



Staff 2018

Camp Staff Application

P.O. Box 725 Cobourg, ON K9A 4R5
 Phone: (905) 372-4388 Fax: (905) 372-3080

Who can fill out this application?

This application is to be completed by anyone desiring to minister as a Camp Staff at Lakeshore Pentecostal Camp.

Who reviews this application?

This application will be reviewed by appropriate Directors to determine if the applicant meets the qualifications outlined for the position.

PERSONAL INFORMATION

NAME:		Are you over the age of 18? <input type="checkbox"/> YES <input type="checkbox"/> NO	
CURRENT ADDRESS:			
CITY:	PROVINCE:	POSTAL CODE:	COUNTRY:
PHONE: ()	FROM THIS ADDRESS (DATE):		TO:
CELL: ()	EMAIL:		
DRIVERS LICENSE: <input type="checkbox"/> YES <input type="checkbox"/> NO	DRIVERS LICENSE CLASS:	Can you legally work in Canada? <input type="checkbox"/> YES <input type="checkbox"/> NO	
<input type="checkbox"/> RETURNING STAFF <input type="checkbox"/> NEW STAFF – HOW DID YOU HEAR ABOUT LPC?			

CHURCH INFORMATION

HOME CHURCH:		DENOMINATION:	
CITY:	PHONE: ()	IF YOU ARE AWAY AT SCHOOL, WHAT CHURCH ARE YOU ATTENDING?	
CHURCH ATTENDANCE: <input type="checkbox"/> REGULAR <input type="checkbox"/> OCCASIONAL <input type="checkbox"/> SELDOM		DO YOU VOLUNTEER AT YOUR CHURCH? <input type="checkbox"/> YES <input type="checkbox"/> NO	IF YES, IN WHAT MINISTRY?
PASTOR:		PHONE: ()	
YOUTH/YOUNG ADULTS PASTOR:		PHONE: ()	

SPIRITUAL HISTORY

Are you in full agreement with the PAOC Fundamental Statement of Faith & Essential Truths? YES NO
<https://paoc.org/docs/default-source/paoc-family-docs/what-we-believe/statement-of-fundamental-and-essential-truths.pdf>

Have you been baptized in the Holy Spirit with the initial physical evidence of speaking in tongues? YES NO

When and where did you accept Christ as your personal Savior? _____

Who is Jesus to you?

How often do you have personal Bible study and prayer? _____

Describe a typical Bible study and prayer time for you: _____

Please describe your spiritual growth from the point of accepting Jesus Christ as your savior to the present (attach another sheet of paper if more space is needed):

EDUCATION

Please indicate if you have completed, not completed, in progress of finishing, or going to start the following education fields.

Level of Education	Progress of Completion	Degree/Diploma/Certificate
High School	<input type="checkbox"/> Completed <input type="checkbox"/> In Progress of finishing <input type="checkbox"/> Not Completed	
College/University	<input type="checkbox"/> Completed <input type="checkbox"/> In Progress of finishing <input type="checkbox"/> Not Completed <input type="checkbox"/> Starting in the fall	

WORK EXPERIENCE

Please list any volunteer or past work experience you have in the table below:

WORK/MINISTRY NAME	ORGANIZATION NAME	SUPERVISOR NAME	SUPERVISOR PHONE OR EMAIL

*Please note that by listing the above information authorizes Lakeshore Pentecostal Camp permission to contact them for further questions.

Criminal Record

*Note: Criminal record checks are required for each staff member as staff come into contact with minors.

Have you ever been convicted of a criminal offence for which a pardon has not been granted?
 Yes No

Have you ever taken any illegal drugs?
 Yes No

LPC Community Life Standards

All staff at Lakeshore Pentecostal Camp must be in agreement with our Staff Community Life Standards. Please read each statement and check whether you agree or disagree.

