

YOUNG LIFE BEYOND MALIBU CHARACTER REFERENCE FORM

_____ (Applicant's name) has applied to be on volunteer staff for the Young Life Beyond Malibu adventure camping program as _____ (position(s) applying for).

The purpose of the Beyond program is to take participants who are high school age and older on a rugged outdoor experience in British Columbia to spend a week or two learning about and growing in their relationship with God, others, and themselves. The demands made on those in a **guide position** are far-reaching physically, emotionally, and spiritually and require strong leadership, a strong Christian example and the ability to work well with a team. A person unqualified for this work will find no satisfaction in attempting it. A **base camp support staff position** will require willing service and participation in Christian community. We appreciate you taking time to fill out this reference form as completely and honestly as possible. This information will be kept confidential. Indicate those areas you feel unqualified to evaluate as N.O. (Not Observed). If you need additional space for comments please attach an additional sheet of paper.

Return the completed form to the Beyond Malibu office (do not return it to the applicant) no later than January 1st for guide applicants and January 15th for base camp staff applicants. Mail to Beyond Malibu, Staff Selection Committee, P.O. Box 15662, Seattle, WA 98115 or fax to (206) 525-1207 or E-mail to beyondmalibu@beyondmalibu.younglife.org. Please call with any questions: (206) 525-0791.

Your Name _____ Age _____ Date _____
Your Address _____ Phone _____ Email _____

1. How long and under what circumstances have you known the applicant? Be specific.

2. List what you have observed to be this person's strengths:
 - 1.
 - 2.
 - 3.
 - 4.

3. List what you have observed to be this person's weaknesses:
 - 1.
 - 2.
 - 3.
 - 4.

4. In what area(s) would you like to see him/her grow?

Please check the box that you feel best describes the applicant. Make additional comments in the space provided citing any examples that will help us understand your recommendations

5. SPIRITUAL MATURITY

This takes into account an individual's love of God: length and depth of commitment to Christ: knowledge of and belief in the basic tenants of the Christian faith: actions toward growth in faith and knowledge of God e.g. involvement in fellowship, worship, study, prayer, time alone: knowledge of scripture: a life that reflects the lordship of Christ, an ecumenical outlook...

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Immature	Average	Growing	Unusual spiritual insight and eager pursuit of God

- a. To your knowledge how long has he/she been a Christian? _____
- b. Please share some examples of Spiritual maturity that you have observed in this applicant.

6. MINISTRY EXPERIENCE(GUIDE AND LEADERSHIP APPLICANTS ONLY)

a. Involvement with a church or para-church ministry. _____ _____ _____ _____
Not involved Frequent participation Active participation Deeply involved participation

b. List this person’s involvement in church or parachurch ministry that you are aware of:

c. Experience with youth _____ _____ _____ _____
No Experience Minimal experience Growing leadership Provides excellent leadership

d. List experience in youth ministry that you are aware of:

e. What evidence do you have that he/she has the desire to develop relationships through one-on-one interaction?

f. Do you know that he/she can make the plan of salvation clear to non-Christians? Give examples of your observing the participant demonstrating this ability.

g. Do you know that he/she can disciple other Christians? Give examples of your observing the participant demonstrating this skill.

7. INTERPERSONAL SKILLS

a. Social Acceptance. _____ _____ _____ _____
How does the applicant's personality affect others? Tolerated Accepted Well-liked Sought after

b. Sensitivity _____ _____ _____ _____
Slow to respond Fairly responsive Thoughtful and considerate Unusual insight and understanding

c. Give examples of your observations of the applicants demonstrating sensitivity.

d. Vulnerability. _____ _____ _____ _____
Does not display this quality Little vulnerability in expression of self Growing in genuine and open expression Extremely open and genuine

e. Give examples of your observations of the applicant demonstrating vulnerability.

8. LEADERSHIP

a. Leadership abilities. _____ _____ _____ _____
Is this person someone others want to follow? Never leads Fair Average Exceptional

b. In what ways have you observed this person demonstrating responsible and mature leadership? Be specific.

9. TEAMWORK

a. Working with others

<input type="checkbox"/>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>
	Works best alone		Works fairly well with others		Works well with others	Works exceptionally well with others

b. List situations in which you have seen this applicant demonstrating ability to work with others and an ability to resolve issues that come up in the team setting.

c. Ability to work and relate with the opposite sex.

<input type="checkbox"/>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>
	Needs to grow		Growing in ability to relate		Works and relates well in all settings	Works and relates exceptionally well

d. List situations in which you have seen this applicant demonstrate an ability to work and relate appropriately with opposite sex.

10. TEACHABLE/FLEXIBLE

a. Is this person able to adapt new and unpredictable situations?

<input type="checkbox"/>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>
	Hard to adjust		Can adjust		Adjusts well	Very adaptable

b. List situations in which you have seen this applicant demonstrate an ability to adjust to new and unpredictable situations.

c. Is the applicant willing to be taught by others? Can he/she take constructive criticism?

<input type="checkbox"/>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>
	Unwilling		Indifferent		Usually desirous	Eager desire

d. Give examples of times when the applicant was willing to be taught by you or others.

e. Ability to take direction from authority figures as appropriate.

<input type="checkbox"/>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>
	Unwilling		Indifferent		Usually willing	Outstanding

f. Give examples of when you have observed the applicant's ability to take direction from an authority figure.

11. SERVANT ATTITUDE

a. Ability to lead through serving others. Ability to work hard.

<input type="checkbox"/>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>
	Unwilling		Indifferent		Usually willing	Outstanding

b. Give evidence of when you have seen this applicant demonstrate servant leadership.

12. MATURITY

a. Emotional stability. How does the applicant react in stress situations?

<input type="checkbox"/>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>
	Somewhat unstable		Fairly well balanced		Well balanced	Consistently well balanced

b. Give examples of how you have seen this person react under stress.

c. Responsibility

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unable to assume responsibility	Fairly responsible	Average usually follows through	Very responsible and self-motivated

d. Give examples of when you have observed this applicant show responsibility.

e. Does this person use humor appropriately?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Often uses humor inappropriately	Occasionally inappropriate	Usually appropriate	Consistently uses humor appropriately

f. Please comment on this person's sense of humor.

13. **PERSONAL**

a. Appearance

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Careless			Well Kept

b. General health and fitness.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poor	Fair	Good consistent fitness	Extremely strong and fit

c. Poise. What is the applicant's public demeanor?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lacking in confidence	Exhibits little self-confidence	Moderately self-confident	Self-confident

d. Please give your observations of this person's level of confidence.

14. I recommend this applicant for (Please check appropriate blanks)

GUIDE BASE CAMP STAFF
I recommend wholeheartedly. I recommend. I do not recommend.

SIGNATURE _____

Please send this completed form to the Beyond Malibu office no later than January 1st for guide applicants or January 15th for base camp applicants. THANK YOU!