# primaryYLhoriz_black_tag_small

**CONFIDENTIAL CHARACTER REFERENCE**

Name of Applicant: **Richard D. Miller**   
Position Applied For: **Student Staff**

**CONFIDENTIAL: Do not return to the applicant. Please return to the area/regional office as follows:**

Name of Young Life office: **Young Life OR & SW WA Region**

Address: **13635 NW Cornell**

City: **Portland** State: **Oregon** Zip: **97229**

*The above to be completed by applicant.*

**This individual has expressed an interest to work with Young Life, a non-profit Christian organization. Young Life’s mission is introducing adolescents to Jesus Christ and helping them grow in their faith. Please help us by candidly giving us your insight into the ministry/administrative potential of the individual above.  
We appreciate your time.**

How long and under what circumstances have you known the applicant? We have been good friends and grown up together for the past 10+ years

What is your perception of the applicant’s spiritual maturity? I believe that he is a strong follower of the Lord and displays this in his burning passion and desire for Him. Explaining one’s spiritual maturity is not something that is easily achieved; however, in his case I would say he is one of the godliest men I know.

Identify this person’s greatest strength(s). He excels at working with people and administrative tasks. He is a leader who knows when to lead and when to follow. He is very passionate about the things he loves, something that I don't see in anyone else I know.

In what areas have you observed weaknesses? His greatest strength can also be his greatest weakness. He can get to be so focused on one thing that he tends to forgot about another pending task. However, this is a minor character flaw that does not come up very much.

Have you observed this applicant when engaged in Young Life or other Christian ministry? In what roles? Describe the quality of ministry observed. I have observed him in two types of envoirnments. When he was involved with a community childrens ministry teaching the gospel, he exibited a very talented way of communincating it such that it was appropirate for that specfic enviornement. In addition, his leadership envolvement in various youth group events, at his church, show a high level of care and involvement with the students. He is a man who loves God and His children.

If a previous employer, would you rehire this applicant? If so, what position? If not, why? Yes I would. Not only does he have a positive outlook on life, he is a natural leader who people want to follow. I would put him in an adminastrative posisiton because of his dedcation and good work ethic. Always tries to acknoledge the best in people, rather than focus on their less than adequent traits. Finally, whenever something needs to be done he is usual the first one to jump on it and get the ball rolling.

In what ways has this applicant demonstrated responsibility and maturity? Be specific. The ways in which he demonstrates responsibility and maturity are many. Not only does he exhibit a strong work ethic, he takes responsibility for actions at work and in his personal life regardless of the outcome. We work together at Red Robin, and whenever a task needed to be done he was the first to execute it and get it done. In addition, he is very respectful to the people above him (including his parents) and acknowledges their authority. While at work he respects his bosses and always holds them in a positive light.

Are you aware if this applicant has been subjected to disciplinary action, suspended, terminated or asked to leave a job or volunteer position because of engagement in child sexual abuse or neglect, other unlawful sexual behavior or otherwise violated an employer’s sexual misconduct or harassment policy? If so, please describe the situation. I know of no such conduct

Do you know if this applicant has ever been convicted of a criminal offense (misdemeanor or felony other than a parking violation) in a court of law? If so, please describe the nature of the offense. I know of no such conduct.

**Personal Evaluation**

Please check the number that best describes **your** perception of the applicant.

**Spiritual Maturity**

Evaluate the applicant’s Christian faith experience. 0 1 2 3 4 5 6 7 8 9 10

Unusual

Growing

Average

Immature

**Church Involvement**

Evaluate the applicant’s relationship with a local church. 0 1 2 3 4 5 6 7 8 9 10

Deeply involved in church Life and ministry

Infrequent church attendance

Frequent church attendance

Active part in local church

**Social Acceptance**

How does the applicant’s personality affect others? 0 1 2 3 4 5 6 7 8 9 10

Sought after

Well-liked

Accepted

Tolerated

**Social Awareness**

How responsive is the applicant to the 0 1 2 3 4 5 6 7 8 9 10

feelings of others?

Unusual insight and understanding

Thoughtful and considerate

Fairly responsive

Slow to   
 respond

**Emotional Stability**

Consider how the applicant reacts in stress situations. 0 1 2 3 4 5 6 7 8 9 10

Somewhat unstable

Unusually well-balanced

Well-balanced

Fairly well-balanced

**Poise**

What is the applicant’s public demeanor? 0 1 2 3 4 5 6 7 8 9 10

Self-confident

Moderate   
self-confidence

Exhibits little confidence

Lacking in Confidence

**Leadership**

Evaluate the applicant’s leadership abilities. 0 1 2 3 4 5 6 7 8 9 10

Never leads

Fair

Average

Exceptional

**Responsibility**

How well is the applicant able to assume responsibility? 0 1 2 3 4 5 6 7 8 9 10

Very responsible

Average – takes some initiative

Fairly responsible

Unable to assume responsibility

**Cooperation**

Evaluate the applicant’s willingness to lead 0 1 2 3 4 5 6 7 8 9 10

through serving others.

Indifferent

Unwilling

Outstanding

Usually willing

**Teamwork**

Evaluate the applicant’s ability to function 0 1 2 3 4 5 6 7 8 9 10

in a team relationship.

Works   
exceptionally well with others

Works well with others

Works fairly well with others

Has difficulty working with others

**Communication**

Evaluate the applicant’s ability to present 0 1 2 3 4 5 6 7 8 9 10

thoughts with logic and clarity.

Usually clear and logical

Superior ability to communicate

Occasionally misunderstood

Not able to communicate

**Social Concern**

Evaluate the applicant’s concern for the 0 1 2 3 4 5 6 7 8 9 10

special needs of the world.

Aware of needs

Occasionally involved

Deeply involved In social needs

Indifferent to the needs of the world

**Potential for Ministry**

How does the applicant compare in potential 0 1 2 3 4 5 6 7 8 9 10

Upper 10%

Upper 25%

Upper 50%

Lower 50%

for ministry with others you have noted?

I recommend this person for Young Life:

I do not recommend acceptance  with reservation  with some confidence  with enthusiasm

Other Comments: **He is a great guy and I would highly recommend him for this position on your staff. I hope my recommendation helps in reaching your decision.**

Name: David Houston Date: 04-29-2014

Street Address: 3205 Campus Dr. City/State/Zip: Klamath Falls

Company: N/A Position: N/A

E-mail Address: miles.dave.houston@gmail.com Telephone Number: 5419774600

Please return to the area/regional office as noted above. YL-3209 (May 12)