

2023 STAFF REFERENCE FORM

Background Information

Hidden Acres Christian Center is located in central Iowa and is owned and operated by the Evangelical Free Church. We are encouraging you to give us your evaluation of the applicant as you have seen him/her live and perform on a daily basis.

It is our desire to hire a staff person who is trustworthy, caring, and loving toward children, teens, and adults. It is imperative that all our summer staff are positive role models for children between the ages of 5 & 18.

Please **type** or **print** your responses. Thank you, your feedback is greatly appreciated!

Date received at Hidden Acres Office: _____

Reference count ____ / 4

Applicant Information

Name _____

Phone _____

Position applied for _____

Hidden Acres Christian Center

3837 Union Ave • Dayton, IA 50530

Phone: (515) 547-2751

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Email: eric.smith@hacamps.org

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Referent Information

Name _____

Date Completed _____

Relation to Applicant _____

How long have you known this applicant? _____

Type of reference given:

_____ Academic _____ Family

_____ Work _____ Pastor/Spiritual Leader

Do you have any reservations about this applicant's moral integrity?

How would you describe the applicant's relationship with God?

What one challenge would you give to the applicant for their own personal growth?

Perceptions of Applicant

If you had a child of camp age, how would you feel about having him/her spend five days with the applicant...

- As a cabin counselor?
 Positive Comfortable So-So Concerned
- As an example?
 Positive Comfortable So-So Concerned
- As a spiritual teacher?
 Positive Comfortable So-So Concerned
- Duplicating the applicant's mannerisms?
 Positive Comfortable So-So Concerned

How do you feel about the applicant's...

1. Work Ethic
 Excellent...puts forth the extra effort
 Good.....will put in a fair day's work
 Average....works enough to get by
 Poor.....lazy
2. Leadership
 Excellent...a leader of leaders
 Good.....contributes positively
 Average.....usually well-balanced
 Poor.....passive/ negative influence (circle one)
3. Emotional Stability
 Excellent...exceptionally stable consistent
 Good.....well-balanced in most situations
 Average....usually well-balanced
 Poor.....excitable / unresponsive (circle one)
4. Judgment
 Excellent...consistently makes wise decisions
 Good.....makes good decisions
 Average.....makes fair decisions
 Poor.....hasty decisions / indecisive (circle one)
5. Cooperation
 Excellent...deeply sensitive to others
 Good.....generally honest and true
 Average.....cooperates when convenient
 Poor.....difficult to work with
6. Communication
 Excellent...articulate in all groups
 Good.....usually gets thoughts across well
 Average.....gets thoughts across, may be hesitant
 Poor.....difficulty articulating thoughts
7. Motivation
 Excellent...highly self-motivated
 Good.....effectively motivated
 Average....usually purposeful
 Poor..... purposeless
8. Appearance
 Excellent...outstanding first impression
 Good....well-groomed, good 1st impression
 Average....fair first impression
 Poor.....sloppy, negative 1st impression
9. Team Participation
 Excellent...outstanding group member
 Good.....contributes positively in a group
 Average.....usually contributes positively
 Poor.....difficulty working in a group
10. Sociability—mark ALL that apply to applicant
 confident noisy
 consistent humorous
 mature hyperactive
 shy aggressive
 assertive wise
 spontaneous rude
 negative caring
11. With which age groups have you seen this applicant interact?
 Infant High School
 Preschool College
 Elementary Adult
 Junior High
12. Knowing the applicant as you do, to what extent would you encourage us to accept him/her as a staff member?
 highly recommend
 recommend
 recommend with reservation
 would not recommend for the position

I prefer to discuss this applicant further...

Please call me at:

Signature _____ Date _____