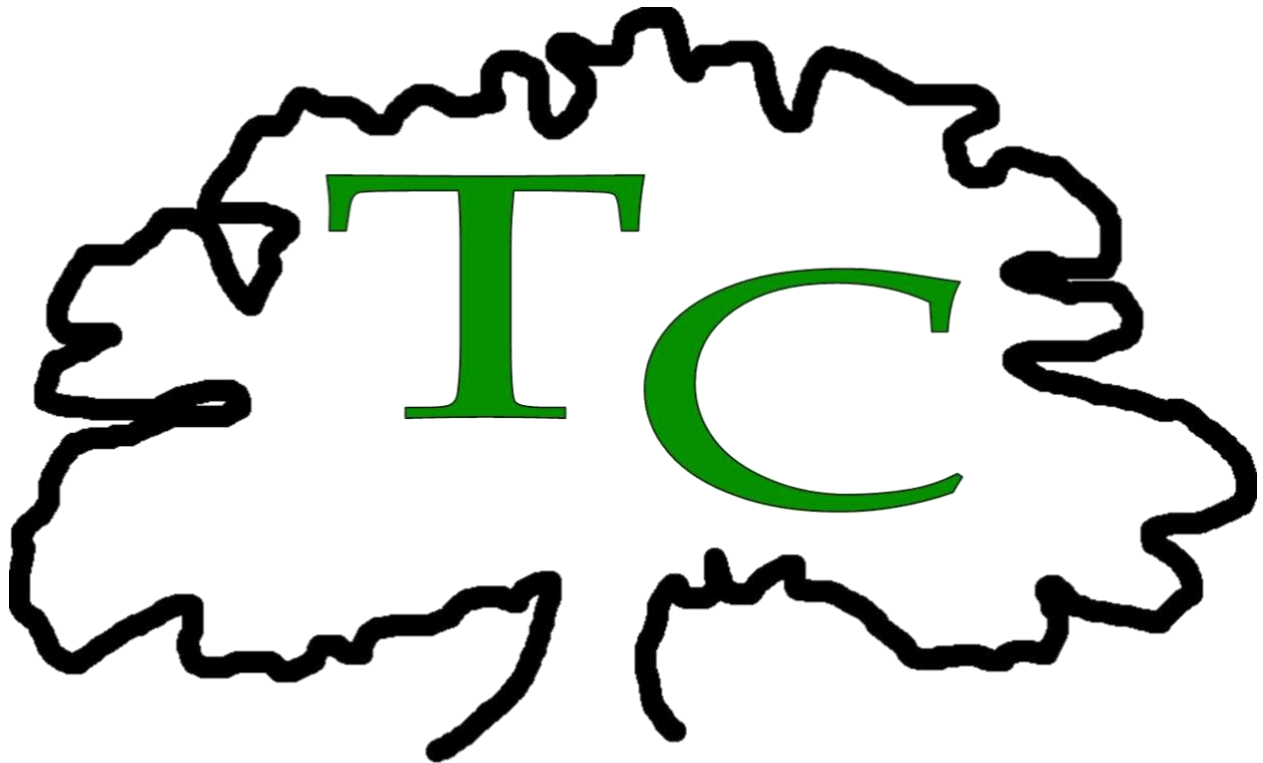


T R A C Y ' S C A M P

SUMMER STAFF APPLICATION



www.tracyscamp.com

SERVING AND STRENGTHENING CHRIST-CENTERED
COMMUNITY

By Proclaiming Biblical Truth

For the Glory of God

In a Broken World



Tracy's Camp

2020 Summer Staff Application

WELCOME

We are excited that God has led you to apply for a position on the Summer Staff team at Tracy's Camp. By completing this application, you are committing to the weeks of summer camp and staff training, as laid out in the following pages of this application. It is important for anyone interested in taking a position on our Summer Staff team to know that our summer program is much more than a camp counselor position. It is a highly intentional and focused spiritual growth program designed to push and challenge everyone involved. If you are hired, you will be required to be present for all mandatory staff meetings, staff/discipleship training, as well as summer camp. Please keep this in mind as you are praying about and applying for this position. Please be aware that this is a volunteer position.

