



Complete and Mail to:

Bird River Bible Camp - Eikona Registrar

Box 11250, Lac du Bonnet, MB, R0E 1A0

Or Email to: info@birdriver.net

Before you send in your form, have you:

- Completed this application in full
- Included a Personal Declaration of Christian Commitment
- Read, signed, and included the "Eikona Student Expectations" form
- Sent "Reference for Eikona Student" forms to three references
- Included a copy of your High School Transcript

Student Information - Please print.

First Name: _____ **Last Name:** _____
Date of Birth: _____ **Age:** _____ **Gender:** Male: Female:
Address: _____ **City:** _____ **Province:** _____
Postal Code: _____ **Email:** _____ **Cell:** _____
Home: _____ **Work:** _____ **Driver's License:** Yes: No: **Class:** _____
Social Insurance Number: _____ **Citizenship:** _____

Medical Information - Attach a note with more details if necessary.

MHSC #: _____ **Personal #:** _____ **Medication:** Names/Dosage: _____
Allergies: Type(s): _____
Special Diet: Details: _____ **Asthma:** **Diabetes:**
Epilepsy: **Special Care:**
Would anything limit your full involvement in this program: Yes: No: **Details:** _____

Contacts - In an emergency the contacts will be notified (Father, Mother, Uncle, Aunt, Grandparents, etc.)

Contact Name: _____ **Relationship:** _____
Address: _____ **City:** _____ **Province:** _____
Postal Code: _____ **Email:** _____
Home: _____ **Work:** _____ **Fax:** _____ **Cell:** _____
Contact Name: _____ **Relationship:** _____
Address: _____ **City:** _____ **Province:** _____
Postal Code: _____ **Email:** _____
Home: _____ **Work:** _____ **Fax:** _____ **Cell:** _____
Doctor's Name: _____ **Hospital:** _____ **Phone:** _____

Church Information

Home Attend: _____ **City:** _____ **Phone:** _____
Current Church: _____ **City:** _____ **Phone:** _____
Member: Yes: No: **Church:** _____ **City:** _____ **Phone:** _____
Church Attendance: Regularly Attend Occasionally Attend Seldom Attend Never Attend
Senior Pastor's Name: _____ **Email:** _____ **Phone:** _____
Youth Pastor's Name: _____ **Email:** _____ **Phone:** _____

Getting To Know You

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? _____

Who is the person who has been most influential in developing you as a person and why? _____

Your Christian Experience

Briefly describe when and how you came to faith in Christ: (use more paper if necessary) _____

Who is Jesus Christ to you? Describe your relationship to Him as it stands today: _____

Describe the church you now attend and what commitment you have to that body of believers: _____

What evidence or fruit can you show that you are presently growing in your Faith: _____

List your current and past involvement in the church and para-church ministries (including dates). Also include volunteer and community involvement as well as any experience you have had in residential camping. _____

Describe any leadership opportunities or positions you have had. _____

Outline a conversation you may have with a close friend who asks you if Jesus Christ is the only way to Heaven or not. _____

What do you like to do in your spare time? _____

References

Please provide the names of three people at least 18 years of age who know you well and have agreed to act as your references. At least one should be a Christian worker (Pastor, Youth Pastor, College and Christian Group Leader, College and Career Leader, etc). Please do not use relatives or Bird River Bible Camp Staff members.

Send each reference a copy of both sides of the "Eikona Student Reference" form. It is your responsibility to make sure they send the reference directly to the eikona Registrar. **We cannot process your application until we receive all three references.**

Reference Name: _____ Relationship: _____
Address: _____ City: _____ Province: _____
Postal Code: _____ Email: _____
Home: _____ Work: _____ Fax: _____ Cell: _____

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Address: _____ City: _____ Province: _____
Postal Code: _____ Email: _____
Home: _____ Work: _____ Fax: _____ Cell: _____

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Address: _____ City: _____ Province: _____
Postal Code: _____ Email: _____
Home: _____ Work: _____ Fax: _____ Cell: _____

If Accepted in the Program...

