**Pembina Bible Camp**

**Staff**

**And**

**Leadership**

**Code of Conduct**

**And Application Form**

Col. 3:23 Whatever you do, work at it with all you heart,

As working for the Lord, not for men.

Pembina Bible Camp – Staff Application Procedure

Dear Bible Camp Supporter:

**“*Think of ways to encourage one another to outbursts of love and good deeds. And let us not neglect our meeting together, as some people do, but encourage and warn each other, especially now that the day His coming back again is drawing near.” Heb. 10:24-25 NLT***

We would like to thank you for considering Pembina Bible Camp as a place for an ***“outburst of love and good deeds.”*** The ministry of the camp has been made possible by people like yourself, willing to be poured out for others.

To ensure that God is honored in all we do at the camp, the board of directors expects that everyone involved in leadership be of sound character and a positive influence on all who attend. We request you follow these steps to protect us all from possible harm and subsequent liability. To aid us in staff selection and placement, prayerfully read and fill out all attached forms to assist us concerning your area of service for the upcoming camps:

**What to do with this package:**

1. Pray and seek God as to His plan for your involvement this summer.
2. Read Staff Conduct and Leadership Guidelines.
3. Give the **Pastoral Reference Form** to your **Pastor.**
4. Give the **Staff Reference Form** to another adult you are **not** related to, but knows you will. Ask these people to fill out the reference forms and have them mail it directly to the staff directors. All the information we receive will be kept confidential
5. Complete the **Staff Application Form** and mail it to the Staff Directors (address below)
6. Spend time in prayer and Bible meditation for God’s preparation in you life, and for those coming to camp this summer. We look forward to a fantastic time together this summer.

You will be contacted to confirm your involvement once all the required forms have been submitted and reviewed. Of you don’t hear from us please don’t hesitate to call us. Your submission to the application procedure is a good indication of your attitude. Transparent accountability honors God. Thank you again for considering Pembina Bible Camp and **God Bless you!!**

**Remember:** All **Staff Application** and **Reference Forms** must be mailed/emailed to Staff Directors

**Val & Steve Breitkreutz**

**Box 163**

**ROCHESTER, AB**

**T0G 1Z0**

**780-698-2181**

**Email:vbreitkreutz@mcsnet.ca**

**PEMBINA BIBLE CAMP**

Dear Camp Staff Members,

We appreciate your dedication to the work of the Lord at Pembina Bible Camp. God has entrusted us with amazing opportunities and responsibilities at camp to share His blessings and His awesome plan for people’s lives.

Serving God should be a lot of fun and then there are times to be serious. God has put us together as a team to share His message with the campers that attend Pembina Bible Camp.

In the past there has been a staff get together on the Saturday evening preceding each week at camp. Attendance by staff members was strongly encouraged. It has been observed that those fellowship times that were well attended by staff joined together as a unified team in the Spirit of God. This generally led to a less problematic week and the Holy Spirit was able to move sooner and with more freedom. Serving at camp is a serious responsibility and like any good athlete servants of God also must be prepared by “warming up” and preparing a good “game plan”.

The staff get together is our opportunity to listen to God’s “game plan” for the upcoming week. This is our time to seek God, get to know one another, review expectations and unify as a team.

The unified approach for the staff to seek God’s will is considered to be so essential that attendance to the staff orientation will be mandatory for all staff members. Each Saturday prior to the camp week, the orientation will begin at 6 PM where supper will be served. You will be required to spend the night in appropriate lodgings approved by the director and be present for Sunday. You must remain on the grounds and prepare yourself and your cabin to receive your campers. Take some time to seek God and that the Holy Spirit will reside in your cabin and the campers that will be spending the next week of their lives under your attention. Please remember that you are ambassadors of Christ and rules that apply during camp are in effect at all times.

God says He will reward faithful service. His blessings include things we cannot even imagine. There have been many people praying for you and the position that you will fill this summer. You are not in this alone. God will be with you and there are people who will be remembering you in prayer all week.

Even though we trust God that Hi will bless you immeasurably, the camp board would like to give you a small reward for your dedication to His service. For attending the staff orientation you be given a 14-dollar canteen credit to be used during the week. We understand that you may have previous commitments, and consideration may be made for alternative preparation. If you think your situation requires such consideration please contact the staff coordinator, Val Breitkreutz at 780-307-8735. Do not assume that you will be excused, you may be disappointed.

We trust that God is doing wonderful and exciting things in your life. We have all experienced His love at Pembina Bible Camp and we’re so excited that you have chosen to be included in His awesome work. Remember to seek Him!!

Love in Christ,

The Pembina Bible Camp Board

Welcome to your chosen ministry at Pembina Bible Camp! You will be blessed as you pour out yourself in service in whatever area you have selected. Purpose in your heart to follow Colossians 3:23 (see cover) during your time of service and you can expect to be used of God in whatever you do.