<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Accommodations Unmarried co-ed overnight stays are not permitted in any of our staff accommodations. No unmarried members of the opposite sex should be in private or camp accommodation at any time. No staff members should be in the opposite sex staff quarters. (Exceptions include House Keeping and Maintenance but only if they are performing a duty applicable to their job within that facility).
<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Pets Pets are prohibited in our staff provided camp accommodations ie: Dogs, Cats, etc.
<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Conduct on Campgrounds All staff members shall refrain from possession or use of alcoholic beverages, tobacco and non-medical narcotics or hallucinogenic drugs; stealing; pornography; all forms of dishonesty & immorality.
<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Curfew All unnecessary noise and activities' should be curtailed by 11:00 pm with complete quiet by midnight. Staff should be in their staff accommodations by 12:00am at the latest. Any extension of curfew will be announced by authorization of the Specialty Camp Director.
<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Dress Code Attire appropriate to high Christian Standards must be worn at all times. All staff must refrain from wearing provocative apparel. Suitable clothing must be worn over bathing suits while traveling to and from the beach. Bikini or immodest swimwear is not acceptable attire at any time for men or women.
<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Traffic & Safety In the interest of personal safety, motor vehicles must be parked at the place of accommodation or in designated parking areas. It is appreciated when driving is kept to a minimum. Speed limits as posted must be obeyed at all times. All motorists are requested to drive carefully at all times to insure the safety of others. Motorcycles must be parked and left at the place of accommodation or in designated areas and only driven if absolutely necessary. All drivers must be licensed. No person is allowed to ride on the outside of any vehicle or trailers. Bicycle safety rules should be observed at all times.
<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	Sanitation In an effort to keep our grounds looking beautiful, all garbage must be placed in one of the litter containers. All household garbage must be placed in plastic bags and deposited in one of the receptacles in the waste disposal area. Under no circumstance should garbage, leaves, branches, grass or debris be left along the lakeshore or on campgrounds. All other debris (furniture, propane tanks or building materials) must be taken to the township landfill or the appropriate disposal site by the leaseholder. The camp office can provide addresses for these disposal sites.

If you checked "Disagree" on any of our Community Life Standards, please explain why. Use a separate sheet of paper if necessary.

SKILLS

For each activity/ skill, please write the number that best describes your qualification for each one and your interest in learning it at Lakeshore Pentecostal Camp:

- 1 = qualified and lots of experience.
- 2 = qualified and little experience.
- 3 = not qualified but willing to learn.
- 4 = not qualified and not interested in learning.

Outdoor	Housekeeping	Office	Other
<ul style="list-style-type: none"> __ Lawn Mowing __ Weed Whacking __ Painting __ Carpentry __ Drywall Installation __ Heavy Machinery __ Boating __ Scuba Diving __ Demotion __ Automotive Repair __ Landscaping __ Other: 	<ul style="list-style-type: none"> __ Vacuuming __ Cleaning __ Bed Making __ Laundry __ Pressure Washing __ Other: 	<ul style="list-style-type: none"> __ Microsoft Word __ Microsoft Outlook __ Microsoft PowerPoint __ Microsoft Excel __ Web Page (Weebly, Wix) __ Filing __ Greeter __ Cash / Handling __ Social Media Management (Hootsuite) __ Debit / Credit Machine __ Customer Service __ Conflict Resolution __ Organization __ Other: 	<ul style="list-style-type: none"> __ Sound Technician __ Multimedia / Pro-Presenter __ Illustrator / Photoshop __ Video Editing __ Lifeguard __ Other:

List any courses, training, or certificates you have taken (ie: CPR + First Aid, Suicide Prevention, Ladder Safety, Boat License, Scuba Diving License, etc.):

TRAINING	DATE OBTAINED	EXPIRY DATE (IF APPLICABLE)

GETTING TO KNOW YOU

Who is or has been the most influential person in your life? Why? _____

Describe your strengths. _____

Describe your weaknesses. _____

Where do you hope to be in five years? Doing what? _____

What life experiences have been most significant in shaping you as a person? _____

Please list people you know who have served at Lakeshore Pentecostal Camp in the past (if any). _____

Summarize why you would like to participate in the program at Lakeshore Pentecostal Camp: _____

POSITION / MINISTRY INTEREST

Please number the following in order of preference: (1 as highest and 11 as lowest)

