



# Crossways Summer Staff Personal Reference

Applicant's Name \_\_\_\_\_

Position Desired \_\_\_\_\_

**To the applicant:** For the benefit of your reference, please indicate your preference to review this form at a later date.

I waive any right of access to this reference form.  Yes  No Signature \_\_\_\_\_ Date \_\_\_\_\_

**To the reference:** The above person has given us your name as a personal reference for a staff position at Crossways Camping Ministries. We hope you will carefully evaluate the applicant for us. Our goal is to provide quality staff to maintain the high program and safety standards of our ministry. We are seeking mature role models who live out the Gospel as servants to others. To learn more about Crossways visit our website: [www.CrosswaysCamps.org](http://www.CrosswaysCamps.org)

If you can not comment on a characteristic or question, please comment in the space provided or on an additional sheet.

## Applicant Characteristics *Please check as many descriptions as you feel apply to the applicant.*

### Working with Others:

- \_\_\_\_\_ Excels with independent work
- \_\_\_\_\_ Is a team player
- \_\_\_\_\_ Likes it their way or not at all
- \_\_\_\_\_ Cooperative
- \_\_\_\_\_ Shares accomplishments

Comments:

### Work Ethic:

- \_\_\_\_\_ Takes direction well, does what is asked
- \_\_\_\_\_ Does what is asked, when it's convenient
- \_\_\_\_\_ Self-motivated, does more than asked
- \_\_\_\_\_ Sees a project from start to finish
- \_\_\_\_\_ Does not finish tasks

Comments:

### Enthusiasm:

- \_\_\_\_\_ Has an even disposition, not a lot of highs/lows
- \_\_\_\_\_ Has energy that spreads to others
- \_\_\_\_\_ Is enthusiastic, but insincere
- \_\_\_\_\_ Takes on new challenges willingly
- \_\_\_\_\_ Shows little outward enthusiasm

Comments:

### Maturity:

- \_\_\_\_\_ Responsible, able to think things through
- \_\_\_\_\_ Reacts without thinking about actions
- \_\_\_\_\_ Is a positive role model for others
- \_\_\_\_\_ Would rather not have a role with responsibility
- \_\_\_\_\_ Respects authority

Comments:

### Community/Conflict:

- \_\_\_\_\_ Is willing to accept others regardless
- \_\_\_\_\_ Is able to relate well with different groups
- \_\_\_\_\_ Deals with conflict in a healthy way
- \_\_\_\_\_ Lets problems build up
- \_\_\_\_\_ Tries to change the beliefs of others
- \_\_\_\_\_ Is easily upset by others

Comments:

### Leadership:

- \_\_\_\_\_ Is a positive leader
- \_\_\_\_\_ Considers others opinions important
- \_\_\_\_\_ Is dominant and manipulative at times
- \_\_\_\_\_ Is willing to learn from others
- \_\_\_\_\_ Likes to be in front, leading
- \_\_\_\_\_ Would rather be a follower than a leader

Comments:

### Counseling Skills:

- \_\_\_\_\_ Is sensitive to others' feelings
- \_\_\_\_\_ Likes to share their own story
- \_\_\_\_\_ Good listener
- \_\_\_\_\_ Mixes easily with others
- \_\_\_\_\_ Would command respect among campers
- \_\_\_\_\_ Doesn't have time for others
- \_\_\_\_\_ Believes trust must be earned

Comments:

### Faith to share:

- \_\_\_\_\_ Is always talking about their faith
- \_\_\_\_\_ Lives out their faith, daily
- \_\_\_\_\_ Believes in sharing faith in daily life
- \_\_\_\_\_ Knows what they believe
- \_\_\_\_\_ They have found it and want others to find it
- \_\_\_\_\_ Struggles with their faith
- \_\_\_\_\_ Has all the answers

Comments:

1. How long have you known the applicant and in what capacity? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

2. Describe the applicant's strengths. \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. In what area(s) does the applicant have room for growth? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. What situations cause the applicant stress and how do they respond? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

5. Would you be willing to have your child under the applicant's supervision at camp for a week? \_\_\_\_\_

Additional Comments: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Please return promptly to:**  
Crossways Camping Ministries  
16 Tri Park Way  
Appleton, WI 54914  
Phone: (920) 882-0023  
Fax: (920) 882-9474

**Personal Reference Information**  
Reference Name \_\_\_\_\_  
Position \_\_\_\_\_  
Address \_\_\_\_\_  
\_\_\_\_\_  
Phone \_\_\_\_\_  
E-mail \_\_\_\_\_