Summer camp is the biggest event of our year. We spend countless hours each year preparing for the summer program. It is our joy to minister to students each summer. If we are going to be faithful to the call God has given us, we need the help of summer partners. We love to see the lives of both students and staff members affected and changed by the Gospel each summer. One of the highest priorities of this ministry is the spiritual development and discipleship of our staff.

We want to be a ministry that spreads a passion for the glory of God in everything and equips our guests to pursue that end. We want to be a staff that reflects that passion and pursuit in our own lives. We are not here to be popular, funny or athletic. God will use the tools He has given us in whatever way He chooses, but we must be a people that pursue the knowledge of God in Christ. If we are passionately pursuing Christ in all things, there will be no need to fabricate ministry. The overflow of our lives lived in the Spirit will be the reservoir out of which we minister, and our knowledge of God will be real and experiential.

This application is not a pass or fail test, but it should be taken seriously and completed as such. We want to have a good idea of where you are, so that we can better prepare you for the weeks of staff training and ministry to students. Be real. Be honest. Be diligent. Do the very best you can so that now, in the very early stages of your ministry at TC, you can do all things to the glory of God.

Know that we are praying for you as you go through this application. We know God will use it to stretch and grow you. Please contact us if you need anything.

In His Grace,

Daniel Kuzbary

Interim Executive Director

803-420-4022



OUR MISSION STATEMENT

“Serving and Strengthening Christian Community” is more than a simple slogan. It is an overall definition of why we exist as a ministry. Along with planning for our summer program, we spend the rest of the year hosting and sponsoring retreats and conferences. Our aim for these events is to fulfill the mission that God has given us. Our calling goes much deeper than simply fostering Christian friendships. We seek to come alongside the body and partner with what God has already established by helping encourage healthy principles of biblical community and discipleship. Due to our commitment to fulfilling our mission, we seek to ensure that all our staff members are of one mind and are willing to adopt our vision and mission as their own.

JOB DESCRIPTION:

We expect the highest standards of spiritual maturity and moral conduct from our staff. Tracy’s Camp Summer Staff is responsible for upholding the rules, regulations and values set by Tracy’s Camp. Staff responsibilities include, but are not limited to: leading activities on or off camp, setting up the activities, leading devotions at the activities, interacting with campers during mealtimes and in the cabins, enforcing curfews, assisting with food preparation and service, and participating in all worship services. We ask that you prepare a teachable spirit, as God will teach you about yourself while you are serving the campers. One of our greatest desires for our staff is that they develop their spiritual gifts and leadership abilities. The days are long and rest is a premium during the camp season. We make high demands on our staff or the duration of camp. We will come along side you to teach you how to serve the campers and how to rest effectively. We have full confidence that the staff we hire will be able to meet these demands and will find the work and ministry extremely rewarding. **Counselors are expected to be present for a training week June 3-6.**

While this is a summer missionary volunteer position, you do have the option to raise support for yourself under the direction of the Tracy’s Camp staff. Tracy’s Camp is hosting a meeting for prospective summer staff on support raising, which is tentatively scheduled for **Tuesday, March 3 at 5:30pm at Salt and Light Church in Sumter, SC.** All who plan on raising support are expected to attend or make other arrangements to discuss contents of this meeting with the Tracy’s Camp staff.

AGE REQUIREMENT:

Tracy’s Camp hires students who are at least 17 years old for our Senior Counselor positions. We also hire 16-year-olds and up as Counselors in Training. Upon receiving your application, we will decide the role in which to place you.



DATES & COMMITMENTS:

Staff training June 3-6 is mandatory for all staff. Camps run from Monday afternoon to Friday afternoon. All staff will have off Friday evening through Monday morning. Camp will be closed the week of July 4th. Please review the following summer camp dates carefully.

