

# Dear Camp Gilead Returning Staff Applicant

Thank you for requesting a staff application! Enclosed you will find all you need to apply to be on Camp Gilead's 2012 Summer Staff. Please prayerfully consider the possibility of being on summer staff.

## We are looking for individuals who are:

Followers of Jesus Christ and have a personal commitment and relationship with Him.

Actively involved and serving in their local church

Graduated from high school or graduating before summer 2012

Be 18 by July 1<sup>st</sup>, 2012

Have a GPA of 2.5 or higher

Willing to be a team member dedicated to drawing young people as well as adults to faith in Jesus Christ as Savior and Lord, to strengthening Christians and to serving the church

Able to listen, respect authority and take responsibility for their actions

Willing to submit to and abide by camp policies and uphold guidelines set for staff

## 2012 Summer Staff Employment Dates:

Program Staff: June 20 – August 18

Day Camp Director: June 20 – August 18

High School Staff Leader: June 20 – August 18

Counselors: June 25 – August 18

Dirtboard Instructor: June 25 – August 22

Lifeguard: June 21 – August 22

Assistant Cooks: June 21 – August 22

*Assistant Cook applicants must volunteer in the camp kitchen for one weekend retreat before their application can be processed. Please email [kimberly@campgilead.org](mailto:kimberly@campgilead.org) to coordinate this.*

## Summer Staff Salary:

Entry level summer staff receive \$125 weekly.

Returning college staff will be paid in addition \$10 per year according to years of service.

Program Staff, HS Staff Leader & Day Camp Director Positions: \$175 weekly

Please feel free to call or email with any questions you might have! Thank you!

Kimberly Mallory \* Camp Gilead Program Director

425-985-3326 \* [Kimberly@campgilead.org](mailto:Kimberly@campgilead.org)

CAMP GILEAD \* RETURNING STAFF APPLICATION

Please complete the following and send the COMPLETED application to:  
Camp Gilead 30919 NE Carnation Farm Road Carnation WA 98014  
FAX: 425.333.5311 email: campgilead@campgilead.org

Circle all positions applying for: \*Head Counselor \*High School Staff Counselor \*Counselor  
\*Assistant Cook \*Lifeguard \*Dirtboard Instructor \* Day Camp Director

Name: \_\_\_\_\_ Social Sec #: \_\_\_\_\_

Present Address: \_\_\_\_\_  
Address City State Zip

Permanent Address: \_\_\_\_\_  
Address City State Zip

Current Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

Email: \_\_\_\_\_ Birthday: \_\_\_\_\_

Name of someone to contact in case of emergency: \_\_\_\_\_

Relationship to you: \_\_\_\_\_ Phone number: \_\_\_\_\_

Alternate phone numbers: \_\_\_\_\_

School currently attending: \_\_\_\_\_ Current GPA: \_\_\_\_\_

Year of Graduation: \_\_\_\_\_ Major: \_\_\_\_\_

Church you attend while at home: \_\_\_\_\_

Church currently attending (name/city/state) \_\_\_\_\_

*References: Please send the attached reference forms to the following people listed.*

Pastor: \_\_\_\_\_ Phone: \_\_\_\_\_

Teacher: \_\_\_\_\_ Phone: \_\_\_\_\_

Employer: \_\_\_\_\_ Phone: \_\_\_\_\_

Friend: \_\_\_\_\_ Phone: \_\_\_\_\_

*Please list your two previous places of employment - beginning with the most recent:*

Company Name: \_\_\_\_\_ Position: \_\_\_\_\_

Dates of employment: \_\_\_\_\_ Reason for leaving: \_\_\_\_\_

Name of Supervisor: \_\_\_\_\_ Phone number: \_\_\_\_\_

Company Name: \_\_\_\_\_ Position: \_\_\_\_\_  
Dates of employment: \_\_\_\_\_ Reason for leaving: \_\_\_\_\_  
Name of Supervisor: \_\_\_\_\_ Phone number: \_\_\_\_\_

Have you ever been convicted for other than a minor traffic violation? \_\_\_\_\_  
If yes, please attach explanation.