The purpose of this Code of Conduct is to provide a scripturally based standard that will apply to all leadership and staff at Pembina Bible Camp. Our desire is to see God move among us in the power of His Spirit thus we want to conduct ourselves in modesty and humility so that He will be glorified. This Code is not a definitive work as we are NOT interested in being legalistic. The Word of God will always be our guide as we work together to make this place a Meeting Place for God and those who are hungry and thirsty for Him.

**Pembina Bible Camp Expectations:**

(for those who will minister)

Board members, directors, speakers will be held to a higher standard of conduct based on the qualifications of Deacons and Elders set forth in 1 Timothy 3. They are called to lead by example based on God’s word.

**Appearance:**

“People look on the outward appearance by God looks on the heart” The first phrase is not he heart of the verse, but it’s the truth. Students and adults will base their impression of our ministry on the impression of us. For this reason we wear appropriate clothing (1 Corinthians 9: 19-23) as outlined in the camp registration.

* The activity should dictate the type of clothing worn.
* All of our clothing should be clean, communication personal discipline and recognition of self worth, be modest, protection the reputation and image of the Holy Spirit (1 Timothy 2:9, 1 Corinthians 8:27, 1 Thessalonians 4:6a) and avoid masking our inner qualities (1 Peter 3:1-8)
* Uphold by example the general camp dress code.

**Interpersonal Relationships**

Discretion in Pembina Bible Camp Staff members’ personal lives is fundamental to both spiritual integrity and to continuing to do spiritual ministry among campers and their families (Ephesians 5: 1-12, 15-16). To live wisely and without any hint of sexual misconduct we keep the following standards:

* Discretion must be used in physical contact with any group members. Innocent behaviour can be misinterpreted. A hug around the shoulders is not sexual abuse, but a full body-to-body hug, stroking, massaging, or affectionate kissing raises questions. Any overt display of affections, appropriate hugging, for example, should be made in a public stetting in front of other group members. When a situation arises where you are alone with a group member of the other gender, quickly move that situation to a public setting. Make the meeting as brief as necessary to accomplish God’s purpose.
* Leadership teams should ideally have both male and female members for appropriate ministry.
* One-on-One counseling with campers should always occur in a public place, never alone in a car or a private place. As a general rule when counseling a member of the other gender, invite a member of the same gender as the counselee to be the observing staff.
* Driving alone with a member of the other gender should be avoided.

**Dating:**

Acknowledging that one of the most fulfilling relationships in scripture and life is the one that a man and woman share, we recognize that single staff members may establish a relationship with a member of the other gender. We also recognize the greatest visible destroyer of ministries is moral impurity. The following policies should be understood in that light.

* Staff members involved in a dating relationship should model appropriate behaviour. Avoid being distracted. Always maintain the priority that camp is for the campers and we honour the Lord by our conduct.
* The camp will not tolerate any premarital sex, extramarital sex, or a homosexual incident in any form without immediate suspension of leadership responsibilities.

**Character expectations:**

* **To keep our integrity:** the motives, attitude, and actions of staff member should be completely transparent to any observer. Our honesty should be testable by Luke 16:10-1.

1. **Faithfulness in little things –** being on time, keeping our word, filling requests on time, following through with group members and other responsibilities.
2. **Faithfulness in money –** not being greedy but generous with what God has given us.
3. **Faithfulness in that which belongs to another** – treating all the church/camp equipment and property with utmost respect.

* **To be teachable:** None of us must claim to have arrived at infallibility. We encourage attendance at all sessions, worship services. Personal growth through Scripture reading church involvement with a teachable spirit is essential to continual grow.
* **To be an appropriate role model:** Pembina Bible Camp staff members come into Christian ministry from a variety of backgrounds, beliefs, and standards. Because we are leaders and role models, there must be careful discretion when choosing movies, music, entertainment activities, etc. Clear all activates with camp director. (Your attitude of submission to camp standards will be a major factor in your leadership effectiveness.)
* **To develop a servant’s heart:** “Let nothing be done through strife or vain glory: but in lowliness of mind let each esteem others better than themselves. Look not every man on his own things, but every man also on the things of others. Let this mind be in you, which was also in Christ Jesus…who made Himself of no reputation and took upon Him the form of a servant… He humbled Himself, and became obedient…even the death of the cross.” (Phil.2:3-8)

We aren’t concerned about rank or position: the one in the pulpit is of no greater importance in God’s eyes than the one doing kitchen duties or driving the bus. As we faithfully serve one another, the Lord expands our influence and provides opportunities to serve those outside of the ministry. Others should remember us by our willingness to serve. “Humble yourselves in the sight of the Lord, and He will lift you up” (James 4:10 and Luke 17:10)

**Discipline:**

Discipline will also follow the pattern found in scripture, and will attempt to correct and restore instead of merely punish. Alleged violations will be investigated.