Staff Training June 3-6	Session 3 June 22-26	Session 6 July 20-24
Session 1 June 8-12	Session 4 July 6-10	Session 7 July 27-31
Session 2 June 15-19	Session 5 July 13-17	

Are you available to work every week included in the dates above? _____

Is there a week you would like to request off due to a conflict? _____

*Please be aware this may or may not affect our ability to hire you. However, some dates are subject to change. Do not hesitate to communicate with us on any conflicts you might have.

APPLICATION DEADLINE: March 3, 2020

Applications will be accepted beginning on January 1, 2020. The review process will start at this time as well; and applications will be reviewed in the order they are submitted. All applications are due no later than March 3. Applications received after this date will not be taken into consideration until all others have been processed and interviewed. Any consideration after this date will be based on the number of applicants who decline.

FORM INSTRUCTIONS: Complete all four parts of application form in full-- answering all questions. Answer honestly --*all applications are kept confidential.*

When you have all of these items completed, mail them together to:

**Tracy's Camp
ATTN: Staff Applications
PO Box 463
Pinewood, SC 29125**

Please do not send the different parts of the application in at different times. Only complete application packages will be reviewed. Interviews will be scheduled after reviewing the complete application.



GENERAL INFORMATION - PART 1 Please attach a recent picture of yourself to the top of this application.

Name _____ Age _____
*Address _____
City _____ State _____ Zip _____
*Phone Number () _____ - _____ Cell Service Provider: _____ Receive Texts? Yes or No (circle one)
*E-Mail Address _____
Do you have Facebook? Yes or No Facebook Name: _____
Instagram? Yes or No Instagram Username: _____
Snapchat? Yes or No Snapchat Username: _____

PERSONAL INFORMATION

Date of Birth: _____ Sex: Male or Female (Circle one)
Drivers License # _____ SS# _____
Shirt Size (circle one) S M L XL XXL
Marital Status (circle one) Single Married Divorced Widowed
Do you have children? _____
Do you have health Insurance? _____
If Yes: Company name _____ Policy # _____
Who should we notify in case of an emergency? Please list two.
Name _____ relationship _____ phone (____) _____
Name _____ relationship _____ phone (____) _____
Name of Parents/Legal Guardians: _____ Relation: _____
_____ Relation: _____

List Siblings:

Name	Age	Birthdate
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Home Church: _____ City, State: _____
Church Phone: _____
Pastors Name: _____ Phone: _____
Youth/College Pastor's Name: _____ Phone: _____
Denominations you have been a part of : _____

EDUCATION/WORK/MINISTRY EXPERIENCE

High School: _____ City, State _____
Year of Graduation _____
College: _____ City, State _____
Year of Graduation: _____ Major: _____



Are you attending school currently? _____ If yes where? _____

Current or most recent employer:

Company name _____ Your title/position _____

Address _____ Phone Number (____) _____

Supervisor's name _____ Date started _____ Date left _____

Description of duties and responsibilities _____

Signature _____ Date _____

List any church, organization of which you have had ministry experience, including office/positions held, length of time involved, and the name and contact information of the leader.

List any hobby, interest, award or honor that might qualify you for a position at TC.

CERTIFICATIONS (Lifeguard, CPR, First aid, etc.) Date of Expiration

_____	_____
_____	_____
_____	_____

Would you be willing to get lifeguard certified? _____

CAMP EXPERIENCE

As a Camper:	Camp	Years attended
	_____	_____
	_____	_____

As an employee:		
	_____	_____
	_____	_____

How did you hear about TC?



STAFF APPLICATION - PART 2

Please answer the following questions *on a separate, typed piece of paper*.

