



The Salvation Army  
Maritime Divisional Headquarters  
YOUTH DEPARTMENT



## **SCOTIAN GLEN CAMP**

### **APPLICATION GUIDELINES**

**Application Deadline: March 12, 2010**

Dear Applicant,

Thank you for your interest in joining the Staff Team at **The Salvation Army Scotian Glen Camp for 2010**. We are currently preparing for another great camping season and eagerly awaiting to see who makes up the TEAM this year. Working at Camp offers a meaningful work experience but more importantly provides an opportunity for you to make a real difference in the lives of hundreds of children in this province. As we chose the Camp staff, we are looking for people who:

- Love working with children (even the toughest ones)
- Love Jesus and want to share His love with others
- See Camp as a mission, not just a job
- Have a good work ethic and willing to develop an even better one.
- Understand that work at camp is a TEAM effort.

Scotian Glen Camp is committed to providing a Christian based, wholesome, healthy, positive camp experience for all campers through a well planned camping program with a staff who are willing to be Servant Leaders. It is important that you understand and are willing to commit to the purpose for which we exist.

**Please read through the Application Instructions and Staff Requirements, as well as the staff position page** provided here, **before** filling out your application. Make sure to fill out the application clearly and entirely. Please take time to pray about what it means to serve at Scotian Glen this summer.

Applications are due on **March 12, 2010**.

If you have any questions at any time about the application process, please contact us here at the Maritime Divisional Headquarters by emailing:

Wanda\_Vincent@can.salvationarmy.org

or

Christa\_Miller@can.salvationarmy.org

Looking forward to working with you in the Camping ministry.

Grace and peace,

Wanda Vincent  
(Major)  
DIVISIONAL YOUTH SECRETARY

## APPLICATION INSTRUCTIONS

- Please note, the new updates in 2010 Application Package, particularly the difference in what is required for **new staff** and **returning staff**.
- In section B, please print clearly your desired position (first choice) and then indicate 2nd and 3rd choices on the lines provided.
- For Sections E & F, please be as definite as possible in answering the questions. Avoid a lengthy essay but provide **focussed** answers.
- Staff Orientation this year will take place in two parts – both at Camp. The two dates are **May 7-9** (Part I) and **June 23-27** (Part II). The May weekend will be a non-paid weekend. Both parts are **required** for all camp staff. If there are graduation date conflicts for any of the June dates, please indicate the same in your application.
- The deadline date is a **firm** date for processing applicants. Any applications received after this date will be considered secondary for filling staff positions.
- Please carefully read the instructions for references as stated on the reference sheet.
- Please photocopy any certifications which you have and include with your application.
- Applications are considered incomplete until reference forms and copies of certification are received.
- Once your application is complete, please mail it to our office at:  
**The Salvation Army Divisional Headquarters**  
**YOUTH DEPARTMENT**  
**282-7071 Bayers Road**  
**Halifax, NS B3L 2C2**
- Once your application is received, you may be contacted for an interview.
- **All new staff will require, at minimum, a telephone interview.**

## STAFF REQUIREMENTS

### **General Qualifications:**

- Have a personal faith in God which translates into a Christian lifestyle reflecting Biblical principles
- Have a desire to share your faith with those you serve.
- A love for children and youth
- Willingness to serve and work with integrity and accountability
- A sense of humour and a creative spirit
- Consistent commitment to the tasks required by the position you are filling.
- A good team player.

### **Availability:**

- Staff orientation/training dates are **mandatory** for all staff – new and returning.
- Full attendance is required for all work weeks as outlined by your position.
- No summer holidays are to be expected.

### **Age Requirements**

- Must be at least 15 years of age for Operational Staff
- Must be at least 16 years of age for Counselling Staff

### **Salvation Army Standards**

- Camp staff are **not** permitted the personal use of alcohol, tobacco, illegal drugs or gambling.

The following is a summary chart of the Camp positions that are available this summer.

