

QWANOES REFERENCE FORM

recent staff

(SERVICE JUNE 2008 OR LATER)

GO ONLINE! Download this form or complete this reference online! www.qwanoes.ca/staff/reference

Qwanoes is a youth-focused high-adventure Christian residential camp seeking to encourage commitment to Jesus Christ and provide biblical discipleship through relationship-focused, fun-oriented, and Christ-centred programs. Qwanoes...**life like no other** since 1966.

APPLICANT INFORMATION COMPLETE THIS SECTION BEFORE GIVING THIS FORM TO REFERENCE.

Name _____ Phone () _____ Position(s) applied for: _____

Dates Of Last Service At Qwanoes: _____ E-Mail: _____

Applicant: Please complete this form and provide it to your references, or ask your references to complete it online at www.qwanoes.ca/staff/reference (let them know what you are applying for). A reference must be someone who knows you well and is 20 years of age or older. At least one reference should be a Christian worker (e.g., pastor, small group leader, teacher, etc.). **NOTE:** We cannot process your application until we have received all of your references. It is not our responsibility to contact late references.

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

Signature of Applicant: _____ Date _____

Signature of Parent/Guardian (if applicant under 18 years) _____

Mail: Qwanoes Staff, Box 250, Crofton, BC, V0R 1R0
Web: www.qwanoes.ca • **Email:** staff@qwanoes.ca • **Fax:** (250) 246-3227
Phone: (250) 246-3014 • **Toll Free:** 1-888-99-QWANOES (888-99-79266)

REFERENCE INFORMATION NOTE: THE INFORMATION YOU PROVIDE IN THIS REFERENCE WILL BE HELD IN CONFIDENCE.

Name _____ Organization _____ Position _____

Work Phone () _____ Home Phone () _____ Cell Phone () _____

Address _____ City _____ Postal/Zip _____ E-Mail: _____

Please provide the following info to the best of your knowledge, and mail - or preferably fax (**or better yet fill it out online at www.qwanoes.ca/staff/reference**) as soon as possible. We cannot process this application until we have received this reference from you. If you have further comments, please add to a separate sheet or call us.

YOUR EXPERIENCE WITH THE APPLICANT

- How long have you known the applicant? _____ In what capacity / relationship? _____
- How well do you know the applicant? not very well fairly well very well very close relationship
- How recent is your contact with this individual? more than a year since corresponding more than a year since seeing in person
 we have interacted in person in the past year current and regular contact
- Have you had the opportunity in the past eight months to observe the applicant in a leadership role with children and teens?
 yes no. How well has the applicant managed these responsibilities? _____

SPIRITUAL LIFE AND CHARACTER (PLEASE COMPLETE IF THIS RELATES TO YOUR EXPERIENCE WITH THE APPLICANT)

- What evidence have you seen of the applicant's growing relationship with Christ since he or she last served at Qwanoes? _____
- Please describe any areas in which you would like to see the applicant develop further spiritually or in character, or any concerns you have about his or her current beliefs, attitudes or morals. _____
- Please describe any problems the applicant is facing that you feel we should be aware of, or any current limitations that would restrict his or her involvement in ministry. _____
- What have you observed that shows you this person has in the past eight months:
 Developed further as a leader _____
 Grown in godly confidence _____
 Taken initiative to meet needs _____
 Demonstrated compassion for others _____
- Do the applicant's current friendships have a positive or less than positive influence on him or her? Please explain. _____

CHURCH INVOLVEMENT

- What are your observations about how the applicant is currently serving and giving leadership in church and para-church ministries? _____
- Is the applicant's ministry involvement greater or less than it was before he or she last served at Qwanoes? greater less
 Comments _____

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 to the position(s) for which he or she has applied?
 Highly recommend Recommend, but with these reservations/comments Not able to recommend at this time

REASONS/COMMENTS/RESERVATIONS: _____

PERSONAL EVALUATION

For each of the following characteristics, please circle the number that best describes the applicant. Comments are also helpful.