Your answers are to be that of your own comprehension. For the section on doctrine, feel free to use whatever resource material available to you however, do not simply cut and paste. It is important to us that you have an understanding and not just mere knowledge of the doctrine. If at first glance, the question seems difficult, "Study to show yourself approved..." Your answers to all of the following are taken into consideration along with other portions of our application process, so answer honestly and to the best of your ability. It is intended for your good and for God's glory!

QUESTIONS FOR NEW APPLICANTS:

SPIRITUAL GROWTH

1. Describe how you became a Christian and your spiritual walk since then.
2. How do you study the Word of God? How often?
3. What has been your greatest battle since you became a believer?
4. Are you currently being disciplined by anyone? (meaning consistent/intentional/personal relationship intended for Spiritual growth)

DOCTRINE (All answers must include scripture)

1. Answer and explain, as best you can and using scripture, the following questions.
 - a. What is the Gospel?
 - b. What role does the work of Christ on the Cross play in Justification?
 - c. What role does the work of the Holy Spirit play in Sanctification?
2. Explain how you would lead a person to understand what it means to be a Christian?

RELATIONSHIPS

1. Describe your views on dating/relationships. Are you currently dating/pursuing a relationship with anyone? (This does not affect whether or not you are hired)
2. Describe a healthy Christian community. Have you ever felt like you were a part of one? If yes, describe.

APOLOGETICS

1. How do you know that God exists and that the Gospel is true?
2. How could God allow so much evil and suffering in the world?
3. What is your purpose? Explain.

QUESTIONS FOR RETURNING COUNSELORS

1. How have you grown in your walk with God since last summer?
2. What has been one of your greatest struggles this year?
3. What are some of your goals for the next few years of your life spiritually, socially and/or vocationally?
4. Why do you want to return to the TC Staff?
5. What do you aim to bring to the TC Staff this summer?
6. Describe your views on dating/relationships. Are you currently dating/pursuing a relationship with anyone? (This does not affect whether or not you are hired)



STAFF APPLICATION - PART 3

TC VISION STATEMENT

It is our vision to Serve and strengthen Christ-Centered Community so that the seeds of evangelism and the commitment of discipleship will are ever increasing in and through the local church. TC desires to see the Body of Christ built up, bright and beautiful among a lost people who dwell in a dark and broken world.

TC MISSION STATEMENT

The mission of Tracy's Camp is to accomplish our vision by Proclaiming Biblical Gospel Truth for the Glory of God in a Broken World. Proclaiming Biblical Truth is centered in the Gospel of Jesus Christ. Our mission is Gospel-centric for the Gospel is the power of God unto salvation for all who believe. *"For what we proclaim is not ourselves, but Jesus Christ as Lord, with ourselves as your servants for Jesus' sake, For God said, "Let light shine out of darkness," has shone in our hearts to give the light of the knowledge of the glory of God in the face of Jesus Christ."* 2 Corinthians 4:5-6

TC PHILOSOPHY OF MINISTRY

First, Tracy's Camp operates its ministries upon the conviction of the Holy Spirit in keeping with the absolute Truth of God's Word. We believe all planning and programming by TC staff should be in real consideration of the overall family and the local church. We believe the ministry of TC should be under the authority of and are dependent upon the local church to accomplish Tracy's Camp serves as a catalyst ministry designed to function in support of and cooperation with the local church bodies to strengthen the community of Christ.

