



TVR CHRISTIAN CAMP

APPLICATION FOR EMPLOYMENT

New Life Fellowship/TVR Christian Camp and Retreat Center is a non-profit, non-denominational organization, non-discriminatory on the basis of age, sex, marital status, race or national origin.

PERSONAL

1. Name _____ Male/Female
2. Current Address _____ City, State, Zip _____
3. Permanent Address (if different) _____
4. Telephone Numbers: Home (_____) Cell (_____)
5. Emergency Contact Name: _____ Phone Number: _____ Relationship: _____
6. Date of Birth _____ Age _____ Social Security # _____ - _____ - _____
7. Email address _____
8. Name on Facebook _____

EDUCATION

1. Last grade completed by the time you arrive at TVR: _____
2. School you attend: _____
3. Major (College and Graduate Students): _____

Last Day of Spring Semester: _____

First Day of Fall Semester: _____

EMPLOYMENT HISTORY

Please identify any employer for whom you have worked in the last two years, starting with most recent:

Employer	Dates Employed	Supervisor	Phone Number
1.			
2.			

Please identify your reason for leaving for each of your previous employers

CHURCH

1. Where do you attend church? _____
2. Pastor's name: _____
3. Church Phone Number: _____
4. Describe your involvement in your church:

CAMP & MINISTRY EXPERIENCE

1. Have you ever attended TVR as a camper? (If so, briefly tell us about your experience.)
2. Have you ever worked at another faith-based camp or retreat center? (If so, briefly tell us about your experience.)
3. Have you ever worked or volunteered in a ministry? (If so, briefly tell us about your experience.)
4. Have you ever gone on a mission trip? (If so, briefly tell us about your experience.)

GENERAL INFORMATION

1. Please read the Statement of Faith attached to this application before answering:

Do you agree with the Statement of Faith and the Standards of Conduct at TVR Christian Camp? _____
2. Have you ever been convicted of a crime of any nature? _____
If Yes, on a separate sheet of paper, please explain.
3. Are there any facts or circumstances involving you or your background that would call into question your being entrusted with the supervision, care and/or guidance of children? _____
If Yes, on a separate sheet of paper, please explain.
4. Do you use tobacco products? _____
5. Do you consume alcoholic beverages? _____
6. Do you have any physical, mental or sensory impairment that would limit your ability to perform the essential functions of your desired position with or without reasonable accommodations? _____
If Yes, please explain:

7. Have you had any first aid training? If so, specify: _____

8. Do you have any experience with personal evangelism? _____

Please explain

9. Do you have a valid Driver's License? _____ State & License # _____

WRITE

Answer the following questions thoroughly on a separate sheet of paper.

1. Describe your journey (how you came to know the Lord, who was influential in your life, big decisions, what the Lord is currently teaching you, etc).
2. Describe your Bible study (how do you go about it, how often do you do it, etc).
3. Describe your personality.
4. What do you feel like God is preparing you to do at this point in your life?
5. Why do you want to work at TVR?

The next few questions explore your views and knowledge of certain theological/doctrinal/cultural issues.

1. What is the gospel?
2. What are your views on baptism?
3. What are your views on the security of the believer?
4. What are your views on homosexuality?
5. What are your views on creation/evolution?

**We encourage you to openly and honestly share your thoughts in these answers. Your answers are not necessarily qualifiers or disqualifiers, but rather give us insight into your beliefs.*

REFERENCE

FORMS ARE LOCATED AT THE END OF THE APPLICATION

Please provide at least **three** references (**please do not include family members**) that are familiar with your character. One should be your pastor or youth pastor, and at least two should be able to speak to your ability to work with teenagers and children.

Pastor (or Youth Pastor) _____

Address _____ Phone _____

Person #2 _____ Relationship to Applicant _____

Address _____ Phone _____

Person #3 _____ Relationship to Applicant _____

Address _____ Phone _____

****Please send each of the people listed above a copy of the reference form and the cover letter attached with the application. Have them fill it out and mail it directly to us. Thanks!**

COMMITMENT OF APPLICANT

I certify that the information I have provided in this application is true, to the best of my knowledge. I understand that (a) falsification of information in this application will result in its cancellation and, if I am employed, may be cause for immediate dismissal; (b) employment is subject to satisfactory reference and employment checks; (c) employment is subject to compliance with the immigration and Control Act of 1986 and all other federal, state and/or local laws and regulations; (d) employment is subject to verification of agreement with TVR's Statement of Faith and Standards of Conduct; and (e) employment may be subject to satisfactory completion of a pre-employment physical examination, if an offer of employment is extended subject to such an examination.