<b>STAFF POSITION</b>	<b>Number of Weeks</b>	<b>Brief Description</b>
Program Director	14	Responsible to the DYS to create and give oversight to a well balanced Camp program, including giving positive and helpful direction to staff and campers.
Assist Program/Bible Director	12	Responsible to assist Program Director in related program duties as well as prepare and implement a creative Bible program for campers.
Recreation Director	10	Responsible to plan for and oversee all recreation related program requirements and work with program staff.
Male Head Counsellor	10	Responsible to oversee and work alongside <b>male</b> counselling staff, ensuring campers and counsellors well being.
Female Head Counsellor (Crafts)	11	Responsible to oversee and work alongside <b>female</b> counselling staff, ensuring campers and counsellors well being. Responsible for all craft activities.
Counsellor	6-7	Responsible for supervision and programming of Campers to ensure a safe and happy camp experience.
Head Lifeguard	9	Responsible for all pool related activities and supervision, as well as maintenance of Camp Pool.
Assistant Lifeguard	7	Responsible to assist Head Lifeguard in all pool related programs.
Cook II	12	Responsible to work with Head cook and kitchen staff for the operation of Camp food services.
Cook's Assistant	10	Responsible to assist both Cooks in food preparation.
Kitchen Support Staff	9	Responsible to the Food Services Coordinator to ensure the general operation of dining room and dish room.
Maintenance Assistant	8	Responsible to the Camp Maintenance Director for the general maintenance needs of Camp, particularly grounds keeping.
Housekeeping	9	Responsible for general cleanliness of Camp, with particular duties in Laundry room and Camp washrooms.

**FINAL THOTS!!**

Working for The Salvation Army Camping program is more than just a summer job. It is a mission for dedicated and hard working individuals who have a servant's heart and mentality. The Camp is all about SERVING. We serve the Campers. We serve each other. We serve God. Being a member of the Camp Staff Team provides a meaningful opportunity for you to grow personally and spiritually. It provides an excellent work place environment for building leadership skills, work place respect and integrity, team building, and accountability. Our greatest hope for you is that Camp will provide you with a deeper desire to follow God in your life. On top of that it will undoubtedly enhance your leadership development and work ethic for future employment, establish lasting friendships with your peers, and give you cherished memories of lots and lots of fun filled days in the great outdoors!

**ARE YOU READY TO SERVE??!!  
JOIN US FOR THE 2010 SCOTIAN GLEN CAMP STAFF TEAM**



# SCOTIAN GLEN CAMP

## 2010 SUMMER STAFF APPLICATION

**Application Deadline: March 12, 2010**

### CAMP MISSION STATEMENT

The Salvation Army Scotian Glen Camp is to serve the total personality and health of the campers' spiritual, educational, social, and recreational needs through a creative, healthy and safe environment, in cooperative group living in an outdoor setting.

Please fill out the sections corresponding with your status (New or Returning Staff).  
Check each box once the section has been completed.

NEW STAFF		RETURNING STAFF	
<input type="checkbox"/>	Section A	<input type="checkbox"/>	Section A
<input type="checkbox"/>	Section B	<input type="checkbox"/>	Section B
<input type="checkbox"/>	Section C	<input type="checkbox"/>	Section C
<input type="checkbox"/>	Section D	<input type="checkbox"/>	Section D
<input type="checkbox"/>	Section E	<input type="checkbox"/>	Section F
<input type="checkbox"/>	Reference Information	<input type="checkbox"/>	Reference Information

### SECTION A *Please print clearly*

<b>PERSONAL</b>	Name: _____ <small>(Last) (First) (Middle Initial)</small>
	Address: _____ <small>(Street) (City) (Province) (Postal Code)</small>
	Phone: _____ <small>(Home) (Work) (Cell)</small>
	E-mail: _____
	<b>Those applying for counselor positions must be at least 16 years of age.</b>
Age as of May 1, 2010: _____	
Male <input type="checkbox"/> Female <input type="checkbox"/> * Required for counselor positions.	
Are you legally eligible to work in Canada? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Corps/Church (Denomination): _____	