TC STATEMENT OF FAITH

1. The Bible is the Word of God, written by men, divinely inspired of God and is sufficient for salvation, for trusting him completely, and for obeying him faithfully. (2 Tim 3:16-17, Deut 4:2; Prov 30:5-6; Psalm 119; 1 Peter 2:1-3)
2. God eternally exists in three persons, the Father, the Son, and the Holy Spirit. Each person is fully God, and there is one God. (Deut 6:4; Matt 28:19; 2 Cor 13:14; Eph 4:4-6; 1 Peter 1:2; Jude 20-21)
3. Man, created in the image and likeness of God, fell into bondage of sin through the temptation of Satan. Now, because of the inherited sin nature handed down to all of mankind because of Adam's sin, human beings are spiritually dead and in need of a Savior. (Gen 1:26-27; Gen 5:1-2; Gen 3; Romans 3:9-19; Romans 5:12-19; Eph 2:1-2)
4. Salvation of sinners is wholly by grace through the atonement of our sins by Jesus Christ, who by the Holy Spirit was born of the virgin Mary and took upon Himself our nature, yet without sin, fully God and fully man. (Eph 2:8-9; Heb 2:17; 4:15; Luke 1:26-37; Phil 2:5-11; 1 Cor 15; 2 Cor 5:11-21; 1 Peter 2: 22-25)
5. The blessings of salvation are offered freely to all who by repenting put their faith in Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. Salvation is impossible apart from Jesus Christ. All true believers endure to the end by the power of God. (Matt 10:22; John 1:11-14; 3:16,36; 10:27-29 Acts 2:21; 4:12; 16:31; Rom 3:23-25; 10:9-10; Acts 20:21; 2 Cor 7:9-10; Phil 1:6; Heb 3:14; 1 Peter 1:5; 1 John 1:9)
6. The Lord Jesus Christ, who was resurrected from the tomb and ascended into Heaven, will visibly and powerfully return to earth in power and glory. After this there will be a final judgment for all mankind, the righteous to eternal life and the unrighteous to eternal punishment. (Matt 25:31-46; 28:5-7; John 14:3; 1 Thess 4:16; Acts 1:7-11; Rev 1:7; 20:11-15)



APPLICATION RELEASE

I, _____, understand that by signing my name below, I am affirming the following (please check each):

- ➔ I have read all of Part 3 of the application, including the enclosed Statement of Faith of Tracy’s Camp, Inc., and agree with all statements in their entirety, and if hired I will strive to live my life according to the principles established in the Tracy’s Camp Statement of Faith.
- ➔ The information contained in this application for employment is accurate. I also understand that (1) any false information given in this will result in its cancellation and, if I am employed by Tracy’s Camp, may be cause for immediate dismissal; (2) employment is subject to satisfactory reference, employment checks and verification of employment, and background check; (3) employment is subject to compliance with the requirements of the Immigration Reform and Control Act of 1986.
- ➔ I have completed all four parts of this application. (Personal Information, Spiritual Overview, References and Application Release).
- ➔ I have enclosed a copy of a current/valid Driver’s License and an up-to-date headshot.

I, _____, give Tracy’s Camp permission to verify any information in this application by contacting any person or organization to obtain information concerning me. I release and agree to hold harmless from liability any person or organization (whether listed in this application or not) who provides information or reference about me to Tracy’s Camp, its employees, or agents. I, _____, also hereby release and agree to hold harmless Tracy’s Camp, its directors, officers, and employees with respect to the obtaining of such information about me. I waive any and all rights I might have to inspect the references provided on my behalf.

I declare under penalty of perjury under the laws of the state of _____ that the foregoing information is true and correct.

I give Tracy’s Camp permission to perform a federal background check on me (see attached).

_____ (signature)

Signed this _____ day of _____, in the year of _____, in

_____ (city, state)

(Signature of Applicant)



DISCLOSURE and AUTHORIZATION TO OBTAIN INFORMATION

In connection with my suitability for employment with Tracy's Camp Inc., (herein "Client") or if employed, I understand that prior to or at any time after my employment commences a consumer report may be requested for employment/volunteer purposes from Protect My Ministry, Inc.,(herein: "Protect My Ministry") from public records including; but not limited to, Social Security number, motor vehicle operation history/driving records, workers' compensation information and criminal history to the extent permitted by law from various local, state, and federal agencies. Further, I understand that an Employment Credit Report may be requested. Finally, I understand that an Investigative Consumer Report may be requested and, as required under §606(a)(1) of the federal Fair Credit Reporting Act (FCRA), IS U.S.C. §1681 et seq., I understand that this Report will include information as to my character, general reputation, personal characteristics, mode of living, work habits, performance, experience, along with reasons for termination of past employment, whichever are applicable, obtained through personal interviews with associates who have knowledge concerning such items of information.

