or family life that would help us better understand him / her. \_\_\_\_\_

What kind of influence does the applicant's friendships have on him / her? \_\_\_\_\_

## RECOMMENDATION

Would you be pleased to have your own children in the care of this individual?  YES  NO Why or why not? \_\_\_\_\_

Would you recommend this applicant for the position(s) for which he / she has applied?  YES  NO Why or why not? \_\_\_\_\_

**EVALUATION OF APPLICANT** Circle the number (1 = Poor / 5 = Excellent) that best describes the applicant

<b>SPIRITUAL DISCIPLINES</b>						<b>COMMENTS</b>
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	
Spiritual example	1	2	3	4	5	
Love for others	1	2	3	4	5	
Christian values	1	2	3	4	5	
Spiritual maturity	1	2	3	4	5	
Christian witness	1	2	3	4	5	
Use of spiritual gifts	1	2	3	4	5	
Personal devotions and prayer	1	2	3	4	5	
<b>PERSONALITY, CHARACTER AND HEALTH</b>						
Confidence	1	2	3	4	5	
Emotional stability	1	2	3	4	5	
Self-control	1	2	3	4	5	
Reputation	1	2	3	4	5	
Integrity	1	2	3	4	5	
Support of rules	1	2	3	4	5	
Use of time	1	2	3	4	5	
Health and vitality	1	2	3	4	5	
Resistance to illness	1	2	3	4	5	
Ability to pace oneself	1	2	3	4	5	
<b>LEADERSHIP AND MINISTRY</b>						
Work ethic	1	2	3	4	5	
Ability to be corrected	1	2	3	4	5	
Initiative	1	2	3	4	5	
Leadership	1	2	3	4	5	
Reliability	1	2	3	4	5	
Judgment	1	2	3	4	5	
Commitment	1	2	3	4	5	
Support of leadership	1	2	3	4	5	
Response to authority	1	2	3	4	5	
Heart for ministry	1	2	3	4	5	
Ability to communicate	1	2	3	4	5	
<b>RELATIONSHIPS</b>						
Attitude toward others	1	2	3	4	5	
Consideration of others	1	2	3	4	5	
Team player	1	2	3	4	5	
Cooperativeness	1	2	3	4	5	
Compassion and empathy	1	2	3	4	5	
Ability to forgive	1	2	3	4	5	
Conflict resolution	1	2	3	4	5	
Respected by peers	1	2	3	4	5	
Social maturity	1	2	3	4	5	

**OTHER COMMENTS** Please include any additional information you feel is important for us to know \_\_\_\_\_

**SIGNATURE** \_\_\_\_\_

**DATE** \_\_\_\_\_

# BAYSIDE REFERENCE FORM TWO

Completed forms can be returned by fax to **902-868-1267** or mailed to **Bayside Camp, 1503 Ketch Harbour Road, Sambro Head, NS B3V 1L3**

## APPLICANT INFORMATION Complete this section before giving this form to reference

NAME \_\_\_\_\_ PHONE ( \_\_\_\_ ) \_\_\_\_\_ EMAIL \_\_\_\_\_  
POSITION(S) \_\_\_\_\_ / \_\_\_\_\_

**Please Note:** References should be 20 years of age or older. At least one reference should be a Christian worker, e.g., pastor, youth leader, small group leader, etc... **It is your responsibility to ensure all three references are returned.** We will not be able to process your application until we receive your references.

**Waiver Statement:** I authorize the release of the disclosed reference information by the person completing the reference, and waive any right or privilege to inspect or challenge its contents. I understand that this information will be held in strict confidence by Bayside Camp and that it will not be released to anyone without my permission, except when such disclosure is required by law.

APPLICANT'S SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_ PARENT'S SIGNATURE \_\_\_\_\_  
Only necessary for applicant's under 18 years

## REFERENCE INFORMATION Information provided will be held in confidence

NAME \_\_\_\_\_ ORGANIZATION \_\_\_\_\_ POSITION \_\_\_\_\_  
ADDRESS \_\_\_\_\_ CITY \_\_\_\_\_ PROVINCE \_\_\_\_\_ POSTAL CODE \_\_\_\_\_  
PHONE ( \_\_\_\_ ) \_\_\_\_\_ EMAIL \_\_\_\_\_

Please answer the following questions to the best of your knowledge, and mail or fax this form back to us as soon as possible. We cannot process this application until we have received your reference.

