

REFERENCE FORM
DEFENDER SPORTS CAMPS & BIG BLUE SPORTS CAMPS
Baptist Bible College
538 Venard Road Clarks Summit, PA 18411
(570) 586-2400 ~ Fax: (570) 585-9336

Applicant Name _____ Camp(s) _____

Referent Name _____ Referent Phone # _____

Referent Address _____ City _____ State _____ Zip _____

Referent Occupation _____ Employer _____

The above named applicant has applied for a counselor position at a Defender and/or Big Blue Sports Camps. We take very seriously our responsibility to campers during the summer; therefore, we take even more seriously our responsibility in hiring the counselors and coaches who will work with them throughout the week. They must be able to show a consistent godly attitude even under adverse circumstances. Thank you for conscientiously helping us to select those people who can consistently impact the young people entrusted to our care.

How long have you known the applicant? _____ In what capacity? _____

How well do you know him/her? Very well Well Casually Other: _____

How often do you interact with him/her? Daily Weekly Monthly Other: _____

Please check one answer in each area:

Responsibility

- Excellent – diligently follows through on tasks
- Good – follows through on tasks
- Average – usually follows through on tasks
- Poor – needs to be told what to do

Initiative

- Excellent – will look for things to do
- Good – will do things that need to be done
- Average – will do the obvious if there is need
- Poor – needs to be told what to do

Industry

- Excellent – puts forth extra effort for excellence
- Good – will put in a fair day's work
- Average – works enough to get by
- Poor – lazy

Leadership

- Excellent – a leader of leaders
- Good – contributes positively
- Average – usually well-balanced
- Poor – passive, observing and indifferent; negatively influential

Emotional

- Excellent – exceptionally stable and consistent
- Good – well-balanced in most situations
- Average – usually well-balanced
- Poor – excitable or unresponsive

Judgment

- Excellent – consistently makes wise decisions
- Good – makes good decisions in most situations
- Average – makes good decisions in optimal situations
- Poor – hasty or indecisive

Motivation

- Excellent – highly self-motivated
- Good – effectively motivated
- Average – usually purposeful
- Poor – purposeless

Cooperation

- Excellent – deeply sensitive to all others
- Good – generally concerned for most others
- Average – cooperates when it is convenient
- Poor – difficult to work with

Integrity

- Excellent – consistently trustworthy
- Good – generally honest and true
- Average – honest, but may stretch the truth
- Poor – questionable at times

Personable

- Excellent – sharp, excellent first impression
- Good – well-groomed, good first impression
- Average – gives an average first impression
- Poor – neglects fine detail, sloppy

Communication

- Excellent – articulate, communicates to all groups clearly
- Good – communicates well with most groups of people
- Average – gets the thought across
- Poor – difficulty in articulating thoughts

Stress

- Excellent – thinks well under pressure
- Good – able to make wise decisions under pressure
- Average – reasonably calm under pressure
- Poor – abandons responsibility under pressure

Sociability

mark all which apply to the applicant

- | | |
|--|--|
| <input type="checkbox"/> gregarious, known by all | <input type="checkbox"/> confident, self-assured |
| <input type="checkbox"/> steady, consistent | <input type="checkbox"/> brash and arrogant |
| <input type="checkbox"/> analytical, reflective, contemplative | <input type="checkbox"/> blunt and up front |
| <input type="checkbox"/> amiable, loyal, devoted, friendly | <input type="checkbox"/> hard to read |
| <input type="checkbox"/> withdrawn, a loner | <input type="checkbox"/> tentative, self-conscious |
| <input type="checkbox"/> timid and shy | <input type="checkbox"/> entertaining |

What do you consider special about the applicant? _____

How would you describe the applicant's relationship with God? _____

If my child was attending a BBC sports camp this summer, the applicant as a counselor would be:

- My first choice A good choice A concern to me A poor choice

I think serving at a BBC sports camp would be: (choose the most appropriate answer)

- Great for this applicant Great for the teens who attend

Comments: _____

I prefer to discuss this further on the phone. Please call me.

I have discussed these thoughts with the applicant previously.

Signature: _____ Date: _____

Phone: _____

***Please mail this form to Baptist Bible College; Attn Amy Heitner; 538 Venard Rd; Clarks Summit, PA 18411.
 This applicant needs your reference to be considered as a sports camp counselor.
 Thank you for helping us impact young people for Christ!***