I authorize TVR Christian Camp and/or New Life Fellowship, Inc. (hereafter designated as "TVR") to verify any information contained herein and to contact any person or organization to obtain information concerning me, including, but not limited to, the employers, organizations, supervisors, and references that I listed herein. I hereby release and agree to hold harmless from liability any person or organization (whether listed or not) who provides information or references about me to TVR or its employees or agents. I also hereby release and agree to hold harmless TVR and its past, present and future directors, officers, employees, volunteers, and agents with respect to the obtaining of such information about me. I waive any right I might have to inspect the references provided on my behalf.

I certify that I have neither been convicted of, nor am I the subject of pending charges for, any offense involving actual or attempted child abuse or sexual molestation in any jurisdiction.

I understand that if accepted for a position at TVR, I will be hired as an "At Will" employee and that my employment may be terminated by me or by TVR at any time with or without notice.

If I am an applicant for a summer staff position, I understand that summer employees are hired as part of a Summer Missions Outreach and that financial remuneration is dependent upon my actions toward securing financial support for my needs with the assistance of TVR Christian Camp.

I declare under penalty of perjury under the laws of the State of North Carolina that the foregoing information is true and correct.

Signed this _____ day of _____, 20____, in _____(City and State)

_____ (Signature of Applicant)

****Availability for the entire camp season is expected for all summer staff.** Some exceptions can be made to accommodate school schedules and some pre-existing appointments, but **any exception must be approved by the Executive Director at TVR Christian Camp in advance.**

STATEMENT OF FAITH

- A. We believe in the Scripture of the Old and New Testaments as verbally inspired by God, and inerrant in the original writings, and that they are of supreme and final authority in faith and life.
- B. We believe that Jesus Christ was begotten by the Holy Spirit and born of the Virgin Mary, and is fully God and fully Man.
- C. We believe that man was created in the image of God; that he sinned and thereby incurred not only physical death but also spiritual death which is separation from God; and that all human beings are born with a sinful nature, sinning in thought, word, and deed.
- D. We believe the Lord Jesus Christ died for our sins, according to the Scriptures, as a representative and substitutionary sacrifice; and that all who believe in Him are justified and eternally saved on the grounds of His shed blood.
- E. We believe in the resurrection of the crucified body of our Lord, in His ascension into Heaven, and in His present life there for us, as High Priest and Advocate.
- F. We believe in that Blessed Hope, the personal and imminent return of our Lord and Savior, Jesus Christ.
- G. We believe that all who receive by faith the Lord Jesus Christ are born again of the Holy Spirit, and thereby become the children of God.
- H. We believe in the bodily resurrection of the just and the unjust, the everlasting blessedness of the saved and the everlasting conscious punishment of the lost.

STANDARDS OF CONDUCT

We believe that a Christian's life should exemplify the traits of Jesus Christ, primarily to glorify God, but also to witness Christ to those we encounter. With that in mind, the following standards are set forth for all full-time employees, part-time staff, volunteers, and anyone representing TVR Christian Camp and Retreat Center. We believe they are scriptural and positively aid the believer in becoming more like Christ.

On the one hand, Christians are to use every means available as we seek to grow in the grace and the knowledge of the Lord. We must cultivate the habit of daily prayer and study of God's Word. There is no substitute for this. We must, if possible, have fellowship with other believers to the mutual encouragement of all. We must learn the importance of constantly submitting to the Holy Spirit. We must commit our lives, plans and hopes to the Lord. We should be faithful in our testimony and should eagerly desire the will of God for our lives.

But on the other hand, we must also know the many pitfalls to be avoided. Several of these are readily discernible, while others are more difficult to detect. This means that we should live in conformity to biblical standards of holiness and separation from the world (see 2 Corinthians 7:1, 1 Corinthians 10:31, and 1 John 2:15-17).

SUMMER STAFF MEDICAL FORM AND RELEASE STATEMENT

NOTE: This form must be filled out completely. If the staff member is a minor, a parent or guardian must sign the waiver.

MEDICAL INFORMATION

Applicant's Name _____

Is staff member current on all immunizations? Yes / No (If no, please check with family physician)

Is staff member allergic to any medications? Yes / No If Yes, please list _____

Please list any allergies, illnesses or physical conditions that may have a bearing on the staff member's stay at camp. (i.e. bee sting allergies, dietary considerations, asthma, etc.)