- | | |
|--|--|
| <input type="checkbox"/> Housekeeping | <input type="checkbox"/> Lifeguard |
| <input type="checkbox"/> Food Services | <input type="checkbox"/> Program Coordinator |
| <input type="checkbox"/> Grounds/Maintenance | <input type="checkbox"/> Registration |
| <input type="checkbox"/> Sound | <input type="checkbox"/> Front Office Desk |
| <input type="checkbox"/> Multimedia | <input type="checkbox"/> Guest Services |
| <input type="checkbox"/> Wee Campers Coordinator | <input type="checkbox"/> Development Services Worker (DSW) |
| <input type="checkbox"/> Gardener | |

Available Start Date: _____

Expected Completion Date: _____

Does your field of study apply to any of the jobs above?

Yes No

If so, please explain:

*If you would like to know more about any of the jobs listed above, please contact the camp office for a full job description.

REFERENCES

Please indicate the 3 individuals who will be mailing in your reference forms. It is the responsibility of the applicant to follow up on these individuals and ensure that the forms are sent in. All 3 forms must be returned in order for the applicant to be considered for a position.

Reference #1 – Credentialed Pastor		
NAME:	PHONE:	EMAIL:

Reference #2 – Past Employer/Educator		
NAME:	PHONE:	EMAIL:

Reference #3 – Other Adult (21 years of age or older)		
NAME:	PHONE:	EMAIL:

*Please note that by listing the above references authorizes Lakeshore Pentecostal Camp permission to contact them for further questions.

<h3 style="margin: 0;">Before you send your application have you:</h3>	<ul style="list-style-type: none"> <input type="checkbox"/> Completed this application in FULL. <input type="checkbox"/> Included your resume. <input type="checkbox"/> Include a copy of your current Police Criminal Check (Vulnerable Sector). *Contact LPC for a letter if you need to order a Police Check.. <input type="checkbox"/> Read, signed & included Applicant's Statement of Agreement & Understanding. <input type="checkbox"/> Sent reference forms to Credentialed Pastor, Educator/Employer & Other Adult. *Please let us know approx. when the reference forms will be arriving <p>(Attach separate sheet if additional space is needed. Please note: we will process your application once we have received all of the above. It is your responsibility to make sure your references send your reference directly to us.)</p>
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PLEASE NOTE:
LPC requires an annual Police Check from all applicants.

Application Submission Options:

Mailing Address: Lakeshore Pentecostal Camp
P.O. Box 725
Cobourg, ON
K9A 4R5

Email Address: lpc@eod.paoc.org

Fax Number: (905) 372 – 3080

APPLICANT'S STATEMENT OF AGREEMENT AND UNDERSTANDING

****Please read the following carefully****

The information contained in this application is correct to the best of my knowledge. I authorize any references or churches listed in this application to give you any information that they may have regarding my character and fitness for children and/or youth work. I release all such references from liability for any damage that may result from furnishing such evaluations to you.

I understand that I am responsible for the welfare and well-being of those entrusted to my care during the entire program of the camp, including times of transportation.

I will support the leadership of the camp by endeavoring...

- To refuse to allow or participate in criticism of leadership
- To speak positively about leadership directives
- To be supportive of and enthusiastic about camp activities
- To be willing to adapt to schedule changes
- To approach leadership when a conflict occurs with regards to leadership direction

I will treat employment as a ministry by endeavoring...

- To be a spiritual example at all times
- To focus on the camper during ministry times
- To prioritize campers over social activity with peers
- To continuously pray for leadership, fellow counselors, and campers

I will maintain excellence as an employee by endeavoring...

- To get adequate rest when appropriate and adhere to camp curfew
- To remain faithful & consistent with personal devotions
- To uphold health and personal hygiene standards
- To deal with any conflicts in a Biblical approach
- To refrain from any unscriptural conduct
- To comply with a modest dress code
- To refrain from allowing personal relationships to impede responsibilities

Should my application be accepted, I agree to endorse the policies of Lakeshore Pentecostal Camp and relieve Lakeshore Pentecostal Camp of any and all legal responsibilities.