1. Any sexual misconduct or sexual deviation (including but not limited to adultery, homosexuality, incest, sexual assault, pornography and improper conduct with the opposite sex will mean immediate dismissal from the camp.)
2. Any moral or ethical failure other than sexual misconduct or any conduct unbecoming of a staff member will not be accepted including, but not limited to deception,, fraud, theft, and assault.
3. Discipline will be at the discretion of the camp leadership but will involve immediate termination of all duties.

We sincerely trust that as we minister together discipline of the nature will not have to be utilized. Weill be blessed as a camp as we minister in unity and purity with our desire to offer ourselves as living sacrifices (Romans 12:1,2)

**Personal Information**

Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Birthdate:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Sex: M\_\_\_ F\_\_\_

Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Phone Number:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

A.B Health Care#:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Other Health Care# :\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**In Case of Emergency:**

Contact:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Phone#\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Relationship:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Health:**

Excellent \_\_\_\_\_ Fair \_\_\_\_\_\_\_

Poor \_\_\_\_\_\_\_

Any Special Health Needs or Allergies: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Are you on any prescribed medication? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Handicaps: (explain if any):

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Personal Experience**

Are you born again? Yes \_\_\_ no\_\_\_ not sure\_\_\_

Are you filled with the Holy Spirit? yes\_\_\_ no\_\_\_

Do you attend church regularly? yes\_\_\_\_ no \_\_\_\_

Where: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

How long:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Pastor’s name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Phone :\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Education:**

Schools Attended/Year/Degree

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Work Experience:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Camp or Related Experience:**Positions Held / Ministry Location

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Please include name and phone number of a 2nd Adult you are giving a Staff Character Reference Form to complete:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**What position are you applying for?**

\_\_\_\_\_Activity Dir. (Preschool/Primary/Junior)

\_\_\_\_\_Cabin Leader \_\_\_\_\_Canteen Coordinator

\_\_\_\_\_Adult Activity Director \_\_\_\_\_Lifeguard

\_\_\_\_\_Worship Leader \_\_\_\_\_Nurse

\_\_\_\_\_Manager \_\_\_\_\_Gratis Coordinator

\_\_\_\_\_Cooks/Helpers Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What Experience do you have in this area?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Which camps are you available?

1st choice:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2nd choice:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**\*PLEASE COMPLETE THE QUESTIONS OF THE REVERESE OF THIS APPLICATION**

**\*PLEASE ENCLOSE A RECENT PICTURE OF YOURSELF (WON’T BE RETURNED)**

**\*PLEASE GIVE THE ATTACHED PASTORAL REFERENCE LETTER TO YOUR PASTOR AND THE REFERENCE LETTER TO ANOTHER ADULT (NOT A RELATIVE) FOR COMPLETION**

**Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Please return to Staff Directors:

**Val and Steve Breitkreutz**

**Box 163**

**Rochester, AB T0G 1Z0**

780-307-8735

vbreitkreutz@mcsnet.ca

You will be notified to confirm your involvement.

**STAFF APPLICATION FORM** (Cont’d)

1. Briefly describe how you became a Christian. (**First time applicants)**

(give approximate date)

1. Describe three things you are doing now to grow spiritually.  
   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. What is your relationship like with your:

Parents\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Pastor\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Youth Pastor\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employer\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(USE ADDITIONAL PAPER IF YOU NEED MORE SPACE TO ANSWER ANY OF THESE QUESTIONS)

1. What do you do when you have conflict with someone? How do you handle confrontation?  
   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. Why do you want to be involved at this Camp?  
   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. What are you strengths and weaknesses with respect to the position you are applying for?  
   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. Would you joyfully accept responsibility in any other area of ministry at Camp?  
   Yes\_\_\_\_\_\_\_\_ No\_\_\_\_\_\_\_\_\_

**WE WANT TO PROVIDE A HEALTHY AND SAFE ENVIRONMENT FOR ALL CAMPERS**

Are you currently using illegal drugs?

Yes \_\_\_\_\_\_\_\_ No \_\_\_\_\_\_\_\_\_

Are you a smoker?

Yes \_\_\_\_\_\_\_\_ No \_\_\_\_\_\_\_\_\_

Have you ever gone through treatment for drug abuse?

Yes \_\_\_\_\_\_\_\_ No \_\_\_\_\_\_\_\_\_

What is your view on drinking alcohol?

What is your view on premarital sex?

Have you ever had sexual relations with any minor after you became an adult or been accused or convicted of any form of child abuse?

Yes \_\_\_\_\_\_\_\_ No \_\_\_\_\_\_\_\_

**PASTORAL REFERENCE CONT’D**

Please complete the following chart according to the rating code below.