Have you ever been convicted of child abuse, sexual abuse or any other crime in which a child was the victim? \_\_\_\_\_ If yes, please attach explanation.

Do you have any physical condition which would limit your capacity for the job applied for? Please describe the condition and explain work limitations.

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**\*\*\*PLEASE READ THE FOLLOWING CAREFULLY\*\*\***

I fully understand that Camp Gilead has certain regulations concerning matters of conduct, leave, safety, etc. If my application is accepted, I can be depended upon for complete cooperation. I further understand the importance of fulfilling the entire obligation of my work agreement. I will assist to the best of my ability in maintaining and further developing the Biblical emphasis, Christian values and attitude of service of Camp Gilead. All of the above information is true and accurate to the best of my knowledge.

I have read and agree with the Statement of Faith. Y\_\_\_\_\_ N\_\_\_\_\_ if no – please list reasons.

In the event of employment, I have read and agree to abide by all present and subsequently issued rules and policies of Camp Gilead.

Applicant's Signature \_\_\_\_\_ Date: \_\_\_\_\_

## **Returning Staff Application Questions**

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

- 1. What do you have to offer the position you are applying for?**
- 2. What was a spiritual lesson you learned in your summer(s) spent at Camp Gilead?**
- 3. What kinds of things would you like to do differently if ministering at Camp Gilead for another summer?**
- 4. Personal Testimony:** Please detail your personal salvation testimony including background, family or anything else that came into play in your salvation experience and how God is currently working in your life.

*Please answer the following questions if applying for HS Staff Counselor or Program Staff*

**A:** We are looking for Program Staff members that stood out in their positions because they went above and beyond the normal call of duty. Being a Program Staff member also requires one to go above and beyond what is normally expected of other staff members. *Please write a paragraph discussing what this might mean and how examples of how you went above and beyond in your summer of ministry at Gilead.*

**B.** A large portion of a Program Staffer's job is to hold others accountable in the area of spiritual discipline, camp policy and guidelines as well as personal conduct. How should this be Biblically carried out? Please provide Scriptural back up for your answer.

**C.** What character traits or qualities do you have that you think will be an asset to the position you are applying for. List examples of how you have used these in leadership positions in the past.

# STATEMENT OF FAITH

## Of Camp Gilead, Carnation WA

**We believe the Bible to be the inspired, the only infallible, authoritative Word of God.**

*2 Timothy 3:15-17*

**We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.** *Matthew 28:19; Ephesians 6*

**We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.** *John 1:1-4; Matthew 1:23; Philippians 2:5-11; Hebrews 1:1-4 & 4:15; Acts 1:11 & 2:22-24; I Corinthians 15:3-4.*

**We believe that, for the salvation of lost and sinful man, repentance of sin and faith in Jesus Christ results in regeneration by the Holy Spirit and that Jesus Christ is the only way of salvation.** *Titus 3:4-7; Luke 24:46-47; Ephesians 2:8-9; John 14:6; Acts 4:12.*

**We believe in the present ministry of the Holy Spirit whose indwelling enables the Christian to live a godly life.** *Galatians 5:16-18; Romans 8:9.*

**We believe in the resurrection of both the saved and the lost; the saved unto the resurrection of eternal life and the lost unto the resurrection of damnation and eternal punishment.** *Revelation 20:11-15; I Corinthians 15:51-57.*

**We believe in the spiritual unity of believers in our Lord Jesus Christ and that all true believers are members of His body, the Church.** *Ephesians 1:22-23; I Corinthians 12:12, 27.*

**We believe that the ministry of evangelism is a responsibility of both the church and each Christian.** *Romans 10:9-15; Acts 1:8; Matthew 28:18-20; I Peter 3:15.*

**We believe that our lives should be marked by the same sacrificial love that motivated Jesus. He loves us with an unconditional, self-sacrificing and unquenchable love. He calls us to aggressively forgive, to reach out beyond our comfort and to love without limits.** *John 13:13-17; John 13:34; John 15:12,13; Romans 5:8; I Corinthians 13.*

