



Camp Fire USA  
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Applicants:

\* Fill in your name and the position(s) below.

\* Have your reference people fill out this form. It may be submitted with your application or returned directly to us.

\* It is recommended that you tell your reference people something about the position(s) for which you are applying so they can give us good input.

An Equal Opportunity Employer

## Youth Reference Form

Your name has been given by \_\_\_\_\_ who has applied for the position of \_\_\_\_\_ at  Camp Dart-Lo (Day Camp) or  Camp Sweyolakan (Resident/Day Camp). Will you please give us your candid opinion of this person's qualifications? Your insight is an important part of the selection process and we very much appreciate your prompt, thorough, and honest response. THANK YOU for helping us select the best possible people to take part with our organization.

Bert Whitaker  
Camp Dart-Lo Director  
Extention 16

Peggy Clark  
Camp Sweyolakan Director  
Extention 13

This reference may be shared with the applicant upon his/her request.  YES  NO

### 1. How long and in what capacity have you known the applicant?

If employer, would you re-employ? \_\_\_\_\_ If not, please explain:

### 2. In your judgment, how competent is the applicant in accomplishing what he or she sets out to do, as demonstrated in work, at school, on the job, or in a position of responsibility?

- \_\_\_\_\_ **Outstanding:** Extremely competent
- \_\_\_\_\_ **Good:** Quite competent, follows up
- \_\_\_\_\_ **Adequate Performance**
- \_\_\_\_\_ **Below Average:** Doubtful performance, sometimes does not follow through or abandons projects
- \_\_\_\_\_ **Poor:** Incompetent; shows little initiative or follow-up

Comment briefly on your rating, considering such qualities as dependability, initiative, motivation and interest, type of supervision needed, self-confidence, etc.

### 3. Campers must adapt to different living conditions, camp food and traditions. How would you rate the applicant's adaptability and flexibility?

- \_\_\_\_\_ **Outstanding:** Exceptionally mature and emotionally stable, highly effective even in periods of stress
- \_\_\_\_\_ **Good:** Mature and stable
- \_\_\_\_\_ **Average**
- \_\_\_\_\_ **Below Average:** There is reason to believe the applicant may not hold up well under stress and high expectations
- \_\_\_\_\_ **Poor:** Applicant is unstable and unable to perform in this position

Please comment briefly, considering such qualities as the ability to work alone and under pressure, flexibility, and good judgment.

**4. Campers live with other campers and children of various races, religions, and backgrounds. How would you rate the applicant on relationships with other people?**

- \_\_\_\_\_ **Outstanding:** Works well alone or in groups, can lead or follow as the occasion demands. Exceptionally respectful of others
- \_\_\_\_\_ **Good:** Works very well with others, highly respectful
- \_\_\_\_\_ **Average:** Sometimes accepting, occasionally not
- \_\_\_\_\_ **Below Average:** There is a reason to believe he/she will have difficulties working towards inclusiveness and acceptance
- \_\_\_\_\_ **Poor:** Cannot work effectively with others

Please comment on applicant's understanding of others' viewpoints, ability to communicate, sense of humor, etc.

**5. Please comment on applicant's style of dealing with younger children and peers. What level of patience has he or she exhibited?**

**6. Based on your experience with the applicant, how would you rate their ability to plan with and/or guide a group of 6-10 youth?**

- \_\_\_\_\_ **Outstanding:** Works extremely well with younger children and peers; encourages creativity and involvement
- \_\_\_\_\_ **Good:** Works very well with others, they enjoy being with him/her
- \_\_\_\_\_ **Average:** Enjoys working with younger children and peers, sets a good example
- \_\_\_\_\_ **Poor:** Cannot work effectively with younger children or peers
- \_\_\_\_\_ **Do Not Know:** Have not seen applicant interact with children or peers
- \_\_\_\_\_ **Not Applicable:** Will not be working with younger children or peers

**7. Please describe any reservations you have or potential weaknesses you see in the applicant as a youth leader.**

**8. Are you aware of any inappropriate relationships the applicant has had with peers or younger children?**

**9. OVERALL RECOMMENDATION**

- \_\_\_\_\_ I recommend the applicant without reservation as an excellent prospect for the position for which he/she has applied.
- \_\_\_\_\_ I would recommend the applicant as a good prospect for the position for which he/she has applied.
- \_\_\_\_\_ I have reservations, but feel there is a reasonable chance of success for the position for which he/she has applied.
- \_\_\_\_\_ I have substantial doubts about the applicant.
- \_\_\_\_\_ I feel the applicant is unsuited for the position for which he/she has applied.
- \_\_\_\_\_ I feel the applicant is unsuited for the position listed.

**11. Other Comments:** (feel free to attach additional sheets)

Signature \_\_\_\_\_

Date \_\_\_\_\_

Relationship to Applicant \_\_\_\_\_

Name (Please Print) \_\_\_\_\_

Position \_\_\_\_\_

Address \_\_\_\_\_

Daytime Phone \_\_\_\_\_

Evening/Cell Phone \_\_\_\_\_

May we call you for further information?  Yes  No E-mail address: \_\_\_\_\_

What is the best way/time to reach you? \_\_\_\_\_