



REFERENCE QUESTIONNAIRE

Reference of Choice

Complete and Return by April 1, 2023

Reference must be 18yrs or older and have no relation to applicant.

Questionnaire is available online at www.losttimber.org/choice-ref

DIRECTIONS

Thank you for taking the time to complete this reference for the applicant! We know this is no small task but we believe that it is necessary in order to provide the best camp ministry possible. We hope that the applicant's time serving at Lost Timber will be filled with spiritual growth and maturity that you can enjoy and continue to build on in your ministry.

It is our desire to hire staff that are trustworthy and capable of caring for and discipling our campers. It is also imperative that our staff be positive spiritual role models for our campers. Please evaluate the applicant as you have seen him/her in daily life, at work, or in church settings. When filling out this reference, please try to be as objective and honest as possible. This enables Lost Timber to build an effective ministry team that operates efficiently and, in the end, has a greater impact on the lives we minister to. Your feedback will become a part of the applicant's confidential file. Your time and effort is greatly appreciated!

Applicant's Name \_\_\_\_\_ Position(s) Applying For \_\_\_\_\_

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

By signing this reference, I hereby waive my right to examine the following reference. I hereby release any individual firm, partnership, corporation, public official or public entity from any liability on any theory whatsoever, for providing information on my previous employment, my veracity, my skills and/or abilities to Lost Timber Bible Camp and its ministries.

Reference's Name \_\_\_\_\_ Relationship to Applicant \_\_\_\_\_

Organization \_\_\_\_\_ Phone \_\_\_\_\_

Position \_\_\_\_\_ Email \_\_\_\_\_

Address \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

City \_\_\_\_\_ St \_\_\_\_\_ Zip \_\_\_\_\_

I confirm that I have answered the following questions completely, accurately, and to the full extent of my knowledge of the applicant.

Narrative Report -

Please state specific instances in which you have observed the applicant's behavior as it applies to any of these items.

- 1. How long have you known the applicant? \_\_\_\_\_ In what capacity? \_\_\_\_\_
2. Have you been a reference for this applicant before? [ ] Yes [ ] No
3. Does the applicant take an active interest in Christian service other than Lost Timber? [ ] Yes [ ] No
4. How often does applicant attend church? [ ] Weekly [ ] 1-2/Month [ ] < 1/Month [ ] Unsure
5. How often does applicant attend youth group or Bible studies? [ ] Weekly [ ] 1-2/Month [ ] < 1/Month [ ] Unsure
6. In what ways does the applicant actively demonstrate their faith? \_\_\_\_\_

\_\_\_\_\_
\_\_\_\_\_

7. How has the applicant grown spiritually in the last year? \_\_\_\_\_

\_\_\_\_\_
\_\_\_\_\_

'To know the love of Christ'
- Ephesians 3:19

8. How has the applicant grown in their leadership ability in the last year? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

9. In what ways does the applicant need to grow/mature? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

10. How does the applicant relate to younger kids? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

11. How does the applicant relate to kids their own age? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

	5 = Best				
12. Please rank the applicant in the following areas:	1	2	3	4	5
Ability to lead and influence others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to work as a member of a team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How they react to suggestions or criticisms by others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How well do they demonstrate a Christ-like lifestyle?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How well they display responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to control emotions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strength of moral character	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Desire to grow closer to God	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

13. List three strengths and three areas applicant could improve.

**Strengths** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Improve** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

14. Would you hire the applicant to serve on your staff?  Yes  No

15. Would you like to discuss your responses further over the phone?  Yes  No

\_\_\_\_\_

*\*Federal law gives applicants the option to waive their rights to see specific letters of recommendation. If the applicant has not signed the waiver statement on the reverse side, we will assume that you are giving the information with full knowledge that the applicant may see it. If the above waiver is signed, the information will remain confidential.*



**Return Completed Reference by April 1, 2023 to:**  
Lost Timber Bible Camp, PO Box 165, Chandler, MN 56122  
Questions? Call Lost Timber @ 507-677-2555