I will keep all information I encounter, in my roles as an employee confidential.

If, at any time, I find that for any reason, I am unable to support the policies, procedures, or doctrines of Eastern Ontario District of the PAOC, I will gracefully resign from my position.

I grant Lakeshore Pentecostal Camp permission to use my photo and or video images for promotional purposes only. YES NO

Signature: _____ Date: _____

Parent's Signature (If under 18) _____ Date: _____



Reference 2018

Adult Reference

P.O. Box 725 Cobourg, ON K9A 4R5
Phone: (905) 372-4388 Fax: (905) 372-3080

ADULT CONFIDENTIAL REFERENCE

NAME: _____

ADDRESS: _____

DAYTIME PHONE #: (_____) _____

APPLICANT'S NAME: _____

POSITION APPLIED FOR: _____

The above stated applicant is applying to work at LAKESHORE PENTECOSTAL CAMP during the summer of 2018, and has given your name as a reference. Please fill out this form and mail or fax it to Lakeshore Pentecostal Camp when complete.

Please respond in the appropriate place to the statements below. If you have not had the opportunity to observe the applicant in a specific area, please indicate that you are unsure.

YOUR EXPERIENCE WITH THE APPLICANT

How well do you know the applicant?

- Very Well Fairly well Casually Not at all

How long have you known the applicant for? _____

Do you feel he/she has the capacity to work with children and/or youth?

- Yes No Unsure

Have you observed the applicant in the role for which he or she is applying, which may include leadership role with children and youth? Yes No

How well did the applicant manage his or her responsibilities in that role? _____

Please comment on the applicant's love for children and youth and their ability to relate to them.

STRENGTHS AND WEAKNESSES

What strengths would the applicant bring to this position (e.g., spiritual, skills, talents, character, personality, leadership etc.)

What characteristics of the applicant do you feel need further work or development?

Describe any significant problems the applicant is experiencing, or concerns you have about their beliefs, attitudes or morals.

Please describe any limitations you are aware of that might restrict the applicant's participation and ministry in a camp setting.

RELATIONSHIPS

Please describe any area of the applicant's home or family life that would help our understanding of him or her. _____

Would you say that the applicant's friendships have a positive or less than positive influence on him or her? Please explain. _____

RECOMMENDATION

Would you be pleased to have your own children in the care of this individual?

Yes No. Why or why not? _____

What is your overall evaluation of the applicant?

Highly Recommend Recommend, but with these reservations/comments

Not able to recommend at this time.

REASONS / COMMENTS / RESERVATIONS: _____

APPLICANT EVALUATION – For each of the following characteristics, please circle the number that best describes the applicant. Comments are also helpful.

SPIRITUAL DISCIPLINES:				<input type="checkbox"/> I don't know because...
Spiritual example:	Several inconsistencies 1	good role model 2 3 4	excellent integrity 5	<input type="checkbox"/>
Love for others:	Unaware/uncaring 1	thoughtful toward others 2 3 4	compassionate 5	<input type="checkbox"/>
Christian values:	Not always evident 1	consistent lifestyle 2 3 4	compassionate 5	<input type="checkbox"/>
Spiritual Maturity:	Lapse into immaturity 1	mature for age 2 3 4	high level of maturity 5	<input type="checkbox"/>
Witnessing by word/life:	Inconsistent 1	occasional 2 3 4	a lifestyle of witness 5	<input type="checkbox"/>
Use of spiritual gifts:	Poor steward 1	makes good effort 2 3 4	fully utilized 5	<input type="checkbox"/>
Personal bible study/prayer:	Irregular 1	consistent 2 3 4	diligent 5	<input type="checkbox"/>