### SECTION B

<b>POSITION</b>	<b>DESIRED POSITION:</b> _____														
	Dates available to work this summer: Start _____ End _____														
	Please indicate your 2nd and 3rd choices on the line provided:														
	<table> <tr> <td>___ Program Director (1)</td> <td>___ Cabin Counselor (18)</td> <td>___ Cook Two (1)</td> </tr> <tr> <td>___ Assistant Program/Bible Director (1)</td> <td>___ Head Lifeguard (1)</td> <td>___ Cook's Helper (1)</td> </tr> <tr> <td>___ Recreation Director (1)</td> <td>___ Assistant Lifeguard (1)</td> <td>___ Kitchen Support Worker (5)</td> </tr> <tr> <td>___ Male Head Counselor (1)</td> <td>___ Housekeeping (1)</td> <td>___ Maintenance Assistant (1)</td> </tr> <tr> <td>___ Female Head Counselor (1)</td> <td></td> <td></td> </tr> </table>	___ Program Director (1)	___ Cabin Counselor (18)	___ Cook Two (1)	___ Assistant Program/Bible Director (1)	___ Head Lifeguard (1)	___ Cook's Helper (1)	___ Recreation Director (1)	___ Assistant Lifeguard (1)	___ Kitchen Support Worker (5)	___ Male Head Counselor (1)	___ Housekeeping (1)	___ Maintenance Assistant (1)	___ Female Head Counselor (1)	
___ Program Director (1)	___ Cabin Counselor (18)	___ Cook Two (1)													
___ Assistant Program/Bible Director (1)	___ Head Lifeguard (1)	___ Cook's Helper (1)													
___ Recreation Director (1)	___ Assistant Lifeguard (1)	___ Kitchen Support Worker (5)													
___ Male Head Counselor (1)	___ Housekeeping (1)	___ Maintenance Assistant (1)													
___ Female Head Counselor (1)															
*Note: The number listed after each title indicates the number of positions to be filled.															

**SECTION C**

QUALIFICATIONS	High School: _____ Grade Completed: _____ <span style="float: right; font-size: 0.8em;">as of June 2010</span>	
	College/University: _____	
	Program: _____ Year Completed: _____ <span style="float: right; font-size: 0.8em;">as of June 2010</span>	
	Other Educational Training: _____	
	<b>All staff and volunteers MUST submit a current Police Check (issued 2008-2010) before June 1, 2010. Please contact your local Police Service to begin this process.</b>	
	I have included a current police Check with my application.	Yes <input type="checkbox"/>
I have applied for a Police Check at my local Police Service and will forward ASAP.	Yes <input type="checkbox"/>	No <input type="checkbox"/>
I am <b>returning staff</b> and have already submitted a <b>current</b> Police Check.	Yes <input type="checkbox"/>	No <input type="checkbox"/>
<b>Forward Police Checks to:</b> The Salvation Army YOUTH DEPARTMENT Maritime Divisional Headquarters 282-7071 Bayers Road Halifax NS B3L 2C2		
<b>Please list levels of certification and include copies of certificates.</b>		
Valid Driver's License: Yes <input type="checkbox"/> No <input type="checkbox"/> Classification: _____		
Swimming: _____		
First Aid: _____		
Canoeing: _____		
Other: _____		

**SECTION D** Please checkmark

SKILLS		<b>Skilled</b>	<b>Could Instruct</b>		<b>Skilled</b>	<b>Could Instruct</b>		<b>Skilled</b>	<b>Could Instruct</b>
	Beads/Jewellery			Video/Editing			Soccer		
	Clowning			Baseball			Softball		
	Dance			Canoeing			Swimming		
	Drama			Flag Football			Badminton		
	Drawing			Parachute Games			Track & Field		
	Juggling			Rugby			Volleyball		
	Magic Tricks			Self-Defence			Origami (paper folding)		
	Mime			Photography			Scrap booking		
	Painting			Puppets			Belaying		
If you have any of the following abilities, please checkmark:									
Vocal <input type="checkbox"/> Sound Technician <input type="checkbox"/> Instrumental <input type="checkbox"/> Instrument(s) _____									

## SECTION E

**NEW STAFF ONLY**

Please answer the following questions on a separate piece of paper. This will help us to know you better and will assist in determining acceptance as a member of the Scotian Glen Camp Staff Team. Please be open and honest.

### Spiritual Development:

1. Describe your understanding of what it means to be a follower of Christ.
2. Describe what your personal faith in Christ means to you – how it began and what it's like today, including what things are helpful to your spiritual growth and what spiritual things you may struggle with.
3. What church do you currently attend? How often do you attend and what is your involvement there?
4. For counselling positions only: Are you comfortable leading a child to Christ? If not, are you eager to learn?

### Personal Development:

5. Describe any experience, education, and characteristics you feel qualifies you to fill the position for which you are applying.
6. Describe any hobbies or interests that will help us know a little more about you.