## Camp Gilead General Staff Policies

### Attitudes:

- \*a vivid concern for pleasing Christ
- \*a realization that camp is for the campers
- \*a servant type attitude

### Cars:

- \*Used only during hour off and days off. Please drive slowly and carefully on camp!
- \*they are to be locked and parked in designated areas. Staff cars need to be removed from the lower parking lot and moved to upper parking lot by SUNDAY EVENING after staff meeting.
- \*Staff w/o vehicles can carpool with other staff members for church, store runs and hours off.
- \*HS staff may not drive with anyone else in the car.
- \*GOLF CARTS: are to be used by permission ONLY from Jack or Josh.

### Cell Phones:

- \*ALL summer staff owned cell phones must be turned INTO *YOUR BOX BEFORE BREAKFAST* on Monday and may be checked out during your hour off and turned back into your box at the end of your hour off. You may pick up your phone on Saturday morning after clean up is satisfactory.

Dress Code: Each staff member is to dress in harmony with the standards for the campers.

#### \*Camp Gilead *Staff Dress Code:*

Guys – hair needs to be collar length or shorter, hairstyle should not draw attention to self, natural hair colors only.

No ear, face or body piercings. Pants need to worn such that all underwear is below pants line. Boxers and underwear should not be seen.

Girls: No face or body piercings. Appropriate ear piercings will be allowed.

Sleeveless tops must cover all straps. No spaghetti strap tank tops.

Shirts should be long enough so that when you raise your arms, your tummy doesn't show.

Skirts and Shorts – should cover more than half of your upper leg

Nothing under your pants/shorts should be showing

One piece swimsuits only – no tankinis.

\*Mealtimes – Girls: no swimsuits Guys: no sleeveless shirts

\*Lifeguards must be in their swimsuits at all times they are on duty. They may wear sweats over their swimsuits if cooler weather is present. Shoes should be easily removed.

\*Shoes are to be worn on the grounds at all times for safety purposes.

Electronic Entertainment (Ipods, CD players, DVD players, laptops, PDAs, video games etc) :

\*Campers and staff are not allowed to use any of the above items during the camp week (except for on your hour off. )

LAPTOPS: wireless internet is available at the lodge and dining hall. If using your laptop during your hour off, please use it in one of these locations only.

\*If you have brought any of these items to camp for hour off or weekend use, please put it out of sight for the camp week. This includes support staff as well. If this becomes a problem – it will be taken and returned to you at the end of the summer.

\*It would be wise to keep all of these items locked in your car or if this is not available – see Director for alternate option.

Evening Chapel:

\*Attendance is required by all staff members.

Food/Mealtime:

\*Your example is very important, so your attitude about the food is important! The slogan, “the food is always good” should be your general attitude. Please don't ask for a special diet except for health reasons. If there is a food item that you do not like, just say, “I do not care for that” without comment.

\*During the mealtime, each counselor is to be seated with their cabin for the following reasons:

- to be a control factor
- to maintain a friendly atmosphere and make sure that campers get to know each other
- to encourage good table manners
- to ensure each camper has an adequate meal
- to set a good example

\*You will not be allowed to store food in the kitchen during the week for health department reasons  
 \*Meals will not be “formally” served for staff staying over on the weekend. There will be leftovers in the kitchen for staff to eat. Please do not open anything but rather eat what is already opened and designated to eat.

**Laundry:**

\*Girl’s dorm laundry is available for girls only during the week. Guys will not be allowed in the laundry room in any circumstances. Coin operated machines are available in Carnation.  
 \*No laundry is available for camper use (except for emergencies). In an emergency please see Program Staff.

**Leaving the camp:**

\*any camper or staff member who needs to leave the grounds for any reason such as an athletic event, wedding, medical appointment, or some type of emergency must secure permission IN ADVANCE from the Camp Director.  
 \*leaving the camp ground for any reason other than your hour off is not permitted unless special permission has been granted. Ie. early morning, late night.