I understand that all information given in this application and any other correspondence between myself and the Eikona Program as operated by Bird River Camping Inc. including but not limited to the contents of the reference forms and electronic mail will be kept in accordance with the Bird river Camping Inc. privacy Policy (view @ birdriver.net). I also understand that I am required to fill out and attach the "Eikona Student expectations" form and that any breach of that form may result in immediate dismissal from the Eikona Program and any other related activities. It is my responsibility to disclose any situation, between the time of signing this application and the conclusion of the eikona Program and any other related activities, that puts me in breach of the "Eikona Student expectations" form as well as any criminal charges or convictions.

Applicants Signature

Date



Eikona Student Expectations Form

Purpose

Eikona (Bird River Camping Inc.) desires to glorify God through the discipleship and training of young students and leaders within a community based experience built on spiritual growth, discovery and adventure with an emphasis on outdoor pursuits and personal development within the context of a residential camping experience

Some of our Objectives

- To present Jesus Christ to the world
- To be oriented to the needs of the whole person and to serve them as effectively as possible
- To operate as an extension of the local Christian Church and its ministry
- To train God's people in His Word and to be part of the maturing process for His servants
- To challenge God's people to higher levels of service and Biblical Knowledge
- To provide new outdoor experiences and activities to challenge participants
- To provide for the community of believers
- To practise the greatest commandment

Goal for our Students

Our Goal for our students is to be able to provide for them a community based learning environment based on an emphasis on outdoor pursuits and discipleship and to create a viable ministry opportunity to serve the Lord in a way that will allow them to grow as individuals in Christ as well, to learn and be leaders as part of a team all the while showing the love of Christ.

For this end it is absolutely necessary that all eikona Students pursue maturity in spirituality, godliness, and faith without unnecessary distraction. Eikona strives in God's grace to provide a spiritual environment that will aid in this goal.

All students that apply for the Eikona Program must therefore agree to the following statements in an effort to reach these goals. Any person who cannot, in good conscience, agree with the following statements is recommended to find a program more suitable to their beliefs.

Statement of Faith

- **The Word of God:** We believe that the Bible is the Word of God, fully and verbally inspired by the Holy Spirit. We believe that the Bible in its original manuscript is free from all falsehood or mistake and so is entirely true and trustworthy in all its assertions on all matters of natural and theological fact and that it has supreme authority in all matters of faith and conduct.
- **The Trinity:** We believe that there is one living and true God, eternally existing in three persons; that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence and redemption.
- **God the Father:** We believe in God, the Father, an infinite personal spirit, perfect in holiness, wisdom, power and love. We believe that He concerns Himself mercifully in the affairs of men, that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ.
- **Jesus Christ:** We believe in Jesus Christ, God's only begotten son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into Heaven, perpetual intercession for His people, and personal visible return to earth.
- **Holy Spirit:** We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness, judgment, and to regenerate, sanctify, and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ, and that He is an abiding helper, teacher and guide.
- **Regeneration:** We believe that all men are sinners by nature and by choice and are, therefore, under condemnation. We believe that the Holy Spirit regenerates those who repent and trust Jesus Christ to cleanse them of their sins.
- **The Church:** We believe in the universal church, a living spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work and fellowship. We believe that God has laid upon the members of the local church the primary task of giving the gospel of Jesus Christ to a lost world.
- **Christian Conduct:** We believe that a Christian should live for the glory of God and the well being of his fellow men; that his conduct should be blameless before the world; that he should be a faithful steward of his possessions; and that he should seek to realize for himself and others the full stature of maturity in Christ.
- **The Ordinances:** We believe that the Lord Jesus Christ has committed two ordinances to the local church, baptism and the Lord's Supper. We believe that Christian baptism is the immersion of a believer in water into the name of the triune God. We believe that Christ instituted the Lord's Supper for the commemoration of His death. We believe that those two ordinances should be observed and administered until the return of our Lord Jesus Christ.

- Religious Liberty: We believe that every human being has direct relations with God, and is responsible to God alone in all matters of faith; that each church is independent and must be free from interference by any ecclesiastical or political authority; that therefore, Church and State must be kept separate as having differing functions, each fulfilling its duties free from dictation or patronage of the other.
- Last Things: We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His kingdom. We believe in the resurrection of the body, the final judgment, the eternal felicity of the righteous, and the endless suffering of the wicked.