### Camp Knowledge:

7. What do you know about the camping program at Scotian Glen?
8. What challenges do you think you would face as a Camp staff member?
9. What do you feel you can contribute to the Staff Team?

### Salvation Army Standards:

9. Employment with The Salvation Army requires total abstinence from alcohol, tobacco, and illegal drugs. Are you able to follow this policy?

## SECTION F

**RETURNING STAFF ONLY**

Please answer the following questions on a separate piece of paper. Please be open and honest.

### Spiritual Development:

1. Describe what your personal faith in Christ has meant over this past year, whether the joys or the struggles.
2. What church have you been attending and what has been your involvement there?
3. How did your experience at Camp last year affect you personally **and** spiritually and how did it affect what you are applying for this year?
4. For counselling positions only: Are you comfortable leading a child to Christ? If not, are you eager to learn?

### Personal Development:

5. Describe any experience or education over the past year that you feel **better** qualifies you to fill the position for which you are applying this year.

### Camp Experience:

6. Why do you want to work at Camp again this summer?
7. What can you contribute to the Camp **staff** this year that will help build a better team and develop strong, healthy relationships among your peers?
8. What can you contribute to camp programming this year that would be beneficial for the campers?

### Salvation Army Standards:

9. Employment with The Salvation Army continues to require total abstinence from alcohol, tobacco, and illegal drugs. Are you able to follow this policy?



## AUTHORIZATION

1. I hereby authorize The Salvation Army to conduct whatever searches it deems necessary, including a Police Records Search, to confirm that the information set out above is accurate and complete.
2. I hereby authorize The Salvation Army to conduct a search of all Child Abuse Registers maintained in Canada to confirm that I am not listed as a child abuser.
3. I hereby agree that, immediately upon request, I shall provide The Salvation Army with whatever consents and authorization it requires for conducting the searches which are contemplated in paragraphs 1 and 2 above.
4. I hereby authorize any individual or organization, including any organization which maintains a Child Abuse Registry, and their agents, employees and representatives, to provide The Salvation Army with any information which they have regarding my character and fitness for work with children. I hereby release all such organizations and individuals from all claims, demands, actions and causes of action whatsoever, which may in any way arise out of the provision of such information to The Salvation Army.

\_\_\_\_\_

Name of Witness

\_\_\_\_\_

Name of Applicant

\_\_\_\_\_

Signature of Witness

\_\_\_\_\_

Signature of Applicant

\_\_\_\_\_

Date

\_\_\_\_\_

Date

## REFERENCES

Please give contact information for three people who will be able to give an accurate character profile of you. **DO NOT** use family members or relatives as a reference.

Your references should include your Corps Officer/Pastor and, if possible, two former employers. If you cannot obtain employer references, you may use someone over the age of 19 who knows you well.

\*Note: If parents are Corps Officers/Clergy please have a Local Officer/Lay Person complete the form.

1.	Name _____ Telephone ( ) _____ Address _____ Postal Code _____ Occupation _____ E-mail address: _____
2.	Name _____ Telephone ( ) _____ Address _____ Postal Code _____ Occupation _____ E-mail address: _____
3.	Name _____ Telephone ( ) _____ Address _____ Postal Code _____ Occupation _____ E-mail address: _____

**NOTE: Please find enclosed, reference forms, which you will need to have the above persons complete and return DIRECTLY TO OUR OFFICE.  
These are not to be returned to the applicant.**

I, the undersigned, state that all the information given in this application is correct and true.  
I understand that any discrepancies will result in my dismissal.

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

**Please return these forms to:**  
Major Wanda Vincent, Camp Director  
The Salvation Army Maritime Divisional Headquarters  
282 - 7071 Bayers Road  
Halifax NS B3L 2C2  
Telephone: (902) 455-1201  
Fax: (902) 455-0055  
Email: [wanda\\_vincent@can.salvationarmy.org](mailto:wanda_vincent@can.salvationarmy.org)

**APPLICATION DEADLINE: MARCH 12, 2010**

**The Salvation Army - Maritime Division**  
**Scotian Glen Camp**  
**CORPS OFFICER OR CLERGY REFERENCE**  
 (If parents are Corps Officers, have local Officer complete the form)

Name of Applicant \_\_\_\_\_

Position Applied For \_\_\_\_\_

How long have you known the applicant? \_\_\_\_\_

How well do you know the applicant? \_\_\_\_\_

Please comment on the following:

