



TVR CHRISTIAN CAMP

APPLICATION FOR EMPLOYMENT

TVR Christian Camp (TVR) and New Life Fellowship, Inc. (NLF) are non-profit, non-denominational and evangelical organizations. TVR and NLF do not discriminate on the basis of age, sex, marital status, race or national origin. Please fill out completely.

PERSONAL

1. Name _____ Male/Female _____
2. Current Address _____ City, State, Zip _____
3. Permanent Address (if different) _____
4. Telephone Numbers: Home (_____) _____ Cell (_____) _____
5. Date of Birth _____ Age _____ Social Security # _____ - _____ - _____
NOTE: Applicant MUST provide Social Security Number for application to be valid
6. Email address _____
7. What name do you use on facebook _____

EDUCATION

1. What was the last grade completed by the time you arrive at TVR _____
 2. What School do you attend _____
 3. What is your major (For College and Graduate Students) _____
- What day does your school end in the spring _____
- What day does your school begin in the fall _____

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. What is your pastor's name _____
3. What is your church's phone number _____
4. Describe your involvement in your church:

CAMP EXPERIENCE

1. Have you ever attended a camp as a camper (where)?
2. Have you ever worked at another camp or retreat center (where)?

MINISTRY EXPERIENCE

1. Have you ever worked or volunteered at a ministry?
2. Have you ever gone on a mission trip?

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 _____
Notice: If you marked the box "I DO NOT AGREE," please stop here and call TVR before proceeding.

2. Have you ever been convicted of a felony _____
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. What first aid training have you had? _____
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 teaching you right now, 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 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?
6. What are your views on dating/relationships?

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 leadership staff 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 and in the case of those who reach moral responsibility, become sinners in thought, word and deed.
- D. We believe the Lord Jesus Christ died for our sins, according to the Scriptures, as a representative and substitution 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)

Has staff member had Chicken Pox? Yes / No

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 two years? Yes / No (Give date of last exam) _____
(NOTE: If you have not had a physical exam in the last two years, 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 _____

WE LIVE ON THE MISSION FIELD

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 a quick glance at today's newspapers, listening to popular entertainment, or a viewing of the evening news 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 more than 35 years, TVR has ministered to children, teenagers and adults from all over the United States. Each summer, more than 1,500 campers come here and are challenged by the teaching of God's Word.

How do the finances work?

TVR Christian Camp is a non-profit ministry that relies on the financial support of churches and individuals. We do charge camper fees, but these only partially cover the expenses of our year-round operation. In order to further this ministry and offer a salary that will help staff members meet their own financial needs, we have developed a program to help you raise your own support for summer ministry at camp. While summer staff may choose to spend their time with us as a volunteer, all summer staff members are encouraged to participate in this program.

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.

Here are the details:

Home Missions Giving: TVR is a non-profit organization and as such, gifts to this ministry are tax deductible. 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. Donations that are made by your personal contacts will help guarantee a support level, which enables you to meet your own financial needs.

Support Ammounts: TVR asks that you set a minimum goal of \$500 for support.

Guaranteed support: TVR will guarantee a minimum support level of \$500 (\$750 for returning staff) based on the following conditions:

- ⇒ Only those prospective staff members who have been given an acceptance letter and who have signed a *Letter of Intent* to work at TVR for the coming summer are eligible for this program and guarantee.
- ⇒ Each prospective 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.

TVR will send to you copies of a letter of recommendation for those on your list along with an appeal to participate in your support (as a representative of TVR). We recommend that you also include a personal letter for each potential donor and/ or make a phone call or personal contact to accompany our letter.

- ⇒ These contacts should be with people and/or churches that are familiar with you and your character. We cannot guarantee a minimum support level for individuals and/or churches that do not know you personally.
- ⇒ Once every effort is made to obtain the minimum financial goal of \$500 (or \$750) from these sources, if the goal is not reached, TVR commits to pay the balance of the money necessary to reach that goal (i.e. If you raise only \$450 from your list of potential supporters, TVR will pay the additional \$50 to your account, etc.). Of course, any amount you raise above your target level will also be included as support for your summer ministry (minus administrative fees and taxes).
- ⇒ 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).