**Lost and Found:**

\*clothing and other lost and found items should be brought to the offices and will be displayed for parents to see on Saturday. (Lost & Found is not to be “claimed” or taken during the summer by staff)  
 \*any item of value should be given to one of the Directors or office personnel.  
 \*during the Sat AM clean-up, all unclaimed items should be brought to the office as soon as possible

**Mail:**

You may receive mail at the following addresses:  
 30919 NE Carnation Farm Road Carnation WA 98014  
 email: [camperstaff@campgilead.org](mailto:camperstaff@campgilead.org) fax: 425-333-5311  
 \*All mail will be delivered to your mailbox inside Kimberly’s office. Any package larger than your mailbox will be set in front of the mailboxes for you to pick up at your convenience.  
 \*You will not have access to a computer for email while at camp. The two closest libraries are Carnation & Duvall.

**Physical Contact:**

\*Public display of affection between unmarried staff is not appropriate. A “one arm safe hug” may be appropriate as instructed during staff training.  
 \*Physical contact of any kind should be of the nature as to be “above reproach” regardless of the relationship.

**Pop’s Inn:**

\*Staff is expected to pay for all items when taken, no credit is extended.  
 \*Start a weekly account with the campers  
 \*Staff discounted price list for non-food items will be posted in Pop’s Inn.

**Pranks:**

\*all campers are to be treated with respect. No staff member is to torment or pull pranks on campers whether for fun or other reasons. At the same time, you are to accept the tricks or jokes that campers play on you unless it is destructive or distracting to the program.  
 \*Camp staff must be an example. Therefore, no “in-house” pranks that would set the pace for the campers to follow. Even when camp is not in session, staff members should not engage in fun that would hurt the inner staff relationships.

Salary:

\*Paid staff will receive checks every other Saturday after cleaning is completed and satisfactory.

Staff Curfew:

\*Weekdays – ALL staff to cabins at same time as campers.

\*Weekends – 12:00 Midnight – back on camp  
12:05 – in your own cabin.

Staff Dating:

**\*ABSOLUTELY No dating between the college age and high school age staff members.**

*Program Staff as well as Full Time Staff have been instructed to watch for this extensively. This can be a major distraction to all parties involved and will not be tolerated. Failure to abide by this will be cause for dismissal.*

\*The camp approves of dating interest among college age staff members if the motives and conduct are wholesome and becoming to a Christian testimony. The general guide is to conduct yourself in such a way that the campers have to “guess” about whether you are dating.

\*HS staff dating is not allowed.

\*Staff and non-staff: weekends only, no extensive visiting during camp week.

\*Camper/Counselor Dating is not allowed. Guy counselors are not to write/email to girl campers and Girl Counselors are not to write/email to guy campers.

Swimming:

\*only when lifeguard is present

\*weekends – pool can be requested to be opened if there is a minimum of 3 swimmers present.

Director, program director, lifeguard or maintenance may open the pool.

Time off:

\*You will be free to leave on Saturday when cleaning is completed (approx. 12:30) and campers have departed until Sunday 6:30 PM for our staff service.

\*Each staff member will receive one hour off each day except for Monday.

Visitors:

\*Invited guests by special permission from the Camp Director

\*Parents are always welcome.

\*All guests must check in with the camp office upon arrival, and will not be allowed to hinder your duties as a staff member.

\*Visitor hours are generally from 1:00 – 5:30. Visitors will not be allowed to stay for night activities or chapel unless special permission has been previously secured.

Weekends:

\*Everyone is required to attend church on Sunday morning.

\*It is permissible to go away for the weekend, but you are expected to get rest so that you are fresh and ready to give your best to your campers.

\*HS Staff must go home or go with a same gender staff member for the weekend.

\*ALL STAFF: If spending the night elsewhere, it needs to be with same gender.

\*Your conduct and testimony off camp should always be honoring to the Lord and in harmony with camp standards.

\*You must sign out when leaving for the weekend or part thereof and sign back in upon returning.

