



# Flathead Lutheran Bible Camp

## 2024 Reference Questionnaire

### To be completed by the applicant:

Name: \_\_\_\_\_ Position you are applying for: \_\_\_\_\_

Thank you for serving as a reference for a potential member of our 2024 Summer Staff. This reference will be confidential and will not be shared with the applicant. Please contact us directly at [karen@flbc.net](mailto:karen@flbc.net). We would be happy to set up a phone call if you prefer to give a verbal recommendation.

Signature of applicant \_\_\_\_\_ Date \_\_\_\_\_

The above named person has applied to serve on the summer staff at Flathead Lutheran Bible Camp and has listed you as a reference. As we will be serving a wide variety of campers and guests this summer, we need your help in evaluating this person's potential in working with children and adults in our ministry. Your sincere and candid response regarding this person's character and ability is appreciated.

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

**On each of the following questions, please check the phrase which most accurately describes the applicant's behavior.**

2. How well is this person able to direct and influence others along definite lines of action?

- Exceptional leader; inspires others along desired lines of action
- Very successful in leading others
- Normally successful in directing and leading others
- Usually follows the lead of others
- Poor leader; incapable of directing others

3. How well does this person work with associates for the good of the group?

- Exceptionally successful in working with others and inspiring confidence
- Cooperates willingly and actively; makes things go smoothly
- Cooperates but not whole-heartily, does only what is required
- Gives limited cooperation; neglects the common good for their own interests
- Cooperates grudgingly; makes trouble and obstructs the group's efforts

4. How does this person react to suggestions or criticisms by others?

- Invites criticisms and suggestions; always wanting to improve
- Follows suggestions willingly; open to improvement
- Listens to suggestions but often acts without considering them
- Resents suggestions or alternative ideas
- Takes suggestions and criticisms as a personal insult

5. How well does this person follow through on tasks and assignments?

- Exceptional perseverance; does more than expected
- Energetic; industrious; dependable at all times
- Satisfactorily completes assigned tasks on their own accord
- In different unless deeply interested; may not finish tasks
- Needs constant prodding and supervision to complete work

Please comment briefly on the following items, giving specific examples when you have had firsthand experience. If you have no knowledge, please state so.

6. Starting with the most important, please comment to the top 3 ways in which this individual could improve their work performance.

7. Starting with the most important, please comment on the top 3 work related strengths of this individual.

8. Ability to lead campers toward a growing Christian faith: ability to lead devotional time, worship, or influence young lives in a Christian way.

9. Would you recommend that this person be responsible for the care and supervision of children for a lengthy period of time? Rate this person by circling a number from ten to one.

Definitely Yes 10 9 8 7 6 5 4 3 2 1 Definitely Not

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

Print Name \_\_\_\_\_ Telephone \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

**Please return this document directly to FLBC no later than March 11, 2024**

Staff applications cannot be considered until references are received.  
Thank you for your time and your help in this ministry.

Karen Rumage, Program Director  
603 S Main St  
Kalispell, MT 59901

If you have any questions, you can contact Karen Rumage at 406-696-7559 or karen@flbc.net