I VOLUNTARILY AND KNOWINGLY AUTHORIZE ANY PRESENT OR PAST EMPLOYER OR SUPERVISOR, COLLEGE OR UNIVERSITY OR OTHER INSTITUTION OF LEARNING, ADMINISTRATOR, LAW ENFORCEMENT AGENCY, STATE AGENCY, LOCAL AGENCY, FEDERAL AGENCY, CREDIT BUREAU, PRIVATE BUSINESS, MILITARY BRANCH OR THE NATIONAL PERSONNEL RECORDS CENTER, PERSONAL REFERENCE, AND/OR OTHER PERSONS TO GIVE RECORDS OR INFORMATION THEY MAY HAVE CONCERNING MY CRIMINAL HISTORY, MOTOR VEHICLE HISTORY /DRIVING HISTORY, SOCIAL SECURITY NUMBER, EARNINGS HISTORY, CHARACTER, GENERAL REPUTATION, MODE OF LIVING,AND EMPLOYMENT (INCLUDING REASONS FOR TERMINATION), CREDIT HISTORY, CREDIT CAPACITY, OR CREDIT STANDING OR ANY OTHER INFORMATION REQUESTED BY PROTECT MY MINISTRY DEEMED PERTINENT TO MY EMPLOYMENT.

In accordance with the FCRA and applicable state laws, I understand that I have the right to request a complete and accurate disclosure of the nature and scope of the investigation requested. Further, I am entitled to know if employment is denied because of information obtained by my prospective employer from a Reporting Agency. If so, I will be so advised in writing and be given the name, address and toll free number of the agency, a statement that the action was based in whole or in part on information contained in the Report, and written notice that I have the right (i) if I request, to obtain within sixty days a free copy of the Report from the Reporting Agency (under no circumstances shall such cost exceed the actual costs of duplication), and from any other Consumer Reporting Agency which compiles and maintains files on consumers on a nationwide basis; and, (ii) to dispute the accuracy or completeness of any information in a consumer report furnished by the Reporting Agency. I understand that upon my request with reasonable notice and after furnishing proper identification, Protect My Ministry's trained personnel will provide me with investigative information in my file during normal business hours in person or upon written request, by certified mail to a specified addressee, or telephone as permitted by law. Further, I understand that should I wish to review my file in person; I am permitted to be accompanied by one other person of my choosing who shall furnish reasonable identification and if requested, Protect My Ministry will provide a written explanation of any coded information contained in my file. I understand that Protect My Ministry is a Consumer Reporting Agency and it is Protect My Ministry's policy to not be involved in or make hiring decisions or recommendation.

Protect My Ministry's privacy policy limits the information it provides to the client named herein, however I hereby authorize the client to share such information with parties in interest who have a "need to know" such information to protect them and their employees. Protect My Ministry does not sell or otherwise provide any of the information found in its background investigations to any other party other than the client.

The following must be filled out completely and signed for your application to be considered (Please Print)

LAST NAME _____ FIRST NAME _____ MIDDLE NAME/INITIAL _____

HOME ADDRESS _____

CITY _____ COUNTY _____ STATE _____ ZIP _____

SOCIAL SECURITY NUMBER _____ DRIVER'S LICENSE NUMBER or STATE ID _____ EMAIL _____

For ID purposes please provide FULL DOB: _____

Please List Other Names Used _____

Signature Authorizing the Procurement of the Consumer Report and/or Investigative Consumer Report

Today's date

Consumer Reporting Agency contact information Protect My Ministry
14499 Dale Mabry Hwy, Ste 201 South Tampa, FL 33618
Phone: 800-319-5581 Fax: 800-319-5582 www.protectmyministry.com



STAFF APPLICATION - PART 4 - REFERENCES

*FOR NEW APPLICANTS ONLY.