Has staff member had a physical exam within the last year? Yes / No (Give date of last exam) _____

(NOTE: If you have not had a physical exam in the last year, please contact your physician.)

Camp work is strenuous, and at times, demands above average physical exertion. Are there any circumstances that may preclude your participation in any facet of the camp program? Yes / No (If Yes, please explain):

NOTE: No persons under the age of 18 are to be given any medications by TVR personnel (including BOTH "over the counter" drugs and/or prescription drugs) without physician's orders or signed parental (or legal guardian) consent. Upon approval, medications may be dispensed according to these orders and as indicated by the normal dosage requirements for each instance.

If the staff member is a minor, please place a check mark beside each medication listed below that is approved for dispensing. If spaces are left blank, TVR WILL NOT dispense that particular medication unless a physician or parent (legal guardian) is contacted for approval. Medications that are not listed on this form will not be dispensed without approval.

_____ Acetaminophen (Tylenol) _____ Aspirin _____ Ibuprofen (Advil, Motrin, etc.)

_____ Decongestants _____ Antihistamines (Benadryl, etc.) _____ Multi Symptom Cold Medicines

_____ Pepto Bismol _____ Antacids _____ Anti-diarrheal Medicine (Imodium, etc.)

Please list ALL medications staff member is currently taking _____

Family Physician _____ Phone # _____

Family Dentist _____ Phone # _____

Insurance Company _____ Policy # _____

Insurance Company Telephone # _____

IMPORTANT: MEDICAL RELEASE AND STAFF AGREEMENT

I/We hereby give permission for medical attention to be administered to myself or my/our child who is a minor, by those agents or agencies designated by TVR Christian Camp. Where my/our child is a minor, I/We authorize TVR to administer those "over the counter" medications to my/our child that are indicated by a check mark on the front side of this form, according to the prescribed directions for each.

I/We understand that payment for medical bills not directly related to work for myself, or my/our child, who is a minor, are my/our responsibility and that TVR will not be liable for their payment.

I/We agree to waive and release TVR Christian Camp, its employees and volunteers from any claim or cause of action that might arise on behalf of myself or my/our child, who is a minor, as a result of my or his/her participation as a summer staff member, other than a claim for the willful, wanton or reckless misconduct of TVR Christian Camp, its employees or its volunteers.

Furthermore, I/we agree to assume all responsibility for my or my/our child's actions including but not limited to: the cost of repair or replacement for items damaged by willful abuse. I/We also assume responsibility to arrange transportation and/or pay for the costs, should it become necessary for myself or for my/our child to be sent home for medical or disciplinary reasons prior to the conclusion of summer camp.

Printed Name of Staff Member _____

Signature of Staff Member _____

If Staff Member is a minor, Printed Name of Parent or Legal Guardian _____

Signature of Parent or Legal Guardian _____

Date ____/____/____

AUTHORIZATION FOR BACKGROUND INVESTIGATION

***Note: If you are under 18, you must also include the signature of a parent/legal guardian.**

Because TVR Christian Camp works with children and youth, employees and/or applicants are subject to any legally obtained examination of their background, including criminal record checks and searches. TVR reserves the right to deny employment to any person not willing to give authorization for background investigation.

It should be understood that not all criminal convictions will result in disqualification from employment at TVR Christian Camp.

Information obtained in any employee search will be kept confidential.

Please list each state and county of residence during the last 15 years.

State _____ County _____ Dates of Residence _____

State _____ County _____ Dates of Residence _____

State _____ County _____ Dates of Residence _____

State _____ County _____ Dates of Residence _____

(If more information is necessary, please use a separate sheet.)

I hereby give authorization to New Life Fellowship, Inc. and TVR Christian Camp to perform any background searches as deemed necessary as a qualification for employment and agree to hold harmless TVR and its past, present and future directors, offices, employees, volunteers and agents with respect to the obtaining of such information about me. I waive any right I might have to inspect the references or information provided on my behalf.

I certify that I have neither been convicted of, nor am I the subject of pending charges for any offense involving actual or attempted child abuse or sexual molestation in any jurisdiction.

Applicant's Printed Name _____

Signature _____

Date _____

If the applicant is a minor:

Parent/Legal Guardian's Printed Name _____

Signature _____ Date _____

MISSION FUNDING

PLEASE KEEP THIS SECTION OF THE APPLICATION FOR YOUR RECORDS

When you think about missions, what images come to your mind? Tropical rain forests and tribal ministry? Taking the Bible to countries of the former Soviet empire? Years spent learning the customs and language of a new people group?