PERSONALITY, CHARACTER AND HEALTH:					<input type="checkbox"/> I don't know because...	
Confidence:	Withdrawn 1	2	outgoing 3	4	sought by others 5	<input type="checkbox"/>
Emotional stability:	Over-responds 1	2	usually well-adjusted 3	4	very well - balanced 5	<input type="checkbox"/>
Self-control:	Undisciplined 1	2	usually discipline 3	4	very self-disciplined 5	<input type="checkbox"/>
Reputation:	Some issues unresolved 1	2	respected 3	4	above reproach 5	<input type="checkbox"/>
Integrity:	Occasionally suspect 1	2	consistent morals 3	4	high morals and values 5	<input type="checkbox"/>
Support of policies:	Might ignore some rules 1	2	respectful 3	4	applies assigned policies 5	<input type="checkbox"/>
Use of time:	Tends to procrastinate 1	2	diligent 3	4	purpose driven 5	<input type="checkbox"/>
Resistance to illness:	Often ill 1	2	usually healthy 3	4	rarely ill 5	<input type="checkbox"/>
Ability to pace oneself:	Soon exhausted 1	2	aware of limits 3	4	well able to adjust 5	<input type="checkbox"/>
LEADERSHIP & MINISTRY:					<input type="checkbox"/> I don't know because...	
Work ethic:	Lazy 1	2	works well 3	4	sought by others 5	<input type="checkbox"/>
Constructive criticism:	Defensive 1	2	open to correction 3	4	highly responsive 5	<input type="checkbox"/>
Initiative:	Needs prodding 1	2	leads when asked 3	4	initiates frequently 5	<input type="checkbox"/>
Reliability:	Irresponsible at times 1	2	dependable 3	4	completely trustworthy 5	<input type="checkbox"/>
Judgment:	Some poor decisions 1	2	shows wisdom 3	4	very discerning 5	<input type="checkbox"/>
Ability to communicate:	Not very vocal 1	2	able to express self well 3	4	great communicator 5	<input type="checkbox"/>
Leadership:	Follower 1	2	sometimes leads 3	4	recognized leader 5	<input type="checkbox"/>
Response to authority:	Rebellious 1	2	compliant 3	4	willing and ready 5	<input type="checkbox"/>
Heart for ministry:	Little evident calling 1	2	motivated 3	4	passion for ministry 5	<input type="checkbox"/>
RELATIONSHIPS:					<input type="checkbox"/> I don't know because...	
Attitude toward others:	Abrasive 1	2	well-liked 3	4	very friendly 5	<input type="checkbox"/>
Consideration of others:	Self-focused 1	2	puts others first 3	4	very considerate 5	<input type="checkbox"/>
Team player:	Independent worker 1	2	asset to the team 3	4	great team player 5	<input type="checkbox"/>
Cooperativeness:	Causes friction 1	2	generally cooperative 3	4	works well with others 5	<input type="checkbox"/>
Compassion and empathy:	Insensitive 1	2	sensitive to others 3	4	active love and concern 5	<input type="checkbox"/>
Ability to forgive:	Holds a grudge 1	2	seeks reconciliation 3	4	takes initiative to forgive 5	<input type="checkbox"/>
Conflict resolution:	Leaves issues unresolved 1	2	seek resolution 3	4	peace-maker 5	<input type="checkbox"/>
Respected by peers:	Tolerated by most 1	2	appreciated 3	4	looked up to by peers 5	<input type="checkbox"/>
Social maturity:	Can be immature 1	2	very similar to peers 3	4	social advanced 5	<input type="checkbox"/>

Check if you prefer a phone call from us to personally discuss any of the above.

Printed Name _____

Signature _____ Date _____

Thank you very much for your assistance!



Reference 2018

Credentialed Pastor Reference

P.O. Box 725 Cobourg, ON K9A 4R5
Phone: (905) 372-4388 Fax: (905) 372-3080

CREDENTIALLED PASTOR CONFIDENTIAL REFERENCE

NAME: _____

CHURCH POSITION: _____

CHURCH NAME: _____

CHURCH ADDRESS: _____

CHURCH PHONE #: (____) _____

APPLICANT'S NAME: _____

POSITION APPLIED FOR: _____

The above stated applicant is applying to work at LAKESHORE PENTECOSTAL CAMP during the summer of 2018, and has given your name as a reference. Please fill out this form and mail or fax it to Lakeshore Pentecostal Camp when complete.

Please respond in the appropriate place to the statements below. If you have not had the opportunity to observe the applicant in a specific area, please indicate that you are unsure.

