



CONFIDENTIAL REFERENCE

Christian leader, pastor
or youth leader.

Applicant info

Name of applicant: _____ Phone: (_____) _____

Applying for position(s) of _____

Reference info

Name of reference: _____ Position: _____

Home Phone: (_____) _____ Organization: _____

Work Phone: (_____) _____

Address: _____

City: _____ Province: _____ Postal Code: _____

How long have known the applicant? _____ In what capacity/relationship? _____

How well do you know the applicant? not very fairly well very well very close relationship

IAWAH is a summer camp, outdoor education center and retreat facility. It is our mission to provide children, youth and families with opportunities to experience God in a safe, fun, relational environment.

The person named above has applied to serve at IAWAH as a member of our spring and/or summer staff team. This reference has been given to you as one who is familiar with the applicant's personality, character and capabilities. Please complete this form objectively, to the best of your ability. Feel free to include any additional insights that would help us in understanding the applicant and their suitability for the position(s) noted.

Staff life is an amazing experience, but at the same time very intense. During the summer staff live in close proximity to each other, have full schedules, and carry the great responsibility of caring for and leading children and youth.

This reference is confidential – it can be submitted via a downloaded fill-able pdf form at www.iawah.com or by paper copy. Paper copies are to be returned to the applicant in a sealed envelope. IAWAH will not process this person's application until this form is received.

Do you consider the applicant well qualified and suited for the position(s) indicated above? Please comment.

What are the applicant's greatest strengths, gifts, abilities? _____

Are there any tendencies or traits that you feel might reduce the effectiveness of the applicant in his or her role?

Have the beliefs, attitudes or morals of the applicant ever caused you concern? (please comment) Yes No

Briefly describe the applicant's leadership qualities and potential. _____

PLEASE COMPLETE REVERSE.....

Please describe the applicant:

1=Outstanding

2=Above Average

3=Average

4=Below Average

5=Weak

Characteristic	1-5	Please comment:
Follows Instructions		
Emotional Balance/ Anger Management		
Fulfills Obligations/ Dependability		
Ability to take Criti- cism		
Ability to Work/Get Along with Peers		
Friendly		
Respect for Authority		
Teachability		
Judgement/Decision Making		
Initiative/Leadership Ability		
Sense of Humour		
Energy Level		

Would you say that the applicant's friendships have a positive or less than positive influence on him or her? Please explain.

Do you perceive any areas in the applicant's character and/or conduct in which growth and maturity are necessary?

Would you be pleased to have your own children under the care and influence of this individual?

Yes No Please comment. _____

To the best of your knowledge, has the applicant ever been involved in abuse of, or impropriety (sexual or otherwise) with children or youth? Yes No

Please make a recommendation:

STRONGLY RECOMMEND RECOMMEND RECOMMEND WITH RESERVATION DO NOT RECOMMEND

Comments: _____

Thank you for completing this form.

May we call you for further information as required? Yes No

Signature: _____ **Date:** _____



CONFIDENTIAL REFERENCE

Teacher, employer or community member.

Applicant info
Name of applicant: _____ **Phone:** () _____
Applying for position(s) of _____

Reference info
Name of Reference: _____ **Position:** _____
Home Phone: () _____ **Organization:** _____
Work Phone: () _____
Address: _____
City: _____ **Province:** _____ **Postal Code:** _____
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How well do you know the applicant? not very fairly well very well very close relationship

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CONFIDENTIAL REFERENCE

Personal: co-worker or friend.

Applicant info

Name of applicant: _____ Phone: () _____

Applying for position(s) of _____

Reference info

Name of Reference: _____

Home Phone: () _____ Work Phone: () _____

Address: _____

City: _____ Province: _____ Postal Code: _____

How long have known the applicant? _____

In what capacity/relationship? _____

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