Global missions is an area of great need and all these images are valid elements. However, missions is more than geography; it is a commitment. It is taking the gospel of Jesus Christ to all people. Even with the enormous growth of churches and Christian ministries, the United States continues to be one of the neediest mission fields in the world. Just glancing at current events or listening to popular entertainment will remind you how important it is to reach our own culture for the Lord.

Why TVR Christian Camp?

A quality Christian camping program is, first and foremost, a place where people are able to get away from the pressures of the everyday life and face the reality of God and His plan for their lives. For decades, TVR has ministered to children, teenagers and adults from all over the United States. Each summer, hundreds of campers are challenged by the teaching of God's Word.

How does funding work?

TVR is a non-profit organization and as such, gifts to this ministry are tax deductible. In order to further this ministry and help staff members meet their own financial needs, funding for summer staff is facilitated through a program similar to the model of most mission trips. Summer staff members are vital to our ministry goals and your involvement here is a summer missions commitment. Your family, friends and home churches can contribute with confidence, knowing their donations will be used wisely and for the advancement of God's Kingdom. Basically, three options exist from which to choose in regards to funding your summer at TVR; we encourage staff to choose the best option based on their financial needs and support system.

Option 1 – This option involves raising funds by sending out a minimum of 50 support letters to family, friends, church members, etc. We want to emphasize that this is a “missions-based” giving program. All donations are made to TVR and are designated to expand the mission of this organization and ultimately, to see lives changed for the glory of God. Support generated as a result of these letters will be processed through TVR and distributed to the summer staff individual through support checks issued throughout the summer. Those eligible for this guarantee must work at camp for a minimum of 6 weeks throughout the 8 weeks of summer camp (exceptions can be made for special circumstances). Each staff member meeting these qualifications must supply TVR with the names, addresses and phone numbers of at least 50 individuals and/ or churches that are potential supporters for their ministry during the summer. With this list, we ask you to provide us with information telling the nature of your association with the individual's and/ or churches you have listed. These donations will be tax deductible and a tax receipt will be issued for IRS purposes. Because of the administrative cost associated with processing donations, an administrative fee of 15% applies to all financial support. If 50 support letters are sent out, TVR guarantees payment of \$500 for first-time staff and \$750 for returning staff. This means that even if the \$500 or \$750 isn't raised, TVR will subsidize the difference. However, if an amount greater than \$500 or \$750 is raised, the staff will receive that amount, without need of subsidizing. More information and helpful materials will be provided once hired for summer staff should you choose this option.

Option 2 – This option is to volunteer without raising support. This option could be best in the case of younger staff with fewer financial obligations. If this option is the best for you, there are no requirements you will need to meet.

Option 3 – This option involves requesting support only from close friends and family without involving TVR. This option is certainly optimal in some situations. For example, if you have a smaller support base which primarily consists of close family members and friends who would not desire a tax receipt, this may work well for you.

Legal Requirements for Tax Deductibility: All money donated for the support of a summer staff member becomes the property of New Life Fellowship, Inc. (dba TVR Christian Camp) and will be disbursed at the sole discretion of the ministry. In the event of a staff member's early departure and/ or dismissal from the ministry, TVR will disburse the balance of the funds into the general account of New Life Fellowship, Inc. As well, we are required to determine a maximum amount of support raised at \$2,000. Any funds raised beyond this amount will also be disbursed into the general account.

If you have any questions about options regarding funding, please contact our Business Manager, Shelia Oakley, at 828-765-7860 or soakley@tvr.org.

Dear Reference,

We appreciate your help in selecting our staff for this summer. Each year we hire 50 – 60 high school and college students to serve on our summer staff. A Godly staff is a crucial part of our ministry. The applicant, if accepted, will have direct contact with hundreds of children this summer.

We seek guidance from God and others in this important decision. You are a huge part of this process. We need from you an accurate sketch of this person’s character and experiences as it pertains to him or her performing ministry roles, working with children, and demonstrating to others the character of Christ. Your honesty is invaluable. Please pray about and consider your responses carefully. Your responses will be kept strictly confidential.

We are deeply thankful for your participation in our ministry. If you have any questions about the process or any further information about the applicant, please feel free to call. Thank you again for your participation.