*\*Summer Staff are asked to not attend or view movies as part of the summer commitment. This commitment to a movie free summer allows staff more time to focus on building relationships during the limited free time that is available and also to focus on striving towards mental purity.*

# Personal Reference

To be completed by a recent employer or teacher

## Please return to:

Camp Gilead  
30919 NE Carnation Farm Road Carnation WA 98014

Name of Applicant: \_\_\_\_\_

Position applying for: \_\_\_\_\_

The person named above has applied for a position on staff at Camp Gilead and has selected you as a personal reference. Your confidential evaluation is solicited and we invite you to include a personal note regarding the qualifications of the applicant or any additional information. Please leave blank any questions you feel unqualified to answer. The applicant has given the authorization below for your to release this informatin. Thank you so much for your assistance.

### AUTHORIZATION

I hereby authorize \_\_\_\_\_ to provide Camp Gilead with the information requested. I release him/her from all liability for any damage incurred in giving of this information.

Applicant Signature: \_\_\_\_\_ Date: \_\_\_\_\_

How long have you known the applicant? \_\_\_\_\_ In what capacity?  
\_\_\_\_\_  
\_\_\_\_\_

Please check the following that best describes the applicant in the following areas:

#### Leadership ability

\_\_\_\_ Prefers to follow      \_\_\_\_ Makes some effort to lead  
\_\_\_\_ Good ability      \_\_\_\_ Exceptional ability

#### Emotional Temperament

\_\_\_\_ Over responds emotionally      \_\_\_\_ Relatively stable  
\_\_\_\_ Tends to be moody      \_\_\_\_ Balanced and controlled  
\_\_\_\_ Sometimes well balanced      \_\_\_\_ Well balanced

#### Personality

\_\_\_\_ Shy and withdrawn      \_\_\_\_ Friendly  
\_\_\_\_ Reserved      \_\_\_\_ Outgoing  
\_\_\_\_ Quiet      \_\_\_\_ Extrovert

#### Social Interaction

\_\_\_\_ Avoided by others      \_\_\_\_ Well liked  
\_\_\_\_ Tolerated by others      \_\_\_\_ Sought by others

On a scale from 1 – 10 please rate the applicant in the following five areas:

Attitude: A reflection of the applicant's disposition toward work and those in authority

1      2      3      4      5      6      7      8      9      10  
Poor                  Deficient                  Average                  Good                  Excellent

Adaptability: A reflection of the applicant's ability to adjust to meet the challenge of new conditions, duties or responsibilities

1      2      3      4      5      6      7      8      9      10  
Poor                  Deficient                  Average                  Good                  Excellent

Dependability: A reflection of the applicant's reliance and trustworthiness in completing tasks, duties and responsibilities

1      2      3      4      5      6      7      8      9      10  
Poor                  Deficient                  Average                  Good                  Excellent

Industry: A measure of the applicants diligence in making effective use of time

1      2      3      4      5      6      7      8      9      10  
Poor                  Deficient                  Average                  Good                  Excellent

Quality: A measure of the applicant's accuracy and thoroughness of workmanship

1      2      3      4      5      6      7      8      9      10  
Poor                  Deficient                  Average                  Good                  Excellent

Comments:

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Noteworthy accomplishments or qualities:

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Areas requiring improvement:

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Would you place your child or teenager under the direct charge and influence of the applicant?

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Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Position/Organization: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Email: \_\_\_\_\_

# Personal Reference

To be completed by a recent employer or teacher

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30919 NE Carnation Farm Road Carnation WA 98014

Name of Applicant: \_\_\_\_\_

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Applicant Signature: \_\_\_\_\_ Date: \_\_\_\_\_

How long have you known the applicant? \_\_\_\_\_ In what capacity? \_\_\_\_\_

Please check the following that best describes the applicant in the following areas:

#### Leadership ability

- |  |  |
|--|--|
| <input type="checkbox"/> Prefers to follow | <input type="checkbox"/> Makes some effort to lead |
| <input type="checkbox"/> Good ability      | <input type="checkbox"/> Exceptional ability       |

