Dear Sir or Madam,

The person named on the reverse side of this form has applied for a position as a counselor on the Camp Counselors Russia programme. Your honest appraisal of this applicant will assist us in determining if the applicant is suitable to participate in the camp programme in Russia.

The applicant must possess responsibility, flexibility, a sense of humour and a high level of moral integrity – they must be able to adapt to a different culture and way of life. Outlined below is a description of the position of a counselor.

Counselor: As a counselor, the participant will be required to teach, lead and be a friend to a group of children aged anywhere from five to sixteen. Their primary responsibility is to ensure the children's safety and well-being and to help make the children's camp experience fun and rewarding. Their tasks usually include planning, leading and joining in activities. All counselors perform a wide variety of duties with children, and each day brings something new. Counselors live in tents or dormitories with children and often spend 24 hours a day for four or eight weeks with them. Although speaking Russian is not an essential part of the programme, it is important the counselor is willing to learn about Russian culture, and to not be afraid of trying out a few words which the children will teach them. For non-Russia speaking counselors, they will be paired with a similar aged English-speaking Russian counselor to work with.

As the referee, you need to make an objective assessment of the character and abilities of the applicant. Any additional comments, which will help us, determine the suitability of the applicant are appreciated. Your quick response is encouraged, as we are unable to proceed with the application without your reference. If you wish to share any reservations about the suitability of this applicant in private, please contact the Camp Counselors Russia office.

This Reference Questionnaire should be completed by a teacher, coach, tutor, employer, priest, minister or rabbi. WE CANNOT ACCEPT REFERENCES FROM FAMILY MEMBERS, RELATIVES OR FRIENDS.

Thank you!

Please return the Reference Questionnaire as soon as possible to the applicant in a sealed envelope. (Application cannot be processed without your reference).

Use the space below for additional comments:

_______________________________________________________________________________________________________
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Please check the items for which you have sufficient knowledge about the applicant:

1. Integrity
2. Work habits/organization
3. Adaptability/flexibility
4. Attitude
5. Relationship with co-workers
6. Leadership abilities
7. Ability to work in groups
8. Responsibility
9. Ability to relate to children
10. Children's response to applicant
11. Maturity
12. Perseverance

Under each heading, check the phrase which most accurately describes the applicant:

1. Ability to direct and influence others:
   - Exceptional leadership qualities
   - Usually successful in leading others
   - Unreliable leadership qualities

2. Ability to work and cooperate with others:
   - Gets along exceptionally in groups—a team player
   - Will cooperate in most circumstances
   - Gives limited cooperation—better suited to solitary work

3. Ability to relate to and give guidance to children:
   - Children naturally get along very well with applicant
   - Children adequately participate
   - Children often ignore instruction

4. Ability to follow through with job assignments:
   - Completes tasks promptly, often does more than expected
   - Completes assigned tasks at own pace
   - Needs constant supervision to complete work

5. Ability to control emotions:
   - Well balanced, good control
   - Average ability to control emotions
   - Frequently irritated, impatient, or depressed

6. How would you rate the applicant as a role model for children:
   - Excellent
   - Very Good
   - Good
   - Fair
   - Poor

7. What is your relationship to this person?
   - Teacher
   - Coach/coaches my child
   - Priest/Minister/Rabbi
   - Supervisor
   - Coworker
   - Tutor/tutors my child
   - My child's babysitter
   - Employer

8. How long have you known this applicant? ____________________________________________

9. Would you be willing and completely comfortable leaving your children under the applicant's supervision? Please explain:
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________

10. Does the applicant show signs of any behavior which you feel would cause a concern when working directly with children?
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________

11. Please comment on the applicant's suitability for this program (Use separate piece of paper if necessary):
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________

You may be contacted by CCUSA or a camp for verification of your reference for this participant.

Name of Referee ___________________________________________ Signature ____________________ Date ____________________

Address __________________________________________________ Phone ( ) ( )

Company __________________________________ Position/Title ____________________________

Email __________________________________________________ Fax ____________________________

Please return this form to applicant in a sealed envelope at your earliest convenience. Thank you for your evaluation!