Included at the end of this application packet are three reference forms.

After filling out the proper form, your reference should mail it to Tracy's Camp PO Box 463, Pinewood, SC 29125 in a stamped envelope that you provide for them.

NOTE: Reference forms must come from the references themselves, not from the applicant.

Be sure to fill out the top portion of each reference form before you give it to your reference. (Name and e-mail of applicant)

*Your application cannot be considered until all three reference forms have been received. Please follow up with your

references to make sure they send the forms to us. Forms can be emailed to tracyscamp@ftc-i.net or mailed. You will be contacted via email upon receipt of reference form.

Reference forms should be given to the following three people:

1. **Acquaintance**— This person should be an adult such, as a teacher, coach, friend of the family, etc. They should know you pretty well. For instance, try to choose a person who has known you for a few years.
2. **Employer**— This person should be the person whom you are currently working for, or a previous employer who can help give insight regarding your strengths and weaknesses in a working environment.
3. **Pastor**— This person should be your pastor, youth pastor, college pastor or other ministry leader who knows you well enough to help shed some light on your personality, spiritual giftedness and spiritual growth.

CLOSING

Thank you for your time and effort in completing this application. We hope you understand that the position for which you are applying is not just one of fun and activity. You are applying to serve as a minister of the Gospel to the campers that come to Tracy's Camp throughout the summer. It is a position of weight and responsibility, and one that we hope you take seriously. Begin praying now for the ministry God is doing at TC and in your own life. Pray for faithfulness to the Gospel and for obedience to Christ.

May we be always faithful to him in all that we do.



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REFERENCE FORM

For Applicant to Complete:

Name of Applicant: _____ Applicant email: _____

Name of Reference (Printed) : _____

For Reference: (Please take time to pray over this recommendation form. Be honest and show no favoritism. We need a clear picture of where this person is when they arrive here. You have insight and experience that will be invaluable.)

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

2. Does the applicant possess leadership ability?

a. ___ makes no effort to lead d. ___ good ability

b. ___ tries but lacks ability

c. ___ leads when required

3. Describe the applicant's emotional temperament.

a. ___ over-responds emotionally d. ___ balanced and controlled in most circumstances

b. ___ tends to be moody e. ___ well balanced

c. ___ sometimes well balanced

4. Describe the applicant's personality.

a. ___ shy and withdrawn

b. ___ reserved e. ___ extrovert

c. ___ average

d. ___ outgoing

5. Please grade the applicant on the following characteristics and traits:

(1) weak in that area, (2) average, (3) above average, (4) superior. Additional comments would be appreciated.

a. ___ Organizational skills

b. ___ Dependability

c. ___ Tactfulness

d. ___ Stamina

e. ___ Judgment

f. ___ Honesty and personal integrity

g. ___ Punctuality

h. ___ Attitude toward hard work

i. ___ Friendliness

6. Do you feel that the applicant gets along with people well? Explain.

7. Does the applicant possess a willingness to learn? Explain.



8. How is the applicant's response to authority?

9. How is the applicant's overall intelligence/common sense?

10. What are the applicant's biggest strengths?

11. What are the applicant's biggest weaknesses?

12. Are there any tendencies or traits that you feel might reduce the effectiveness of the applicant in a Christian camp program?

13. Do you recommend the applicant as a member of our summer staff? Explain.

14. Would you want your child placed under the direct charge and influence of this individual for a good percentage of each day? Explain.

Any Additional Comments:

I have reviewed my recommendation for _____ and believe it to be the best and accurate overview of said applicant.

Reference Signature: _____ Date: _____

Phone: _____ Address: _____

Email: _____

Thank you for your time and effort in filling out this form. **Please mail to:**

Tracy's Camp
ATTN: Staff Application
PO Box 463, Pinewood, SC 29125



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