Student Standards

- Obey the law and act as responsible citizens. For example, this prohibits the use of illegal substances, which include but are not limited to marijuana and other non-medical drugs, disrespect or borrowing without permission the property of others, and disregard for the rules of the road when driving.
- Obey the highest command: to love God and one another. Love for God is to fear and obey him willingly. To love one another as defined in God's Word includes "doing to others what you would have them do to you" (Matt. 7:12), avoiding favoritism or prejudice (James 2:8-9), and putting the needs and interests of others in front of one's own (Phil. 2:3-4)
- Refrain from practices which are condemned by God in the Bible. These include but are not limited to drunkenness (Eph. 5:18), swearing or use of profane language (Eph. 4:29, James 3:1-12), harassment (John 13:34-35, Rom. 12:9-21, Eph. 4:31), all forms of dishonesty including cheating and stealing (Prov. 12:22, Col. 3:9, Eph. 4:28), abortion (Ex. 20:13, Ps. 139:13-16), involvement in the occult (Acts. 19:19, Gal. 5:19), and sexual sins including premarital sex, adultery, homosexual behavior, and viewing of pornography (1Cor. 6:12-20, Eph. 4:17-24, 1Thess. 4:3-8, Rom. 2:26-27, 1Tim. 1:9-10).
- Use careful judgment in the exercise of personal freedom. (Gal. 5:16-6:10, Rom. 12:1-15:13, 1Cor. 8:9-13, 13:1-13, Eph. 4:17-6:18, Col. 3:1-4:6, 1Thess. 4:1-5:24) This entails the responsible use of time and material resources, and the honest pursuit of spiritual growth including regular attendance of scheduled student meetings, chapel, and other student events. It also requires that students abstain from the use or possession of alcohol, tobacco, other forms of substance abuse, and gambling, and that students maintain modest, inoffensive behavior and relationships. Students agree to remain above reproach in terms of remaining out of the residential quarters of the opposite sex.
- These statements of belief and standards are not meant to bind students to legalism but to rather free them to pursue complete godliness in an environment as free as possible from distractions. Certain standards may not necessarily be commanded by scripture but are deemed necessary to maintain this desired environment as well as to be an example to the world.

Eikona Student Understanding

- The Student will, throughout their time in association with Bird River Camping Inc., further the aims and goals and uphold the standards of the camp and the Eikona Program.
- The Eikona Program promises to provide a challenge in ministry opportunity, day-to-day supervision and guidance, love, acceptance, care, room and board and a positive learning experience throughout the duration of the students time in the Eikona Program.
- Should the best interest of the Eikona Program warrant or in the event there is a deliberate breach of the Student requirements as outlined in the Student Expectations Form, and without notice, at the sole discretion of the Program Director, this understanding and the stay of the undersigned may be ended.

The signing of this understanding confirms my agreement with and acceptance of the Student Expectations Form and that I have read and concur with the Bird River Camping Inc. Statement of Faith. I, the undersigned covenants to disclose any charges or convictions that have occurred up to and after the date of the commencement of the program and until the end of the program.

Applicant's Signature **Date**

Program Director's Signature **Date**



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APPLICANT INFO COMPLETE THIS SECTION BEFORE GIVING THIS FORM TO YOUR REFERENCE

Name: _____ Phone: () _____ Position(s) applied for: _____

Applicant: Please provide the above information, sign below and give a copy to each of your three references along with a stamped envelope addressed to Eikona Registrar. A reference must be someone who knows you well and is 18 years of age or older. At least one reference should be a Christian worker (e.g. pastor, small group leader, teacher, etc.) **Note:** We cannot process your application until all three references are received. It is not our responsibility to contact late references.

Waiver Statement: "I authorize the release of the disclosed information by the person completing this reference form and waive any right or privilege to inspect or challenge its contents. I understand that this information will be held in strict confidence by the administrative employees of Eikona / Bird River Bible Camp and that it will not be released to anyone else without the permission of the applicant, except when such disclosure is required by law". See Privacy Policy @ www.birdriver.net

Signature of Applicant: _____ Date: _____

Signature of Parent (if applicant under 18 years): _____

Mail to: Eikona Registrar, Box 11250, Lac du Bonnet, Manitoba, R0E 1A0

e-mail: info@birdriver.net website: www.eikona.birdriver.net

Phone: (877) 897-5506 Fax: (204) 345-8677

REFERENCE INFO NOTE: THE INFORMATION YOU PROVIDE IN THIS REFERENCE WILL BE HELD IN CONFIDENCE

Name: _____ Phone: () _____ Organization: _____

Work Phone: () _____ Home Phone: () _____ Fax: () _____

Address: _____ City: _____ Province: _____ Postal Code: _____

e-mail: _____ website: _____

Please provide the following information about the applicant to the best of your knowledge, and mail or fax this form as soon as possible. Please be aware that we cannot process this person's application until we have received this form. Any further information beyond the scope of this form, please include on a separate sheet.