**SPIRITUAL QUALITIES**

a) Does the applicant make a profession of faith?       Yes       No

b) Is his/her life consistent with the profession?       Yes       No

c) Does the applicant attend church functions regularly?       Yes       No

d) Will the applicant make a valuable contribution?       Yes       No

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

\_\_\_\_\_

**PERSONAL CONCERNS**

a) Has the applicant had any physical disabilities that would directly affect participation in a regular active camp program?       Yes       No

If yes please explain \_\_\_\_\_

\_\_\_\_\_

b) Does the applicant display any emotional problems that would directly affect participation in a regular camp program?       Yes       No

If yes, please explain \_\_\_\_\_

\_\_\_\_\_

c) Does the applicant have any hygiene problem that would prevent him/her from working in a sanitary environment (i.e. kitchen)?       Yes       No

d) Does the applicant display any other personal problems that would disqualify him/her from employment at the camp?       Yes       No

If yes, please explain. \_\_\_\_\_

\_\_\_\_\_

**The Salvation Army - Maritime Division  
 Scotian Glen Camp  
 CORPS OFFICER OR CLERGY REFERENCE (Continued)**

**GENERAL QUALITIES (Please checkmark)**

	<u>Above Average</u>	<u>Average</u>	<u>Fair</u>	<u>Poor</u>
Leadership Ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to assume responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to get along with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Willingness to Cooperate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to work with children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Capacity for Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1. Do you know of any reason why this person would not be an effective camp member?  Yes  No

Please comment \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

2. Is the applicant the kind of person with whom you would entrust your children?  Yes  No

Please comment \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

3. Is there any further information which would assist us in the consideration of this applicant?  Yes  No

Please comment \_\_\_\_\_  
 \_\_\_\_\_

(Please attach a separate sheet of paper if additional space is needed)

Name \_\_\_\_\_ Occupation \_\_\_\_\_  
 Address \_\_\_\_\_ City \_\_\_\_\_  
 Province \_\_\_\_\_ Postal Code \_\_\_\_\_  
 Telephone: Home (     ) \_\_\_\_\_ Work (     ) \_\_\_\_\_ Cell (     ) \_\_\_\_\_  
 E--mail Address: \_\_\_\_\_  
 SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

**Thank you for your assistance in completing this form.  
 Please mail completed forms, under Private & Confidential cover, directly to:**

Major Wanda Vincent, Camp Director  
 The Salvation Army Maritime Divisional Headquarters  
 282 - 7071 Bayers Road  
 Halifax NS B3L 2C2  
 Telephone: (902) 455-1201  
 Fax: (902) 455-0055  
 Email: [wanda\\_vincent@can.salvationarmy.org](mailto:wanda_vincent@can.salvationarmy.org)

**The Salvation Army - Maritime Division  
 Scotian Glen Camp  
 REFERENCE FORM  
 \*2 Separate Individuals**

Name of Applicant \_\_\_\_\_

Position Applied For \_\_\_\_\_

How long have you known the applicant? \_\_\_\_\_

How well do you know the applicant? \_\_\_\_\_

**The above individual has applied for a position with Scotian Glen Camp which is an outreach ministry of  
 The Salvation Army.  
 We appreciate your careful consideration when evaluating.**

**Please comment on the following as it pertains to the applicant:**

Special Abilities \_\_\_\_\_

Attitudes \_\_\_\_\_

Concern for Others \_\_\_\_\_

Do you know any reason why this person could not be an effective member of our camp staff?

Comment \_\_\_\_\_

(Please attach a separate sheet of paper if additional space is needed)

Is the applicant someone with whom you would entrust your own child?       Yes     No

Name _____	Occupation _____
Address _____	City _____
Province _____	Postal Code _____
Telephone: Home (    ) _____	Work (    ) _____
Cell (    ) _____	
E--mail Address: _____	
SIGNATURE _____	DATE _____

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**The Salvation Army - Maritime Division**  
**Scotian Glen Camp**  
**REFERENCE FORM (Continued)**  
**\*2 Separate Individuals**

Please underline all statements which you think apply to the applicant. This evaluation will allow us to examine their attitudes, habits, and areas that may need work. Feel free to add any statements if the ones listed do not adequately describe the applicant.

