



PARENTAL REFERENCE

Northern Youth
P R O G R A M S

Date of Reference (Month/Day/Year) _____

Applicant's Full Name _____

Address: _____

City: _____

Province/State: _____ Postal/ZIP Code: _____

Position Applicant Applied For _____

Parents' Full Names _____

We are striving to keep the standards of our work and workers high, accepting those with a good Christian testimony and a desire to serve the Lord. Please answer frankly and to the best of your knowledge. All information will be kept confidential except where disclosure is required by law. Your responses to these questions may have personal, spiritual, ministry, and/or legal implications. Thank you for your assistance in accomplishing our vision and for protecting the vulnerable persons that we serve.

ABOUT YOU

1. Are you in harmony with the applicant's desire to serve a term of service with us? _____

ABOUT THE APPLICANT

2. Are there any medical matters we should be aware of? _____

3. Is the applicant respected in the community in which they live? _____
4. Is there any indication that their decision to enter this service has been significantly influenced by a desire to escape personal, or vocational situations? _____
5. Do they give evidence of genuine conversion? _____
6. Do they uphold the standards of New Testament Christian living? _____
Conscientiously or out of obligation? _____
7. Would they be an asset to Christian service? _____
8. Do you know of anything that may disqualify them for Christian service? _____

9. Have they ever used drugs or alcohol? _____
10. Have they ever been involved in witchcraft and the occult? _____
11. Have they been known to use pornography? ☐ Yes ☐ No
If so, what action was taken? _____
12. Do you know if they have attempted or actually abused or sexually molested a minor? _____
13. Are they able to maintain healthy friendships with those of the same sex? _____



14. Do they maintain appropriate boundaries with those of the opposite sex? _____

15. To which age group do you feel they best relate? ☐ Children ☐ Youth ☐ Adults

16. For each trait listed below, check **one statement** which in your judgement best describes them:

Christian Experience

- ☐ Rich and contagious
- ☐ Genuine but mild
- ☐ Relatively superficial

Willingness to Serve

- ☐ Eagerly serves
- ☐ Serves upon request
- ☐ Reluctant to serve

Leadership

- ☐ Easily directs others
- ☐ Leads as requested
- ☐ Seldom gains support

Teamwork

- ☐ Works well with others
- ☐ Learning teamwork
- ☐ Causes friction in a team

Relational Responsiveness

- ☐ Responds with Godly insight
- ☐ Genuinely cares for others
- ☐ Slow to sense how others feel

Personality Attractiveness

- ☐ Friendly and pleasant
- ☐ Gets along reasonably well
- ☐ At times unpleasant

Social Interaction

- ☐ Very courteous and gracious
- ☐ Discovering social role
- ☐ Lacking social skills

Dependability

- ☐ Very trustworthy
- ☐ Intends to fulfill responsibilities
- ☐ Personal Agenda comes first

Comprehension

- ☐ Knowledgeable, always learning
- ☐ Alert mind, aptitude for leaning
- ☐ Learns and thinks slowly

Emotional Stability

- ☐ Healthy balance and self control
- ☐ Aware of personal emotional needs
- ☐ Subject to moodiness

Physical Condition

- ☐ Excellent health
- ☐ Average health and health habits
- ☐ Often hindered by poor health

Financial Habits

- ☐ Wise stewardship
- ☐ Lives within income
- ☐ Spends extravagantly/impulsively

Adaptability

- ☐ Adjusts well to the unfamiliar
- ☐ Adapts with normal ups and downs
- ☐ Unable to cope with much change

Local Church

- ☐ Effective initiator and supporter
- ☐ Cooperates with church
- ☐ Individual lifestyle and/or ministry

Industriousness

- ☐ Works diligently and thoroughly
- ☐ Completes work with instructions
- ☐ Does just enough to get by

Judgement and Common Sense

- ☐ Excellent perception and maturity
- ☐ Makes good and timely decisions
- ☐ Too hasty or hesitant

Communication

- ☐ Communicates clearly and discreetly
- ☐ Healthy in normal conversation
- ☐ Unhealthy voice (too loud, too quiet)

Personal Appearance

- ☐ Preoccupied with looks
- ☐ Attentive to personal appearance
- ☐ Careless about appearance

17. Indicate if they are prone to any of these negative behaviours:

- | | | |
|--|--------------------------------------|---------------------------------------|
| <input type="checkbox"/> Impatient | <input type="checkbox"/> Depressed | <input type="checkbox"/> Anxious |
| <input type="checkbox"/> Intolerant | <input type="checkbox"/> Embarrassed | <input type="checkbox"/> Nervous |
| <input type="checkbox"/> Domineering | <input type="checkbox"/> Offended | <input type="checkbox"/> Lazy |
| <input type="checkbox"/> Sullen | <input type="checkbox"/> Discouraged | <input type="checkbox"/> Inattentive |
| <input type="checkbox"/> Prejudiced | <input type="checkbox"/> Irritated | <input type="checkbox"/> Moody |
| <input type="checkbox"/> Argumentative | <input type="checkbox"/> Critical | <input type="checkbox"/> Other: _____ |

18. List what you see as their three greatest strengths and weaknesses:

Strengths

Weaknesses

19. What type of work do you think would best suit them? _____

20. Further comments and concerns: _____

SIGNATURE

21. This reference has been completed by:

Signature: _____

Printed Name: _____

Address: _____

City: _____

Province/State: _____ Postal/ZIP Code: _____

Email Address: _____

Phone Number: _____

RETURNING THIS REFERENCE

22. Return this reference.

If the applicant is in Canada:

Northern Youth Programs

Attn: Human Resources

Site 306 Box 1 RR 3

Dryden, ON P8N 3G2

Fax: 1.807.937.5524

Email: personnel@nyp.ca

If the applicant is in the USA:

Northern Youth Programs

Attn: Human Resources

PO Box 171

International Falls, MN 56649

Fax: 1.807.937.5524

Email: personnel@nyp.ca