YOUR EXPERIENCE WITH THE APPLICANT

- How long have you known the applicant? _____ In what capacity / relationship? _____
- How well do you know the applicant? Not very well fairly well very well very close relationship
- How recent is your contact with this individual? more than a year since corresponding more than a year since seeing in person we have interacted in person in the past year current and regular contact
- Have you had the opportunity in the past eight months to observe the applicant in a leadership role? yes no. How well has the applicant managed these responsibilities? _____

SPIRITUAL LIFE AND CHARACTER (PLEASE COMPLETE IF THIS RELATES TO YOUR EXPERIENCE WITH THE APPLICANT)

• To your knowledge, is the applicant a Christian? yes no How long? _____ What evidence have you seen of the applicant's spiritual maturity and relationship with Christ? _____

• Please summarize the applicant's past and current commitment and involvement in church and/or para-church ministries. _____

STRENGTHS AND WEAKNESSES

- What strengths do you see the applicant having (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. _____

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 recommend this applicant to the Eikona Discipleship Program? Highly recommend Recommend but with these reservations / comments Not able to recommend at this time

REASONS / COMMENTS / RESERVATIONS: _____

PERSONAL EVALUATION

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

SPIRITUAL DISCIPLINES:					OTHER COMMENTS?	<input type="checkbox"/> I DON'T KNOW BECAUSE...
Spiritual example:	several inconsistencies 1	2	good role model 3	4	excellent integrity 5	<input type="checkbox"/>
Love for others:	unaware/uncaring 1	2	thoughtful toward others 3	4	compassionate 5	<input type="checkbox"/>
Christian values:	not always evident 1	2	consistent lifestyle 3	4	achieves high standards 5	<input type="checkbox"/>
Spiritual maturity:	lapses into immaturity 1	2	mature for age 3	4	high level of maturity 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 AND HEALTH:					OTHER COMMENTS?	<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 disciplined 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"/>
Health and vitality:	some limitations 1	2	generally healthy 3	4	very physically fit 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 AND MINISTRY:					OTHER COMMENTS?	<input type="checkbox"/> I DON'T KNOW BECAUSE...
Work Ethic:	lazy 1	2	works well 3	4	industrious 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"/>
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Heart for ministry:	little evident calling 1	2	motivated 3	4	a passion for ministry 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"/>

RELATIONSHIPS:					OTHER COMMENTS?	<input type="checkbox"/> I DON'T KNOW BECAUSE...
Attitude toward others:	abrasive 1	2	well-liked 3	4	very friendly 5	<input type="checkbox"/>
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SIGNATURE OF REFERENCE: _____ **DATE:** _____ **CALL ME ABOUT MY REFERENCE**



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Signature of Applicant: _____ Date: _____

Signature of Parent (if applicant under 18 years): _____

Mail to: Eikona Registrar, Box 11250, Lac du Bonnet, Manitoba, R0E 1A0

e-mail: info@birdriver.net website: www.eikona.birdriver.net

Phone: (877) 897-5506 Fax: (204) 345-8677

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Name: _____ Phone: () _____ Organization: _____

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Address: _____ City: _____ Province: _____ Postal Code: _____

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- Would you recommend this applicant to the Eikona Discipleship Program?
 Highly recommend Recommend but with these reservations / comments Not able to recommend at this time

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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"/>
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Judgment:	some poor decisions 1	2	shows wisdom 3	4	very discerning 5	<input type="checkbox"/>
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APPLICANT INFO COMPLETE THIS SECTION BEFORE GIVING THIS FORM TO YOUR REFERENCE

Name: _____ Phone: () _____ Position(s) applied for: _____

Applicant: Please provide the above information, sign below and give a copy to each of your three references along with a stamped envelope addressed to Eikona Registrar. A reference must be someone who knows you well and is 18 years of age or older. At least one reference should be a Christian worker (e.g. pastor, small group leader, teacher, etc.) **Note:** We cannot process your application until all three references are received. It is not our responsibility to contact late references.

