



## Pastor or Christian Leader's Reference

Name of Applicant: \_\_\_\_\_

Position applied for: \_\_\_\_\_

MEDEBA is a summer camp, adventure learning centre and group facility. It is our mission to Honour God, Develop People and Strive for Excellence. Being a summer staff member is both rewarding and challenging. Related skills and positive attitude provide an effective staff relationship.

**Please provide an honest, reflective assessment of the above named applicant.**

**Please include comments for each question along with the chosen Yes or No response.**

1. How long and in what capacity have you known the applicant?
2. Do you know the applicant to be an authentic, well balanced Christian?  
Yes            No
3. To what extent has the applicant engaged in the activities of your church?
4. Has the behaviour, attitudes or beliefs of the applicant ever caused you to be concerned?  
Yes            No
5. Can you identify any areas in the applicant's character and/or conduct in which growth and further maturity are necessary?
6. Identify three of the applicant's best developed skills and abilities.
7. Would you be willing to place your child under the applicant's direct influence and care?  
Yes            No
8. Does the applicant respond well to direction and authority?  
Yes            No
9. Would you recommend the applicant for a staff position at our summer camp?  
Yes            No

## Objective Rating

Under each heading, please select the phrase that most accurately describes the applicant's habitual behaviour with regard to that characteristic/trait/situation.

### How does the applicant demonstrate a lifestyle committed to spiritual growth and integrity?

An excellent example to others  
Mature, principles & convictions consistently demonstrated  
Growing, learning to act according to convictions in situations  
Inconsistent, convictions waver in stressful situations  
No interest in spiritual life

### How involved are they in a local church/Christian group?

Very active, participates frequently and diversely  
Involved, regularly participates  
Somewhat involved, participates when available/on occasion  
Not actively involved

### When conflict arises, this person generally responds with:

Positive Confrontation—openness to resolving conflict  
Peacemaking  
Negative Confrontation—lack of cooperation  
Withdrawal/Avoidance  
Defensiveness/critical attitude

### How does the applicant respond to teachable moments?

Seeks out feedback and suggestions for future improvement  
Willing to listen and follow suggestions when they are offered  
Tolerates instruction/feedback but does not always apply it  
Defensive; resents suggestions, personalizes/takes offence

### How balanced are the applicant's emotions/reactions?

Very well-balanced; often an encourager/coach to others  
Consistently well-balanced; fairly dependable and predictable  
Tends to react quickly emotionally; excitable  
Overly emotional; unresponsive/apathetic, irritated or elated

### In intense/stressful situations, the applicant responds:

Effectively; situation managed with objectivity and control  
Satisfactorily; able to work through situation with coaching  
Ineffectively; becomes irritable, impatient, intolerant  
Withdraws; shuts down emotionally or removes themselves

### How well does the applicant work with others?

Exceptionally successful, inspires confidence  
Positive, cooperates with others to achieve the task  
Limited cooperation, neglects common good for own interests  
Cooperates grudgingly, makes trouble, obstructs success

### How well is the applicant able to direct and influence others?

Exceptional leader, inspires and motivates others  
Very successful in leading others  
Usually follows the lead of others  
Poor leader, incapable of directing others  
Detrimental influence

### On a team of 6-10 employees, this person would likely be:

The leader  
A self-starting team member  
A supportive team member  
A low-initiative leader

### How responsible is the applicant?

Capable of much responsibility; very dependable  
Consistently reliable; makes good decisions/sees 'big picture'  
Usually reliable in specific tasks, may need mild supervision  
Not dependable; irresponsible

### How well does this person apply industry and persistence in completing tasks?

Exceptional energy; goes beyond/seeks additional work  
Completes assigned task on own accord  
Occasional urging/re-direction required  
Needs constant prodding to complete task

### How much supervision is required?

Needs little close supervision, only direction  
Does well with regular, routine supervision  
Needs accountability & encouragement to accomplish tasks  
Needs excessive supervision

Are you recommending the applicant because:

He/she will benefit from working at Medeba Summer Camp  
Medeba Summer Camp will benefit from him/her working  
Both parties benefit

Please provide any additional personal comments you feel will assist us in considering this applicant.

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Organization: \_\_\_\_\_ Title: \_\_\_\_\_

**Thank you for taking the time to complete this form.**

**Please forward this reference DIRECTLY by clicking on the SUBMIT button below or email [alison@medeba.com](mailto:alison@medeba.com).**

If you have any further questions or concerns regarding this reference form, please contact the Summer Personnel Director at (705)754-2444 x222 or the above email.

*Applications are not processed until references have been returned.*

**Medeba, Box 138, West Guilford, Ontario, K0M 2S0**