#### Emotional Temperament

- |  |  |
|--|--|
| <input type="checkbox"/> Over responds emotionally | <input type="checkbox"/> Relatively stable       |
| <input type="checkbox"/> Tends to be moody         | <input type="checkbox"/> Balanced and controlled |
| <input type="checkbox"/> Sometimes well balanced   | <input type="checkbox"/> Well balanced           |

#### Personality

- |  |                                    |
|--|------------------------------------|
| <input type="checkbox"/> Shy and withdrawn | <input type="checkbox"/> Friendly  |
| <input type="checkbox"/> Reserved          | <input type="checkbox"/> Outgoing  |
| <input type="checkbox"/> Quiet             | <input type="checkbox"/> Extrovert |

#### Social Interaction

- |  |   |
|--|---|
| <input type="checkbox"/> Avoided by others   | <input type="checkbox"/> Well liked       |
| <input type="checkbox"/> Tolerated by others | <input type="checkbox"/> Sought by others |

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Areas requiring improvement:

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Would you place your child or teenager under the direct charge and influence of the applicant?

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Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Position/Organization: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Email: \_\_\_\_\_

# Personal Reference

To be completed by Christian worker: Pastor, Youth Pastor, Youth Leader

## Please return to:

Camp Gilead  
30919 NE Carnation Farm Road Carnation WA 98014

Name of Applicant: \_\_\_\_\_

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- Emotional Temperament
- |  |  |
|--|--|
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Noteworthy accomplishments or qualities:

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Areas requiring improvement:

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Would you place your child or teenager under the direct charge and influence of the applicant?

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Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Position/Organization: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Email: \_\_\_\_\_

# Personal Reference

To be completed by a friend over 18 not related to you

## Please return to:

Camp Gilead  
30919 NE Carnation Farm Road Carnation WA 98014

Name of Applicant: \_\_\_\_\_

Position applying for: \_\_\_\_\_

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\_\_\_\_ Good ability      \_\_\_\_ Exceptional ability

#### Emotional Temperament

\_\_\_\_ Over responds emotionally      \_\_\_\_ Relatively stable  
\_\_\_\_ Tends to be moody      \_\_\_\_ Balanced and controlled  
\_\_\_\_ Sometimes well balanced      \_\_\_\_ Well balanced

#### Personality

\_\_\_\_ Shy and withdrawn      \_\_\_\_ Friendly  
\_\_\_\_ Reserved      \_\_\_\_ Outgoing  
\_\_\_\_ Quiet      \_\_\_\_ Extrovert

#### Social Interaction

\_\_\_\_ Avoided by others      \_\_\_\_ Well liked  
\_\_\_\_ Tolerated by others      \_\_\_\_ Sought by others

On a scale from 1 – 10 please rate the applicant in the following five areas:

Attitude: A reflection of the applicant's disposition toward work and those in authority

1      2      3      4      5      6      7      8      9      10  
Poor                  Deficient                  Average                  Good                  Excellent

Adaptability: A reflection of the applicant's ability to adjust to meet the challenge of new conditions, duties or responsibilities

1      2      3      4      5      6      7      8      9      10  
Poor                  Deficient                  Average                  Good                  Excellent

Dependability: A reflection of the applicant's reliance and trustworthiness in completing tasks, duties and responsibilities

1      2      3      4      5      6      7      8      9      10  
Poor                  Deficient                  Average                  Good                  Excellent

Industry: A measure of the applicants diligence in making effective use of time

1      2      3      4      5      6      7      8      9      10  
Poor                  Deficient                  Average                  Good                  Excellent

Quality: A measure of the applicant's accuracy and thoroughness of workmanship

1      2      3      4      5      6      7      8      9      10  
Poor                  Deficient                  Average                  Good                  Excellent

Comments:

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Noteworthy accomplishments or qualities:

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Areas requiring improvement:

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Would you place your child or teenager under the direct charge and influence of the applicant?

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Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Position/Organization: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Email: \_\_\_\_\_