**FAMILY**

Loves to be with family. Contributes to its well being. Respects parents. Negative environment. Shares their beliefs. Communicates openly. Supportive. Other \_\_\_\_\_

**SOCIAL LIFE**

Friendly. Needs considerable privacy. Outgoing. Shy. Dependent. Drifts in and out of friendships. Gets along well with anyone. Has difficulty making friends. Leader. Follower. Relates well to the opposite sex. Few friends. Many friends. Friends are a negative influence. Friends are an encouraging. Other \_\_\_\_\_

**EMOTIONAL STATE**

Stable. Irritable. Moody. Anxious. Calm. Reserved. Easily discouraged. Occasional depression. Shy. Patient. Mild-tempered. Nervous. Composed. Tolerant. Other \_\_\_\_\_

**PERSONALITY**

Introvert. Extrovert. Optimist. Pessimist. Creative. Self starter. Aggressive. Easy going. Critical. Encourager. Sense of Humor. Well disciplined. Poor personal discipline. Submissive to authority. Defiant. Tactful. Confident. Cooperative. Giver. Taker. Loving Caring. Selfish. Kind. Loyal. Other \_\_\_\_\_

**WORK HABITS**

Enjoys work. Procrastinates. Relies on others. Completes assignments. Follows instructions. Sloppy. Timely. Perfectionist. Ignores instructions. Punctual. Late. Quitter. Takes Charge. Dependable. Slacks off. Perseveres. Other \_\_\_\_\_

**LEADERSHIP ABILITY**

**With Peer Group:**

Follower. Pacesetter. Gets results. Accepts responsibility. Enjoys taking charge. Uncomfortable with leadership role. Other \_\_\_\_\_

**With Children:**

Leadership comes naturally. Enjoys leadership. Uncomfortable with leadership role. No experience. Other \_\_\_\_\_

Please comment on the applicant's Christian commitment. Do you feel that the applicant is capable of fulfilling a leadership role at a Christian camp?

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(Please attach another sheet of paper if additional space is needed)

**The Salvation Army - Maritime Division  
 Scotian Glen Camp  
 REFERENCE FORM  
 \*2 Separate Individuals**

Name of Applicant \_\_\_\_\_  
 Position Applied For \_\_\_\_\_  
 How long have you known the applicant? \_\_\_\_\_  
 How well do you know the applicant? \_\_\_\_\_

**The above individual has applied for a position with Scotian Glen Camp which is an outreach ministry of  
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 We appreciate your careful consideration when evaluating.**

**Please comment on the following as it pertains to the applicant:**

Special Abilities \_\_\_\_\_  
 Attitudes \_\_\_\_\_  
 Concern for Others \_\_\_\_\_

Do you know any reason why this person could not be an effective member of our camp staff?

Comment \_\_\_\_\_

(Please attach a separate sheet of paper if additional space is needed)

Is the applicant someone with whom you would entrust your own child?       Yes     No

Name _____	Occupation _____
Address _____	
Province _____	Postal Code _____
Telephone: Home (    ) _____	Work (    ) _____
Cell (    ) _____	
E--mail Address: _____	
SIGNATURE _____	DATE _____

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**The Salvation Army - Maritime Division**  
**Scotian Glen Camp**  
**REFERENCE FORM (Continued)**  
**\*2 Separate Individuals**

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**SOCIAL LIFE**

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**EMOTIONAL STATE**

Stable. Irritable. Moody. Anxious. Calm. Reserved. Easily discouraged. Occasional depression. Shy. Patient. Mild-tempered. Nervous. Composed. Tolerant. Other\_\_\_\_\_

**PERSONALITY**

Introvert. Extrovert. Optimist. Pessimist. Creative. Self starter. Aggressive. Easy going. Critical. Encourager. Sense of Humor. Well disciplined. Poor personal discipline. Submissive to authority. Defiant. Tactful. Confident. Cooperative. Giver. Taker. Loving Caring. Selfish. Kind. Loyal. Other\_\_\_\_\_

**WORK HABITS**

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**LEADERSHIP ABILITY**

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Follower. Pacesetter. Gets results. Accepts responsibility. Enjoys taking charge. Uncomfortable with leadership role. Other\_\_\_\_\_

**With Children:**

Leadership comes naturally. Enjoys leadership. Uncomfortable with leadership role. No experience. Other\_\_\_\_\_

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(Please attach another sheet of paper if additional space is needed)