SPIRITUAL DISCIPLINES:					OTHER COMMENTS?	■ I DON'T KNOW BECAUSE...
Spiritual example:	several inconsistencies	good role model	excellent integrity			<input type="checkbox"/>
	1	2	3	4	5	
Love for others:	unaware/uncaring	thoughtful toward others	compassionate			<input type="checkbox"/>
	1	2	3	4	5	
Christian values:	not always evident	consistent lifestyle	achieves high standards			<input type="checkbox"/>
	1	2	3	4	5	
Spiritual maturity:	lapses into immaturity	mature for age	high level of maturity			<input type="checkbox"/>
	1	2	3	4	5	
Witnessing by word/life:	inconsistent	occasional	a lifestyle of witness			<input type="checkbox"/>
	1	2	3	4	5	
Use of spiritual gifts:	poor steward	makes good effort	fully utilized			<input type="checkbox"/>
	1	2	3	4	5	
Personal Bible study/prayer:	irregular	consistent	diligent			<input type="checkbox"/>
	1	2	3	4	5	

PERSONALITY, CHARACTER AND HEALTH:					OTHER COMMENTS?	■ I DON'T KNOW BECAUSE...
Confidence:	withdrawn	outgoing	sought by others			<input type="checkbox"/>
	1	2	3	4	5	
Emotional stability:	over-responds	usually well-adjusted	very well-balanced			<input type="checkbox"/>
	1	2	3	4	5	
Self-control:	undisciplined	usually disciplined	very self-disciplined			<input type="checkbox"/>
	1	2	3	4	5	
Reputation:	some issues unresolved	respected	above reproach			<input type="checkbox"/>
	1	2	3	4	5	
Integrity:	occasionally suspect	consistent morals	high morals and values			<input type="checkbox"/>
	1	2	3	4	5	
Support of policies:	might ignore some rules	respectful	applies assigned policies			<input type="checkbox"/>
	1	2	3	4	5	
Use of time:	tends to procrastinate	diligent	purpose-driven			<input type="checkbox"/>
	1	2	3	4	5	
Health and vitality:	some limitations	generally healthy	very physically fit			<input type="checkbox"/>
	1	2	3	4	5	
Resistance to illness:	often ill	usually healthy	rarely ill			<input type="checkbox"/>
	1	2	3	4	5	
Ability to pace oneself:	soon exhausted	aware of limits	well able to adjust			<input type="checkbox"/>
	1	2	3	4	5	

LEADERSHIP AND MINISTRY:					OTHER COMMENTS?	■ I DON'T KNOW BECAUSE...
Work Ethic:	lazy	works well	industrious			<input type="checkbox"/>
	1	2	3	4	5	
Constructive Criticism:	defensive	open to correction	highly responsive			<input type="checkbox"/>
	1	2	3	4	5	
Initiative:	needs prodding	leads when asked	initiates frequently			<input type="checkbox"/>
	1	2	3	4	5	
Leadership:	follower	sometimes leads	recognized leader			<input type="checkbox"/>
	1	2	3	4	5	
Reliability:	irresponsible at times	dependable	completely trustworthy			<input type="checkbox"/>
	1	2	3	4	5	
Judgment:	some poor decisions	shows wisdom	very discerning			<input type="checkbox"/>
	1	2	3	4	5	
Commitment:	does bare minimum	dependable	above call of duty			<input type="checkbox"/>
	1	2	3	4	5	
Support of leadership:	critical of authority	generally respectful	reliably supportive			<input type="checkbox"/>
	1	2	3	4	5	
Response to authority:	rebellious	compliant	willing and ready			<input type="checkbox"/>
	1	2	3	4	5	
Heart for ministry:	little evident calling	motivated	a passion for ministry			<input type="checkbox"/>
	1	2	3	4	5	
Ability to communicate:	not very vocal	able to express self well	great communicator			<input type="checkbox"/>
	1	2	3	4	5	

RELATIONSHIPS:					OTHER COMMENTS?	■ I DON'T KNOW BECAUSE...
Attitude toward others:	abrasive	well-liked	very friendly			<input type="checkbox"/>
	1	2	3	4	5	
Consideration of others:	self-focused	puts others first	very considerate and caring			<input type="checkbox"/>
	1	2	3	4	5	
Team player:	independent worker	asset to the team	great team player			<input type="checkbox"/>
	1	2	3	4	5	
Cooperativeness:	causes friction	generally cooperative	works well with others			<input type="checkbox"/>
	1	2	3	4	5	
Compassion and empathy:	insensitive	sensitive to others	active love and concern			<input type="checkbox"/>
	1	2	3	4	5	
Ability to forgive:	holds a grudge	seeks reconciliation	takes initiative to forgive			<input type="checkbox"/>
	1	2	3	4	5	
Conflict resolution:	leaves issues unresolved	seeks resolution	a peace-maker			<input type="checkbox"/>
	1	2	3	4	5	
Respected by peers:	tolerated by most	appreciated	looked up to by peers			<input type="checkbox"/>
	1	2	3	4	5	
Social maturity:	can be immature	very similar to peers	socially advanced			<input type="checkbox"/>
	1	2	3	4	5	

SIGNATURE OF REFERENCE: _____ **DATE:** _____ **CALL ME ABOUT MY REFERENCE**