**Rating Code:** 1 = Exceptional 2 = Above Average 3 = Average

4 = Below Average 5 = Needs much Improvement X = Unknown

**Spiritual**

Sensitivity to spiritual needs Spiritual maturity Christian values

Faithfulness in Christian work Knowledge of Bible

Spiritual example (humility, godliness, etc.) Consistent witness

**Personal/Social**

Reputation Considers others Friendliness Sympathy

Leadership Conflict resolution Marital harmony Willing to forgive

(if applicable)

**Stewardship of:**

Time Relationships Talent

**Intellectual**

Teachability Creative thinking Leadership

Clarity of expression Reasoning skills

**Physical/Emotional**

Health Energy Self-Control Endurance

Hygiene Emotional stability

**PASTORAL REFERBCE CONT’D**

Please comment on any known participation in addictive or immoral activities destructive to the applicant’s spiritual growth (e.g., occult, tobacco, alcohol, narcotic drugs, pornography, etc.) Include your awareness of related counsel received.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Please comment on the family background of the applicant. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

In what areas do you feel the applicant will need the most help/guidance? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Do you have any concerns regarding this person working at Pembina Bible Camp?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Is there any further information that would be of benefit to the Staff Director?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**RECOMMENDATION**

Check one: I recommend this applicant \_\_\_\_\_\_\_\_ I do not recommend this applicant \_\_\_\_\_\_\_\_\_\_

I recommend with this reservation: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**PASTORAL CHARACTER REFERENCE**

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Mail or Fax to:

**Pembina Bible Camp**

Val & Steve Breitkreutz

Box 163

Rochester, AB

T0G 1Z0

780-698-2181

The person who gives you this form has applied for a staff position at Pembina Bible Camp and is looking to you for a pastoral reference. Please complete all questions to the best of your knowledge. Your comments will be seriously considered and will have a direct bearing on the admission of this person as staff. For this reason we ask that you complete the form carefully and return it to Pembina Bible Camp as soon as possible. All comments will be held in strict confidence by the Staff Director.

**Character reference for:**

Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Home Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Phone: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Fax: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Reference provided by:**

Name of Reference: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Phone: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Fax: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ email:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

How long have you known this applicant? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ In what context/relationship? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

How well do you know the applicant? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Member of your church? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

In your view, has the applicant accepted Christ as Saviour? \_\_\_\_\_\_\_\_\_\_\_

Consistent in church attendance? \_\_\_\_\_\_\_\_\_

Does the applicant demonstrate a growing commitment to Christ? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

In what church and community activities has the applicant participated or given leadership? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

In your view, what are the applicant’s strengths?\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

In your view, what are the applicant’s weaknesses? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Does the applicant have certain personality traits which might impair relationships with others? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

How does this person respond to those in leadership? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**STAFF CHARACTER REFERENCE FORM**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ is applying to become a staff member of Pembina Bible Camp this summer, and has given your name as a personal reference. This person will be responsible for young people 24 hours a day for 7 days and we want to ensure that their relationships will be healthy ones.

Kindly complete the form below and send us your evaluation of this person’s character and integrity. Response will be confidential

1. Describe your relationship with this person:  
 Acquaintance \_\_\_\_\_\_\_  
 Casual \_\_\_\_\_\_\_

Well Known \_\_\_\_\_\_\_

2. How long have you known this person?

3. Please use the following scale to respond to Question 4

1-Low 2-Below Average 3-Average 4-Very Good 5-Excellent

4. How would you rate his/her ability in the following:

Involvement in peer relationships ­­­­­­­­­­­­­­\_\_\_\_\_\_\_

Emotional maturity \_\_\_\_\_\_\_

Resolving conflict \_\_\_\_\_\_\_

Following through with commitment \_\_\_\_\_\_\_

Ability to relate to younger people \_\_\_\_\_\_\_

Spiritual maturity \_\_\_\_\_\_\_

Response to authority \_\_\_\_\_\_\_

Reliability \_\_\_\_\_\_\_

General attitude \_\_\_\_\_\_\_

5. List applicant’s strengths:

6. Are there weaknesses that may affect the applicant’s position?

7.Do you have any concerns regarding this person working at Pembina Bible Camp? If so, please explain:

1. Do you recommend this person being on staff at Pembina Bible Camp?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature Title

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Printed Name Telephone #

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date

Thanks very much for taking the time to complete this reference form. If you have any questions regarding this reference, please telephone:

Val Breitkreutz 780-307-8735

Or Holly Sandmaier [pembinabiblecamp@gmail.com](mailto:pembinabiblecamp@gmail.com)

This reference letter should be returned to Staff Directors:

Val & Steve Breitkreutz

Box 163

Rochester, AB

T0G 1Z0

vbreitkreutz@mcsnet.ca