YOUR EXPERIENCE WITH THE APPLICANT

How well do you know the applicant?

Very well Fairly well Casually Not at all

How long have you known the applicant for? _____

Does he/she regularly attend your assembly? Yes No

If yes, for how long? _____

To the best of your knowledge, is this applicant born again and living an exemplary Christian life?

Yes No Unsure

Do you feel he/she has the capacity to work with children and/or youth?

Yes No Unsure

Have you observed the applicant in the role for which he or she is applying, which may include leadership role with children and youth? Yes No

How well did the applicant manage his or her responsibilities in that role? _____

Please comment on the applicant's love for children and youth and their ability to relate to them. _____

STRENGTHS AND WEAKNESSES

What strengths would the applicant bring to this position (e.g., spiritual, skills, talents, character, personality, leadership etc.)

What characteristics of the applicant do you feel need further work or development?

Describe any significant problems the applicant is experiencing, or concerns you have about their beliefs, attitudes or morals.

Please describe any limitations you are aware of that might restrict the applicant's participation and ministry in a camp setting.

RELATIONSHIPS

Please describe any area of the applicant's home or family life that would help our understanding of him or her. _____

Would you say that the applicant's friendships have a positive or less than positive influence on him or her? Please explain. _____

RECOMMENDATION

Would you be pleased to have your own children in the care of this individual?

Yes No. Why or why not? _____

What is your overall evaluation of the applicant?

Highly Recommend Recommend, but with these reservations/comments

Not able to recommend at this time.

REASONS / COMMENTS / RESERVATIONS: _____

APPLICANT EVALUATION – For each of the following characteristics, please circle the number that best describes the applicant. Comments are also helpful.

SPIRITUAL DISCIPLINES:					<input type="checkbox"/> I don't know because...	
Spiritual example:	Several inconsistencies 1	good role model 2	excellent integrity 3	4	5	<input type="checkbox"/>
Love for others:	Unaware/uncaring 1	thoughtful toward others 2	compassionate 3	4	5	<input type="checkbox"/>
Christian values:	Not always evident 1	consistent lifestyle 2	compassionate 3	4	5	<input type="checkbox"/>
Spiritual Maturity:	Lapse into immaturity 1	mature for age 2	high level of maturity 3	4	5	<input type="checkbox"/>

Witnessing by word/life:	Inconsistent 1	2	occasional 3	4	a lifestyle of witness 5	<input type="checkbox"/>
Use of spiritual gifts:	Poor steward 1	2	makes good effort 3	4	fully utilized 5	<input type="checkbox"/>
Personal bible study/prayer:	Irregular 1	2	consistent 3	4	diligent 5	<input type="checkbox"/>
PERSONALITY, CHARACTER & HEALTH:						<input type="checkbox"/> I don't know because...
Confidence:	Withdrawn 1	2	outgoing 3	4	sought by others 5	<input type="checkbox"/>
Emotional stability:	Over-responds 1	2	usually well-adjusted 3	4	very well -balanced 5	<input type="checkbox"/>
Self-control:	Undisciplined 1	2	usually discipline 3	4	very self-disciplined 5	<input type="checkbox"/>
Reputation:	Some issues unresolved 1	2	respected 3	4	above reproach 5	<input type="checkbox"/>
Integrity:	Occasionally suspect 1	2	consistent morals 3	4	high morals and values 5	<input type="checkbox"/>
Support of policies:	Might ignore some rules 1	2	respectful 3	4	applies assigned policies 5	<input type="checkbox"/>
Use of time:	Tends to procrastinate 1	2	diligent 3	4	purpose driven 5	<input type="checkbox"/>
Resistance to illness:	Often ill 1	2	usually healthy 3	4	rarely ill 5	<input type="checkbox"/>
Ability to pace oneself:	Soon exhausted 1	2	aware of limits 3	4	well able to adjust 5	<input type="checkbox"/>
LEADERSHIP & MINISTRY:						<input type="checkbox"/> I don't know because...
Work ethic:	Lazy 1	2	works well 3	4	sought by others 5	<input type="checkbox"/>
Constructive criticism:	Defensive 1	2	open to correction 3	4	highly responsive 5	<input type="checkbox"/>
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Check if you prefer a phone call from us to personally discuss any of the above.

