

PONDEROSA BIBLE CAMP REFERENCE QUESTIONNAIRE
 (Completed by Pastor, Youth Pastor, Teacher, Employer)
CONFIDENTIAL (Please do not let the applicant see your completed form)



(Applicant's Name) _____
 is applying for a summer staff position with Ponderosa Bible Camp.

Would you assist us by prayerfully and carefully answering the following questions? If you are not sufficiently acquainted with the applicant, please return the form to the applicant.

1. How long have you known the applicant? _____ years _____ months.
2. In what capacity? _____
3. Would you recommend this applicant be accepted by Ponderosa Bible Camp?
 Enthusiastically _____ Willingly _____ Questionably _____ Not at all _____

PERSONALITY TRAITS

Please circle on each line the description which best describes this applicant:

1. Spiritual Life	No interest in Spiritual growth	Small evidence of Spiritual growth	Average Spirituality	Shows growth and separated living	Well above average in spiritual maturity	Do not know
2. Purposefulness	Aimless trifler	Vacillating in purpose	Average or potentially purposeful	Self-directed	Well-formed purpose	Do not know
3. Initiative	Requires constant supervision	Requires some direction	Average/occasional initiative	Shows good initiative	Anticipates needs; resourceful	Do not know
4. Responsibility	Irresponsible; careless	Shows some dependability	Usually reliable	Thoroughly dependable	Capable of much responsibility	Do not know
5. Industry	Difficult to handle	Needs prodding	Performs assigned tasks	Goes beyond what is required; cooperative	Seeks additional work	Do not know
6. Influence on others	Detrimental influence	Passive, no positive influence	Varying influence	Consistently good influence	Unusually wholesome influence	Do not know
7. Acceptance by others	Avoided by others	Just tolerated by others	Liked by others	Well-liked by others	Sought after by others	Do not know
8. Leadership	Always a follower	Tries, but usually fails at leadership	Assumes occasional leadership	Good leadership	An inspiring and successful leader	Do not know
9. Emotional Qualities	Too emotional, or apathetic	Excitable or Unresponsive	Usually well-balanced	Consistently Well-balanced	Of unusual emotional stability	Do not know
10. Servant Attitude	Appears Lazy & Selfish	Often seeks to be served	Average	Usually seeks to serve others	Goes the extra mile to serve; puts others first	Do not know

Signature: _____ Date: _____

Printed Name: _____ Phone: _____

Relationship to Applicant: _____ (pastor, youth pastor, church leader)

Please mail or scan and email this *directly (please do not allow the applicant to see your answers):*

Ponderosa Bible Camp ATTN: Staff References 1018 County Road 734 Mentone, AL 35984	Email Subject: Ponderosa Staff Reference email: ponderosaleadership@gmail.com
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