



## Teacher's Reference

Please complete and mail or fax to:

Dry Gulch USA  
 572 Dry Gulch Road  
 Adair, OK 74330  
 918.785.2923 (fax)

Name of Applicant: \_\_\_\_\_ Position Applied for: \_\_\_\_\_  
 Person Completing This Reference: \_\_\_\_\_  
 Contact Phone: ( ) \_\_\_\_\_ E-mail: \_\_\_\_\_  
 Address: \_\_\_\_\_ City: \_\_\_\_\_ St: \_\_\_\_\_

*Dry Gulch Summer Camp is a Christian organization seeking to hire individuals of the highest moral and spiritual integrity. The applicant listed above is being considered for a position at our camp and has granted permission for information concerning his or her character to be secured. Your answers to the following questions will help us do a better job in evaluating this applicant. Your opinion will be completely confidential.*

How long have you known the applicant? \_\_\_\_\_ Your relationship: \_\_\_\_\_  
 How well do you know the applicant (circle): Surface level only Casually Well Very Well  
 What level of communication have you had with the applicant over the past year (circle):  
 None Very Little Personal Very Personal

*The primary responsibilities of our staff include, but are not limited to: (1) leading recreational activities, (2) living with the campers in a cabin setting, (3) supporting campers and staff, (4) acting as a spiritual leader as well as a role model for numerous children. Please rate the applicant on a 1-10 scale with 10 being the best. Put NK if you have no knowledge.*

Role Model/ Spiritual Leadership	0	1	2	3	4	5	6	7	8	9	10
Ability to live and connect with campers	0	1	2	3	4	5	6	7	8	9	10
Servant heart/willingness to do what it takes	0	1	2	3	4	5	6	7	8	9	10
Participating /Recreational Activities	0	1	2	3	4	5	6	7	8	9	10

Do you feel the applicant is spiritually, emotionally, and physically ready for a demanding summer? If no, please explain. \_\_\_\_\_

Please circle the number that best describes YOUR perception of the applicant

<b>Spiritual Maturity</b> Evaluate the applicant's Christian faith experience	0	1	2	3	4	5	6	7	8	9	10
	Immature			Average			Growing			Unique Spiritual Insight	

<b>Church Involvement</b> Evaluate the applicant's relationship with the local church	0	1	2	3	4	5	6	7	8	9	10	
	Infrequent Church Attendance			Frequent Church Attendance			Active in Local Church			Deeply Involved in Church Life & Ministry		
<b>Social Acceptance</b> How does this applicant's personality affect others?	0	1	2	3	4	5	6	7	8	9	10	
	Tolerated			Accepted			Well-Liked			Sought-After		
<b>Social Acceptance</b> How responsive is the applicant to the feelings of others?	0	1	2	3	4	5	6	7	8	9	10	
	Slow to respond			Fairly Responsive			Thoughtful & Considerate			Unusual Insight & Understanding		
<b>Emotional Stability</b> Consider how the applicant reacts in stressful situations	0	1	2	3	4	5	6	7	8	9	10	
	Somewhat unstable			Fairly Well-balanced			Well-balanced			Very well-balanced		
<b>Poise</b> What is the applicant's public demeanor?	0	1	2	3	4	5	6	7	8	9	10	
	Lacking in Confidence			Exhibits little self-confidence			Moderate self-confidence			Self-Confident		
<b>Leadership</b> Evaluate the applicant's leadership abilities	0	1	2	3	4	5	6	7	8	9	10	
	Never Leads			Fair			Average			Exceptional		
<b>Responsibility</b> How well is the applicant able to assume responsibility?	0	1	2	3	4	5	6	7	8	9	10	
	Unable to assume responsibility			Fairly Responsible			Average-Takes some initiative			Very Responsible		
<b>Cooperation</b> Evaluate the applicant's willingness to lead through serving	0	1	2	3	4	5	6	7	8	9	10	
	Unwilling			Indifferent			Usually Willing			Outstanding		
<b>Work Ethic</b> Evaluate the applicant's attitude towards work	0	1	2	3	4	5	6	7	8	9	10	
	Apathetic/Lazy			Gives Minimal Effort			Average			Driven/Hard Worker		
<b>Flexibility</b> How adaptable is the applicant to new and different situations?	0	1	2	3	4	5	6	7	8	9	10	
	Inflexible/Resistant			Goes along begrudgingly			Good Attitude			Encourages Others-Very Flexible		
<b>Teamwork</b> Evaluate the applicant's ability to function in a team	0	1	2	3	4	5	6	7	8	9	10	
	Has difficulty working with others			Works fairly well with others			Works well with others			Works exceptionally well with others		
<b>Physical Condition</b> Evaluate the applicant's physical condition and concern for appearance	0	1	2	3	4	5	6	7	8	9	10	
	Poor/Shows little concern			Below Average			Average			Good		
<b>Communication</b> Evaluate the applicant's ability to present thoughts with logic and clarity	0	1	2	3	4	5	6	7	8	9	10	
	Unable to communicate			Occasionally Misunderstood			Usually clear and logical			Superior ability to communicate		
<b>Supervisory Relationships</b> Evaluate the applicant's respect for authority and initiative	0	1	2	3	4	5	6	7	8	9	10	
	Rebellious--Has a selfish agenda			Somewhat cooperative			Cooperative			Independent-- Can take direction and move forward		

Please check any traits that characterize the applicant:

- |   |   |
|---|---|
| <input type="checkbox"/> Impatient          | <input type="checkbox"/> Arrogant   |
| <input type="checkbox"/> Intolerant         | <input type="checkbox"/> Lazy   |
| <input type="checkbox"/> Argumentative      | <input type="checkbox"/> Constantly Complaining                             |
| <input type="checkbox"/> Domineering        | <input type="checkbox"/> Quick Tempered                                     |
| <input type="checkbox"/> Sullen             | <input type="checkbox"/> Needs Emotional Support                            |
| <input type="checkbox"/> Critical of Others | <input type="checkbox"/> Prone to Discouragement                            |
| <input type="checkbox"/> Easily Embarrassed | <input type="checkbox"/> Shows Prejudice towards groups/races/nationalities |
| <input type="checkbox"/> Easily Offended    | <input type="checkbox"/> Depressed  |
| <input type="checkbox"/> Frustrated Easily  |   |

Please list any further comments related to traits noted above.

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Identify the applicant's strengths:

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Identify the applicant's weaknesses:

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Do you know of any lifestyles, conduct, or activity in which this individual is involved which could hinder his or her ministry with us or the program's credibility? If yes, please explain:

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Would you allow your child to be under this person's supervision? Why or why not?

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If you were putting together a team, in what role would you want this person to serve (circle one)? Leader, Assistant Leader, Team Member, Peripheral Member, I would not want to be on a team with this person.

Thank you for taking the time to assist us in the hiring process. Is it okay for us to contact you if we have questions or concerns about what you have written? \_\_\_\_\_

Overall, how would you rate the applicant?

- Must enlist/ Hire, Recommend with enthusiasm
- Good Recommendation
- Recommendation with some reservation
- Recommendation with strong reservation
- Should not be considered

Additional Comments:

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