Waiver Statement: "I authorize the release of the disclosed information by the person completing this reference form and waive any right or privilege to inspect or challenge its contents. I understand that this information will be held in strict confidence by the administrative employees of Eikona / Bird River Bible Camp and that it will not be released to anyone else without the permission of the applicant, except when such disclosure is required by law". See Privacy Policy @ www.birdriver.net

Signature of Applicant: _____ Date: _____

Signature of Parent (if applicant under 18 years): _____

Mail to: Eikona Registrar, Box 11250, Lac du Bonnet, Manitoba, R0E 1A0

e-mail: info@birdriver.net website: www.eikona.birdriver.net

Phone: (877) 897-5506 Fax: (204) 345-8677

REFERENCE INFO NOTE: THE INFORMATION YOU PROVIDE IN THIS REFERENCE WILL BE HELD IN CONFIDENCE

Name: _____ Phone: () _____ Organization: _____

Work Phone: () _____ Home Phone: () _____ Fax: () _____

Address: _____ City: _____ Province: _____ Postal Code: _____

e-mail: _____ website: _____

Please provide the following information about the applicant to the best of your knowledge, and mail or fax this form as soon as possible. Please be aware that we cannot process this person's application until we have received this form. Any further information beyond the scope of this form, please include on a separate sheet.

YOUR EXPERIENCE WITH THE APPLICANT

- How long have you known the applicant? _____ In what capacity / relationship? _____
- How well do you know the applicant? Not very well fairly well very well very close relationship
- How recent is your contact with this individual? more than a year since corresponding more than a year since seeing in person we have interacted in person in the past year current and regular contact
- Have you had the opportunity in the past eight months to observe the applicant in a leadership role? yes no. How well has the applicant managed these responsibilities? _____

SPIRITUAL LIFE AND CHARACTER (PLEASE COMPLETE IF THIS RELATES TO YOUR EXPERIENCE WITH THE APPLICANT)

• To your knowledge, is the applicant a Christian? yes no How long? _____ What evidence have you seen of the applicant's spiritual maturity and relationship with Christ? _____

• Please summarize the applicant's past and current commitment and involvement in church and/or para-church ministries. _____

STRENGTHS AND WEAKNESSES

• What strengths do you see the applicant having (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. _____

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 recommend this applicant to the Eikona Discipleship Program? Highly recommend Recommend but with these reservations / comments Not able to recommend at this time

REASONS / COMMENTS / RESERVATIONS: _____

PERSONAL EVALUATION

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

SPIRITUAL DISCIPLINES:					OTHER COMMENTS?	<input type="checkbox"/> I DON'T KNOW BECAUSE...
Spiritual example:	several inconsistencies 1	2	good role model 3	4	excellent integrity 5	<input type="checkbox"/>
Love for others:	unaware/uncaring 1	2	thoughtful toward others 3	4	compassionate 5	<input type="checkbox"/>
Christian values:	not always evident 1	2	consistent lifestyle 3	4	achieves high standards 5	<input type="checkbox"/>
Spiritual maturity:	lapses into immaturity 1	2	mature for age 3	4	high level of maturity 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 AND HEALTH:					OTHER COMMENTS?	<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 disciplined 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"/>
Health and vitality:	some limitations 1	2	generally healthy 3	4	very physically fit 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 AND MINISTRY:					OTHER COMMENTS?	<input type="checkbox"/> I DON'T KNOW BECAUSE...
Work Ethic:	lazy 1	2	works well 3	4	industrious 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"/>
Leadership:	follower 1	2	sometimes leads 3	4	recognized leader 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"/>
Commitment:	does bare minimum 1	2	dependable 3	4	above call of duty 5	<input type="checkbox"/>
Support of leadership:	critical of authority 1	2	generally respectful 3	4	reliably supportive 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	a passion for ministry 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"/>

RELATIONSHIPS:					OTHER COMMENTS?	<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 and caring 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	seeks resolution 3	4	a 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	socially advanced 5	<input type="checkbox"/>

SIGNATURE OF REFERENCE: _____ **DATE:** _____ **CALL ME ABOUT MY REFERENCE**