



## PERSONAL REFERENCE - LUTHER SPRINGS

Applicant's Name: \_\_\_\_\_ Position Desired: \_\_\_\_\_

The above person has given us your name as a personal reference for a staff position at Luther Springs, Lutheran Outdoor Ministries of Florida. We hope you will carefully evaluate the applicant for us. Our goal is to provide quality staff to maintain the high program and safety standards of our ministry. We are seeking mature role models, who live out the Gospel message as servants to others.

Please read through the following categories. **Check as many descriptions as you feel apply to the applicant.** If these areas do not describe the applicant, please feel free to comment.

### 1. Working with Others:

- \_\_\_\_ Likes to do it alone
- \_\_\_\_ Is a team player
- \_\_\_\_ Likes it their way or not at all
- \_\_\_\_ Cooperative
- \_\_\_\_ Shares accomplishments

Comments: \_\_\_\_\_

### 2. Work Ethic:

- \_\_\_\_ Takes direction well, does what is asked.
- \_\_\_\_ Does what is asked, when convenient.
- \_\_\_\_ Self -motivated, does more than asked.
- \_\_\_\_ Is committed to a project to the end.
- \_\_\_\_ Does not finish tasks

Comments: \_\_\_\_\_

### 3. Enthusiasm:

- \_\_\_\_ Has an even disposition, not a lot of highs and lows
- \_\_\_\_ Has energy that spreads to others
- \_\_\_\_ Is enthusiastic, but insincere
- \_\_\_\_ Takes on new challenges willingly
- \_\_\_\_ Shows little outward enthusiasm

Comments: \_\_\_\_\_

### 4. Maturity:

- \_\_\_\_ Responsible, able to think things through for themselves
- \_\_\_\_ Reacts without thinking about actions
- \_\_\_\_ Is a positive role model for others
- \_\_\_\_ Would rather not have responsibility
- \_\_\_\_ Is able to relate well with different groups

Comments: \_\_\_\_\_

### 5. Community/Conflict:

- \_\_\_\_ Is willing to accept others regardless of beliefs
- \_\_\_\_ Can categorize people easily, generalizes
- \_\_\_\_ Deals with conflict in a healthy way
- \_\_\_\_ Lets problems build up
- \_\_\_\_ Tries to change the beliefs of others
- \_\_\_\_ Is easily upset by others

Comments: \_\_\_\_\_

### 6. Leadership

- \_\_\_\_ Has the ability to be a positive leader
- \_\_\_\_ Considers others opinions important
- \_\_\_\_ Is dominant and manipulative at times
- \_\_\_\_ Uses their temper as leadership tool
- \_\_\_\_ Likes to be in front leading
- \_\_\_\_ Would rather be a follower than a leader

Comments: \_\_\_\_\_

**7. Counseling Skills:**

- \_\_\_\_\_ Is sensitive to others feelings
- \_\_\_\_\_ Likes to share their own story
- \_\_\_\_\_ Good Listener
- \_\_\_\_\_ Mixes easily with others
- \_\_\_\_\_ Would command respect among campers
- \_\_\_\_\_ Doesn't have time for others
- \_\_\_\_\_ Believes trust must be earned

Comments: \_\_\_\_\_

**8. Faith to Share:**

- \_\_\_\_\_ Is always talking about their faith
- \_\_\_\_\_ Lives their faith out daily
- \_\_\_\_\_ Believes in sharing faith in the context of daily relationship
- \_\_\_\_\_ Knows what they believe
- \_\_\_\_\_ They have found it and want others to find it as well
- \_\_\_\_\_ Struggles with faith
- \_\_\_\_\_ Has all the answers

Comments: \_\_\_\_\_

9. What is the applicant's strongest asset?

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10. Any special talents?

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11. What is her/his biggest challenge?

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12. How long have you known the applicant? \_\_\_\_\_

13. In what capacity? \_\_\_\_\_

14. Would you be willing to have your child under her/his supervision at camp for one week?

15. Is there any reason why this applicant should not work with children 24 hours a day?

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Thank you for your time. Please return this form promptly to:  
 Luther Springs  
 Personnel  
 264 Vause Lake Rd.  
 Hawthorne, FL 32640  
 Fax: 352.546.1469  
 Phone: 352.546.5554  
 Questions or concerns, contact John Corneilson at the above number or at johnc@lomfla.org.

Your Name \_\_\_\_\_

Address \_\_\_\_\_  
 \_\_\_\_\_

Position \_\_\_\_\_

Phone No. \_\_\_\_\_

FAX No. \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_