Administrative Fees: 15% of the final money you raise will go toward administrative expenses (i.e. insurance and mailing costs – TVR will reimburse you for any mailing, and where appropriate, telephone expenses. Ask for details.)

Taxes: After the administrative fees are collected, your support will be disbursed bi-monthly and is subject to all applicable federal, state and Social Security taxes. You will receive a W-2 Form at the end of the year. (For example: If you raise the minimum of \$500, TVR will take the 15%, or \$75, from that total. The balance of \$425 is your total support and will be paid out every other week, minus taxes for the amount of each check.

Legal Requirements for Tax Deductibility: All money donated for the support of a summer staff member becomes the property of New Life Fellowship, Inc. (the parent company of 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.

PLEASE NOTE: Gifts to the ministry of TVR Christian Camp are tax deductible. IRS regulations, however, are very specific about tax deductibility of donations to non-profit organizations as they concern the benefit to individuals. All gifts must be given to Teen Valley Ranch Christian Camp and their disbursement must be at the sole discretion of the organization in order to accomplish the purpose for which this organization has been established.

Gifts by family members can be tax deductible, only if it can be reasonably demonstrated that the purpose of the gift is for the advancement of the ministry. If family members are not looking to receive a tax-deductible receipt for their gift, they may give money to the staff member directly. It is a gift and is not subject to taxes, provided the amount of the gift does not exceed IRS regulations for gifts. The amount given by a family member directly to the staff member should, however, be included in the amount raised to meet the minimum support level of \$500 (\$750).

If you have any questions regarding this program, please contact Teen Valley Ranch.

So, How Do I Begin Raising Support?

First, make sure you have completed the Teen Valley Ranch application form and have had your reference forms sent back to camp.

As soon as you have been accepted to work at TVR, you may begin the process of contacting your potential supporters. You may want to put your list together now (with names and addresses). When you do receive your acceptance letter, we will send you copies of our camp letter for financial support. You will be responsible for mailing this letter, along with your personal letter, to the people and/or churches on your list.

Be sure to keep accurate records of your expenses for mailing. Remember, TVR will reimburse you for these expenses if you have receipts.

Make sure you send us a copy of the names and addresses of the people and churches you will be contacting for support. Also, please be sure to set your own financial goal and include that amount in your correspondence with us.

Remember, a personal contact is always a plus. Talk to your pastor and key people in your church about your summer mission. Be bold about asking for opportunities to share your ministry with people. Share your goals and how much you need to raise. Teen Valley Ranch will be happy to make personal contacts on your behalf when necessary. If you have questions, call Teen Valley Ranch (828-765-7860) and ask for Jonathan Brantley.

As funds begin to come in for your account, you will receive updates with the names of the donors along with a receipt for their gift. You will need to send a thank you letter with the receipt to acknowledge the donation. Teen Valley Ranch will also reimburse you for any postage expenses for thank you letters.

Be in constant prayer for your summer ministry. If you are accepted at TVR, you will be a summer missionary. Raising financial support is something in which missionaries worldwide participate. The stories of the Lord's financial blessings in the lives of these missionaries are amazing and are a testimony to God's sovereignty. You can approach your potential supporters with the calm assurance that you will be engaged in a vital ministry of encouragement and spiritual development. People want to give to these types of opportunities and knowing you and your character will only be an additional incentive.

Don't be afraid to share your needs with others. Your home church, your family, and your friends may be just the instruments of blessing God will choose to supply your needs for the summer!

Thank you for choosing TVR as your summer ministry. We are already praying for the best summer ever and for the Lord to reveal Himself in mighty ways!

For more information, please contact:

Teen Valley Ranch Christian Camp

P.O. Box 10, Plumtree, NC 28664

(828)765-7860 office

(828)765-0690 fax

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,

Jonathan Brantley
Program 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:

- | | |
|---|---|
| <input type="checkbox"/> I strongly recommend the applicant | <input type="checkbox"/> I recommend the applicant |
| <input type="checkbox"/> I recommend the applicant with some reservations | <input type="checkbox"/> 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: Jonathan Brantley | 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.

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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:

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P.O. Box 10 Plumtree, NC 28664

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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,

Jonathan Brantley
Program 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: Jonathan Brantley
P.O. Box 10 Plumtree, NC 28664