In Christ,

Greg Oakley
Executive Director



REFERENCE FORM FOR TVR STAFF APPLICANT

Please return directly to: TVR Christian Camp P.O. Box 10 , Plumtree, NC 28664

Staff Applicant should complete this section:

Applicant's Name _____ Age _____

Address _____

City _____ State _____ Zip Code _____

1. How long have you known the applicant? _____ In what capacity? _____
2. To your knowledge, is the applicant a Christian?
3. Does the applicant appear to be growing in his/her Christian experience? Please explain:
4. Has the applicant demonstrated an active response to understanding the Scriptures, personal witness and prayer life?
Please explain:
5. How does the applicant get along with other people?
6. How would you describe the applicant's emotional temperament?
7. If the applicant is employed at TVR Christian Camp, he or she will be in direct contact with children and/or teenagers. Are you aware of any circumstances involving the applicant that would call into question this person being entrusted with the supervision, care and/or guidance of children or teenagers? Please explain:

Please indicate which statement best describes the applicant in relation to each characteristic listed below:

	Most of the time	Some of the time	Not often	Hardly ever
Able to follow instructions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outgoing and friendly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An able leader of others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consistent in Christian testimony	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disciplined in personal habits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to cope with other's problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Easily offended	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inclined to criticize others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to work without close supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to work in a team situation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please grade the applicant on the following characteristics. Use a scale from 1-5, with "1" be superior and "5" being poor.

___ Personal grooming ___ Sense of humor ___ Willingness to work
___ Tact ___ Initiative ___ Attitude toward authority
___ Dependability ___ Courtesy ___ Attitude toward hard work
___ Judgment ___ Initial impression ___ Public speaking ability
___ Ability to make friends ___ Punctuality ___ Honesty and personal integrity

Please check your choice of recommendation:

- I strongly recommend the applicant I recommend the applicant
 I recommend the applicant with some reservations I DO NOT recommend the applicant

If you have any other comments, insights or opinions about this applicant, please feel free to give us a call.

Please provide the following information for our records:

Your name (please print) _____ Date _____

Address _____

City _____ State _____ Zip _____

Relationship to Applicant _____

Phone number(s) _____ Best time to call _____

Signature _____

Thank you for your assistance. Please do not return this form to the applicant. Please return it to the following address:

TVR Christian Camp, Attn: Summer Staff Reference | P.O. Box 10 Plumtree, NC 28664

Dear Reference,

We appreciate your help in selecting our staff for this summer. Each year we hire 50 – 60 high school and college students to serve on our summer staff. A godly staff is a crucial part of our ministry. The applicant, if accepted, will have direct contact with hundreds of children this summer.

We seek guidance from God and others in this important decision. You are a huge part of this process. We need from you an accurate sketch of this person’s character and experiences as it pertains to him or her performing ministry roles, working with children, and demonstrating to others the character of Christ. Your honesty is invaluable. Please pray about and consider your responses carefully. Your responses will be kept strictly confidential.

We are deeply thankful for your participation in our ministry. If you have any questions about the process or any further information about the applicant, please feel free to call. Thank you again for your participation.

In Christ,

Greg Oakley
Executive Director



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Staff Applicant should complete this section:

Applicant's Name _____ Age _____

Address _____

City _____ State _____ Zip Code _____

1. How long have you known the applicant? _____ In what capacity? _____
2. To your knowledge, is the applicant a Christian?
3. Does the applicant appear to be growing in his/her Christian experience? Please explain:
4. Has the applicant demonstrated an active response to understanding the Scriptures, personal witness and prayer life?
Please explain:
5. How does the applicant get along with other people?
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___ Tact ___ Initiative ___ Attitude toward authority
___ Dependability ___ Courtesy ___ Attitude toward hard work
___ Judgment ___ Initial impression ___ Public speaking ability
___ Ability to make friends ___ Punctuality ___ Honesty and personal integrity

Please check your choice of recommendation:

- I strongly recommend the applicant I recommend the applicant
 I recommend the applicant with some reservations I DO NOT recommend the applicant

If you have any other comments, insights or opinions about this applicant, please feel free to give us a call.

Please provide the following information for our records:

Your name (please print) _____ Date _____

Address _____

City _____ State _____ Zip _____

Relationship to Applicant _____

Phone number(s) _____ Best time to call _____

Signature _____

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Address _____

City _____ State _____ Zip _____

Relationship to Applicant _____

Phone number(s) _____ Best time to call _____

Signature _____

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TVR Christian Camp, Attn: Summer Staff Reference
P.O. Box 10 Plumtree, NC 28664



TVR CHRISTIAN CAMP

Thank you for your desire to serve at TVR this summer. It is our pledge that we will thoroughly and faithfully review your application as we seek God's best for you and this ministry.

Blessings!

Greg Oakley

Executive Director

TVR Christian Camp & Retreat Center