Printed Name _____

Signature _____ Date _____

Thank you very much for your assistance!



Reference 2018

Employer/Teacher Reference

P.O. Box 725 Cobourg, ON K9A 4R5
Phone: (905) 372-4388 Fax: (905) 372-3080

EMPLOYER/TEACHER CONFIDENTIAL REFERENCE

NAME: _____

SCHOOL/BUSINESS NAME: _____

SCHOOL/BUSINESS ADDRESS: _____

DAYTIME PHONE #: (_____) _____

APPLICANT'S NAME: _____

POSITION APPLIED FOR: _____

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How long have you known the applicant for? _____

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STRENGTHS AND WEAKNESSES

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Describe any significant problems the applicant is experiencing, or concerns you have about their beliefs, attitudes or morals.

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- Highly Recommend Recommend, but with these reservations/comments
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Self-control:	Undisciplined 1	2	usually discipline 3	4	very self-disciplined 5	<input type="checkbox"/>
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Use of time:	Tends to procrastinate 1	2	diligent 3	4	purpose driven 5	<input type="checkbox"/>
Resistance to illness:	Often ill 1	2	usually healthy 3	4	rarely ill 5	<input type="checkbox"/>
Ability to pace oneself:	Soon exhausted 1	2	aware of limits 3	4	well able to adjust 5	<input type="checkbox"/>
LEADERSHIP & MINISTRY:					<input type="checkbox"/> I don't know because...	
Work ethic:	Lazy 1	2	works well 3	4	sought by others 5	<input type="checkbox"/>
Constructive criticism:	Defensive 1	2	open to correction 3	4	highly responsive 5	<input type="checkbox"/>
Initiative:	Needs prodding 1	2	leads when asked 3	4	initiates frequently 5	<input type="checkbox"/>
Reliability:	Irresponsible at times 1	2	dependable 3	4	completely trustworthy 5	<input type="checkbox"/>
Judgment:	Some poor decisions 1	2	shows wisdom 3	4	very discerning 5	<input type="checkbox"/>
Ability to communicate:	Not very vocal 1	2	able to express self well 3	4	great communicator 5	<input type="checkbox"/>
Leadership:	Follower 1	2	sometimes leads 3	4	recognized leader 5	<input type="checkbox"/>
Response to authority:	Rebellious 1	2	compliant 3	4	willing and ready 5	<input type="checkbox"/>
Heart for ministry:	Little evident calling 1	2	motivated 3	4	passion for ministry 5	<input type="checkbox"/>
RELATIONSHIPS:					<input type="checkbox"/> I don't know because...	
Attitude toward others:	Abrasive 1	2	well-liked 3	4	very friendly 5	<input type="checkbox"/>
Consideration of others:	Self-focused 1	2	puts others first 3	4	very considerate 5	<input type="checkbox"/>
Team player:	Independent worker 1	2	asset to the team 3	4	great team player 5	<input type="checkbox"/>
Cooperativeness:	Causes friction 1	2	generally cooperative 3	4	works well with others 5	<input type="checkbox"/>
Compassion and empathy:	Insensitive 1	2	sensitive to others 3	4	active love and concern 5	<input type="checkbox"/>
Ability to forgive:	Holds a grudge 1	2	seeks reconciliation 3	4	takes initiative to forgive 5	<input type="checkbox"/>
Conflict resolution:	Leaves issues unresolved 1	2	seek resolution 3	4	peace-maker 5	<input type="checkbox"/>
Respected by peers:	Tolerated by most 1	2	appreciated 3	4	looked up to by peers 5	<input type="checkbox"/>
Social maturity:	Can be immature 1	2	very similar to peers 3	4	social advanced 5	<input type="checkbox"/>

Check if you prefer a phone call from us to personally discuss any of the above.

Printed Name _____

Signature _____ Date _____

Thank you very much for your assistance!