



# Confidential Reference

To be completed by your Church leader

Youth With A Mission (YWAM) is a worldwide inter-denominational missionary organisation. It provides opportunities for voluntary Christian service on a short- or long-term basis. The applicant has given your name as a referee. In accordance with the UK Data Protection Act 1998, please confine your answers to what you know of the applicant from your own experience.

- Please complete this reference and return it by post or email at the address below. If you would prefer to give additional comments by telephone, please feel free to do so. **We would appreciate it if you would keep this form confidential and not give it back to the applicant unless it's in a sealed envelope.**
- In order to adequately evaluate the applicant for admission to YWAM Cambridge we would appreciate you supplying the information requested in this form as openly and honestly as you can. Your statement will help us to effectively meet the needs of the applicant should their application be successful.
- Receipt of this form is necessary before we can consider the application. Thank you for taking the time to complete this reference on the applicant's behalf.

**Please submit this form by email to the relevant address:**

For Chronological School of Biblical Studies applicants:

[csbs@ywamcambridge.org](mailto:csbs@ywamcambridge.org)

For Discipleship Training School applicants:

[dts@ywamcambridge.org](mailto:dts@ywamcambridge.org)

For other applicants:

[personnel@ywamcambridge.org](mailto:personnel@ywamcambridge.org)

**or post to:**

CSBS/ DTS/ Personnel, YWAM Cambridge, 31 Ashvale, CB4 2SZ, UK

What is your relationship with the applicant? Please indicate below

- Employer \_\_\_\_\_
- Teacher \_\_\_\_\_
- Pastor/Minister/Church Elder \_\_\_\_\_
- Other Christian Leader \_\_\_\_\_
- Mature Christian Friend \_\_\_\_\_
- YWAM Leader \_\_\_\_\_

How long have you known the applicant? (We prefer that you have known them for at least two years)

\_\_\_\_\_

On a Scale of 1-10 how well do you know the applicant? (1 Very little - 10 extremely well)

1      2      3      4      5      6      7      8      9      10

### Character Profile

Please rate the following:

10 being **Excellent/Above Average**, 5 being **Average** and 1 being **Poor/Below Average**

	10	9	8	7	6	5	4	3	2	1	Unsure
Initiative											
Work ethic											
Team player											
Ability to handle conflict											
Motivated											
Financial responsibility											
Personal grooming											
Social Adaptability											
Concern for/sensitive to others											
Self-leadership											
Ability to follow/Teachable											
Flexibility											
Reliability/ Keeping commitments											
Response to authority											
Time keeping/punctuality											

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Perseverance										
Sound judgement										
Attitude to work										
Leadership Capability										
Resilience										
Personal organisation										
Trustworthy										
Academic Ability										
General Health										
Moral Standards										

If you would like to comment further on any of the above, please do so here:

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### Christian Experience

In association with the applicant, what has been the level of commitment to your church/YWAM location?

Faithful                      Inconsistent                      Other

In your consideration, which of the following would best describe the applicant's Christian experience? Please tick all that apply

New believer	
Genuine and growing	
Superficial	
Over-emotional/self-focused	
Variable/inconsistent	
Mature	
Openly shares faith with others	
Unmotivated	
Other	

Please expand:

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## Emotional Stability

Please select one statement that best suits the applicant's maturity and stability and please comment on it.

Outstanding - mature. Has proven their ability to operate under stress and pressure	
More mature and emotionally stable than average	
Possesses adequate emotional stability and maturity	
Doubtful - Experience has shown that the applicant might not be able to endure stressful situations	
Applicant has frequently demonstrated signs of inability to cope with stress such as rage or withdrawal; is erratic in attitude and action; has demonstrated emotional instability in other ways	
Other - please specify	

Please expand:

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## Challenging situations

How does the applicant usually respond to challenging situations? Please comment below.

Withdraws	
Holds Offense	
Gets angry/complains	
Gets discouraged	
Gives up	
Accepts patiently	
Meets constructively	

Rises to the challenge	
Other - please specify	

Please expand:

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## Areas for growth

Please check words or descriptions if they apply to the applicant, then comment below.

**Please note that we are seeking to help the applicant grow.**

Anxious/ frequently worried	Moody
Impatient	Critical of others
Intolerant	Easily offended
Argumentative	Erratic attitudes or actions
Domineering	Addictive behaviour
Nervous/tense	Un-teachable
Rebellious	Closed/'loner'
Socially awkward	Prejudiced towards groups/races/nationalities
Low self-esteem/Lack of self-confidence	Problems with authority
Immature	Other:

Please expand:

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## Giftings

In your opinion, in which of the following areas of ministry in the applicant gifted?

Administration	Art/Creativity	Children's Work
Communications	Counselling	Discipleship
Drama/Theatre	Encouragement	Evangelism

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Healing	Hospitality	Skilled Tradesman (Carpentry/ Plumbing)
Media	Medical	Music
Pastoral Care	Pioneer	Prayer/intercession
Preaching	Problem solving	Servant hearted
Teaching	Worship	Youth Work
Other:		

Please expand:

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## Family Background

Please comment briefly on the applicant's family background and current situation (if known)

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## Motives

In your opinion, what are the applicant's motives for applying to join YWAM... (*location*)

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Do you think participation in YWAM would be beneficial for the applicant?

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Do you think YWAM would benefit from the applicant serving with us?

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Do you recognise that this person has a calling to Missions?

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## Additional Comments

Would you employ/work with this person?

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What personal experience do you have of the volunteer's ability to work with/relate to children and/or young people?

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Please make any additional comments regarding the applicant, which you consider could be helpful.

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## DATA PROTECTION

In accordance with the UK Data Protection Act 1998, the information provided on my staff application form will be held securely, confidentially and only used for the purposes needed.

## WAIVER OF CONFIDENTIALITY

Under the Data Protection Act, an individual has the right to request to see their references with the permission of the author. Would you be willing for this reference to be disclosed to the applicant on

request?       Yes  No

## REFEREE'S DETAILS

Name \_\_\_\_\_

Address \_\_\_\_\_

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Post/Zip Code \_\_\_\_\_ Telephone \_\_\_\_\_

Mobile \_\_\_\_\_ Email address \_\_\_\_\_

Are you fluent in English?  Yes  No

If not, which language would you prefer to speak, if we need to contact you? \_\_\_\_\_

Signed \_\_\_\_\_ Date (dd/mm/yy) \_\_\_\_\_