## EXPERIENCE WITH APPLICANT

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

How well do you know the applicant?  NOT WELL  FAIRLY WELL  VERY WELL

Have you observed the applicant in the role for which he /she is applying?  YES  NO How well did the applicant manage his / her responsibilities in that role? \_\_\_\_\_

Comment on the applicant's love for children and youth and their ability to relate to them. \_\_\_\_\_

## SPIRITUAL LIFE AND CHURCH INVOLVEMENT

To your knowledge, has the applicant received Jesus Christ as Lord and Saviour?  YES  NO

How long has the applicant been a believer? \_\_\_\_\_ What evidence have you observed of the applicant's spiritual maturity and relationship with Christ? \_\_\_\_\_

Describe the applicant's commitment and involvement in their church. \_\_\_\_\_

## STRENGTHS AND WEAKNESSES

What strengths would the applicant bring to this position? \_\_\_\_\_

What characteristics of the applicant do you feel need further work / development? \_\_\_\_\_

Describe any limitations you are aware of that might restrict the applicant's participation and ministry at camp. \_\_\_\_\_

## RELATIONSHIPS

Describe any area of the applicant's home or family life that would help us better understand him / her. \_\_\_\_\_

What kind of influence does the applicant's friendships have on him / her? \_\_\_\_\_

## RECOMMENDATION

Would you be pleased to have your own children in the care of this individual?  YES  NO Why or why not? \_\_\_\_\_

Would you recommend this applicant for the position(s) for which he / she has applied?  YES  NO Why or why not? \_\_\_\_\_

**EVALUATION OF APPLICANT** Circle the number (1 = Poor / 5 = Excellent) that best describes the applicant

<b>SPIRITUAL DISCIPLINES</b>						<b>COMMENTS</b>
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	
Spiritual example	1	2	3	4	5	
Love for others	1	2	3	4	5	
Christian values	1	2	3	4	5	
Spiritual maturity	1	2	3	4	5	
Christian witness	1	2	3	4	5	
Use of spiritual gifts	1	2	3	4	5	
Personal devotions and prayer	1	2	3	4	5	
<b>PERSONALITY, CHARACTER AND HEALTH</b>						
Confidence	1	2	3	4	5	
Emotional stability	1	2	3	4	5	
Self-control	1	2	3	4	5	
Reputation	1	2	3	4	5	
Integrity	1	2	3	4	5	
Support of rules	1	2	3	4	5	
Use of time	1	2	3	4	5	
Health and vitality	1	2	3	4	5	
Resistance to illness	1	2	3	4	5	
Ability to pace oneself	1	2	3	4	5	
<b>LEADERSHIP AND MINISTRY</b>						
Work ethic	1	2	3	4	5	
Ability to be corrected	1	2	3	4	5	
Initiative	1	2	3	4	5	
Leadership	1	2	3	4	5	
Reliability	1	2	3	4	5	
Judgment	1	2	3	4	5	
Commitment	1	2	3	4	5	
Support of leadership	1	2	3	4	5	
Response to authority	1	2	3	4	5	
Heart for ministry	1	2	3	4	5	
Ability to communicate	1	2	3	4	5	
<b>RELATIONSHIPS</b>						
Attitude toward others	1	2	3	4	5	
Consideration of others	1	2	3	4	5	
Team player	1	2	3	4	5	
Cooperativeness	1	2	3	4	5	
Compassion and empathy	1	2	3	4	5	
Ability to forgive	1	2	3	4	5	
Conflict resolution	1	2	3	4	5	
Respected by peers	1	2	3	4	5	
Social maturity	1	2	3	4	5	

**OTHER COMMENTS** Please include any additional information you feel is important for us to know \_\_\_\_\_

**SIGNATURE** \_\_\_\_\_

**DATE** \_\_\_\_\_

**BAYSIDE REFERENCE FORM THREE** Completed forms can be returned by fax to **902-868-1267** or mailed to **Bayside Camp, 1503 Ketch Harbour Road, Sambro Head, NS B3V 1L3**

**APPLICANT INFORMATION** Complete this section before giving this form to reference

NAME \_\_\_\_\_ PHONE ( \_\_\_\_ ) \_\_\_\_\_ EMAIL \_\_\_\_\_  
POSITION(S) \_\_\_\_\_ / \_\_\_\_\_

**Please Note:** References should be 20 years of age or older. At least one reference should be a Christian worker, e.g., pastor, youth leader, small group leader, etc... **It is your responsibility to ensure all three references are returned.** We will not be able to process your application until we receive your references.

**Waiver Statement:** I authorize the release of the disclosed reference information by the person completing the reference, and waive any right or privilege to inspect or challenge its contents. I understand that this information will be held in strict confidence by Bayside Camp and that it will not be released to anyone without my permission, except when such disclosure is required by law.

APPLICANT'S SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_ PARENT'S SIGNATURE \_\_\_\_\_  
Only necessary for applicant's under 18 years

**REFERENCE INFORMATION** Information provided will be held in confidence

NAME \_\_\_\_\_ ORGANIZATION \_\_\_\_\_ POSITION \_\_\_\_\_  
ADDRESS \_\_\_\_\_ CITY \_\_\_\_\_ PROVINCE \_\_\_\_\_ POSTAL CODE \_\_\_\_\_  
PHONE ( \_\_\_\_ ) \_\_\_\_\_ EMAIL \_\_\_\_\_

Please answer the following questions to the best of your knowledge, and mail or fax this form back to us as soon as possible. We cannot process this application until we have received your reference.

**EXPERIENCE WITH APPLICANT**

How long have you known the applicant? \_\_\_\_\_ In what capacity / relationship? \_\_\_\_\_  
How well do you know the applicant?  NOT WELL  FAIRLY WELL  VERY WELL  
Have you observed the applicant in the role for which he /she is applying?  YES  NO How well did the applicant manage his / her responsibilities in that role? \_\_\_\_\_

Comment on the applicant's love for children and youth and their ability to relate to them. \_\_\_\_\_

**SPIRITUAL LIFE AND CHURCH INVOLVEMENT**

To your knowledge, has the applicant received Jesus Christ as Lord and Saviour?  YES  NO  
How long has the applicant been a believer? \_\_\_\_\_ What evidence have you observed of the applicant's spiritual maturity and relationship with Christ? \_\_\_\_\_  
Describe the applicant's commitment and involvement in their church. \_\_\_\_\_

**STRENGTHS AND WEAKNESSES**

What strengths would the applicant bring to this position? \_\_\_\_\_

What characteristics of the applicant do you feel need further work / development? \_\_\_\_\_

Describe any limitations you are aware of that might restrict the applicant's participation and ministry at camp. \_\_\_\_\_

**RELATIONSHIPS**

Describe any area of the applicant's home or family life that would help us better understand him / her. \_\_\_\_\_

What kind of influence does the applicant's friendships have on him / her? \_\_\_\_\_

**RECOMMENDATION**

Would you be pleased to have your own children in the care of this individual?  YES  NO Why or why not? \_\_\_\_\_

Would you recommend this applicant for the position(s) for which he / she has applied?  YES  NO Why or why not? \_\_\_\_\_

**EVALUATION OF APPLICANT** Circle the number (1 = Poor / 5 = Excellent) that best describes the applicant

<b>SPIRITUAL DISCIPLINES</b>						<b>COMMENTS</b>
Spiritual example	1	2	3	4	5	
Love for others	1	2	3	4	5	
Christian values	1	2	3	4	5	
Spiritual maturity	1	2	3	4	5	
Christian witness	1	2	3	4	5	
Use of spiritual gifts	1	2	3	4	5	
Personal devotions and prayer	1	2	3	4	5	
<b>PERSONALITY, CHARACTER AND HEALTH</b>						
Confidence	1	2	3	4	5	
Emotional stability	1	2	3	4	5	
Self-control	1	2	3	4	5	
Reputation	1	2	3	4	5	
Integrity	1	2	3	4	5	
Support of rules	1	2	3	4	5	
Use of time	1	2	3	4	5	
Health and vitality	1	2	3	4	5	
Resistance to illness	1	2	3	4	5	
Ability to pace oneself	1	2	3	4	5	
<b>LEADERSHIP AND MINISTRY</b>						
Work ethic	1	2	3	4	5	
Ability to be corrected	1	2	3	4	5	
Initiative	1	2	3	4	5	
Leadership	1	2	3	4	5	
Reliability	1	2	3	4	5	
Judgment	1	2	3	4	5	
Commitment	1	2	3	4	5	
Support of leadership	1	2	3	4	5	
Response to authority	1	2	3	4	5	
Heart for ministry	1	2	3	4	5	
Ability to communicate	1	2	3	4	5	
<b>RELATIONSHIPS</b>						
Attitude toward others	1	2	3	4	5	
Consideration of others	1	2	3	4	5	
Team player	1	2	3	4	5	
Cooperativeness	1	2	3	4	5	
Compassion and empathy	1	2	3	4	5	
Ability to forgive	1	2	3	4	5	
Conflict resolution	1	2	3	4	5	
Respected by peers	1	2	3	4	5	
Social maturity	1	2	3	4	5	

**OTHER COMMENTS** Please include any additional information you feel is important for us to know \_\_\_\_\_

**SIGNATURE** \_\_\_\_\_

**DATE** \_\_\_\_\_