2021

Introduction to Volunteering at Starting Point

Starting Point was created by volunteers in 1981. As a result of their compassion, commitment, outreach and organizational skills the agency grew to its present-day operating capacity that allows us to provide: exceptional crisis intervention; shelter; transitional support; and education and outreach to victims, survivors, families and the community.

Clearly, without the founding volunteers Starting Point would not exist. The continued work of Starting Point cannot be done without the support of volunteers. Besides the actual work of advocating for victims and survivors volunteers are the ambassadors of the movement to end violence in our community. They carry the message far and wide at a greater rate than a small staff could possibly do. As such, it is important to recruit and support the efforts of compassionate, committed, exceptional volunteers. We are indebted to your involvement in our collective vision to create a safe and supportive community.

The characteristics of ideal volunteers are those who possess:

* A desire to serve
* Compassion
* Commitment to the work at hand and the overall movement
* Non-judgmental attitudes and moral codes that promote equity for all
* An ability to create healthy boundaries that promote a collective front without invoking the privilege of the advocate over the victim/survivor, and that supports self-care
* Flexibility
* Strong self confidence that denies ego driven advocacy
* Organizational skills and an understanding of the importance of collecting data (completing paperwork) in relation to effecting change in legislation and supporting funding requirements
* An understanding of empowerment
* Willingness to learn, participate in on-going trainings, and to decipher and adjust to emerging research
* A sense of lightness in troubling circumstances that supports the understanding that we are all involved in a journey with the goal of emerging from the pain and proceeding into a fulfilling healthy lifestyle as defined by the individual and supported by the collective

Thank you for your interest in volunteering at Starting Point. Although the topic is challenging and at times can feel overwhelming those of us who do the work find that being involved with a dynamic program that works to resolve issues of domestic and sexual violence is extremely rewarding. Our purpose remains clear, both in our program mission and in our personal lives, and as such all our lives are enriched.

**Welcome!**

Enclosed is a Volunteer Packet, including: Application, brief volunteer position descriptions, commitment agreement, and reference forms.

Please fill out the application, reference request, and commitment form and return to:

Starting Point at PO Box 1972 Conway, NH 03818

A mandatory training governed by NH RSA 173:C. will allow privilege communication with victims and is required even of those who work in the field. Our thorough and comprehensive training program runs thirty (30) hours. It will give you a wealth of information on topics such as family violence (child abuse and neglect, partner abuse, elder abuse), stalking, sexual violence (child sexual abuse, adult sexual abuse, sexual harassment), human trafficking, client services and advocacy, laws, community resources and many other topics that will enlighten and support you as an advocate.

As our next training approaches, we will call you to schedule an interview and give you a detailed training schedule.

Volunteer opportunities within Starting Point are limited only by a volunteer’s desire and competencies. The most common volunteer opportunities are office assistant, crisis line advocacy, legal advocate, shelter intake worker, transition advocate, hospital advocate, support group facilitator, transportation provider, fund raising, community education, and outreach.

Starting Point honors diversity and seeks involvement of people from different backgrounds and walks of life. Interested people of any age, race, national origin, gender, gender identity, sexual orientation, socio-economic status, and religious or political affiliation are encouraged to apply.

We believe that volunteering at Starting Point will be rewarding, meaningful, and challenging and we are grateful for your support.

We look forward to hearing from you!

**Direct Service Advocates** provide the following services through the 24-hour/365 day information and support line:

* Non-judgmental support, advocacy, crisis intervention, and safety planning;
* Peer-based, non-clinical counseling;
* Education on the effects of domestic and sexual violence and stalking;
* Empowerment of survivors through review of their choices;
* Information about and coordination of services offered by Starting Point;
* Referrals to, information about, and assistance in navigating other resources, programs, and social systems; and
* In-person Starting Point to hospital and police calls.

**With advanced training, volunteers can take on these additional roles:**

**Court Advocates** provide these services in a court setting. They explain the court and law enforcement process and the victim’s rights within these systems. They also assist in obtaining restraining orders, including submitting petitions, preparing for hearings, and attending court.

**Support Group Co-Facilitators** provide these services in a support group setting through dialogue and learning activities. They also assist in researching and planning possible curricula and activities.

**Indirect Service Volunteers** provide the behind-the-scenes support that Starting Point needs to effectively assist victims of domestic and sexual violence and stalking.

**Education and Outreach Assistants** provide outreach at health fairs and other events; assist in collecting data for, planning, and presenting informational sessions at schools and in the community; and help plan, coordinate, and facilitate educational and awareness events.

**Fundraising Associates** propose new fundraising ideas; plan events; communicate with partner agencies, potential donors, and Starting Point; and recruit volunteers for fundraising events.

**Office Assistants** aid in the daily functioning of the Starting Point office. Tasks may include, but are not limited to: answering the phone and providing general information or transferring to an advocate, helping to manage the flow of incoming and outgoing donations, proofreading and reformatting documents, assisting with planning and preparation for special events, assisting with community outreach projects, and any other activities which support the staff.

**Volunteer Application Form**

The information on this form will help us to find the most satisfying and appropriate volunteer opportunity for you, as well as aid us in trying to set up trainings. Your cooperation in completing the form is most appreciated. **This application is confidential.**

**(Please Print)**

**I. PERSONAL INFORMATION**

Today’s Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Gender:\_\_\_ Are you over the age of 18 Yes/No? If no DOB \_\_\_/\_\_\_/\_\_\_

Address:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Primary Number: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (please circle: cell / home/work)

Secondary Number: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (please circle: cell / home/work)

Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (please circle: personal/ work)

1. **EXPERIENCE**

Are you presently employed: Yes \_\_\_\_ No \_\_\_\_ If yes, hours per week \_\_\_\_\_\_\_\_\_

Present field of work? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Work Experience:

Educational Background:

Purpose for volunteering:

Special skills, training, interests, or hobbies (computers, crafts, music, carpentry, etc.):

Previous or present volunteer roles:

1. **VOLUNTEER INTERESTS**

Please check the volunteer activities that interest you.

Direct Service Advocacy:

\_\_\_ Information and Support Line There are two crisis line shifts, a day shift from 7am-7pm and a night shift from 7pm-7am. Volunteers commit to at least two shifts per month. (Done from your location.)

\_\_\_ Court Advocacy Court advocates assist victims in their local courts (Ossipee and Conway). This usually consists of one to two court appearances and follow-up contact with the victim.

\_\_\_ Shelter Intake Shelter intake is available 24 hours per day. This advocate meets the victim, assists with filling out the short intake form and helps the victim and her children settle into the shelter. Volunteer may choose to continue working with the shelter guest.

\_\_\_ Hospital or Police Accompaniment We provide in-person advocacy to victims who are seen in the hospital’s emergency room or local police stations.

\_\_\_ Support Group Facilitation The support groups are time limited (usually 10 – 12 sessions) and co-facilitated by a staff person and volunteer.

Indirect Services

\_\_\_ Education There is a wide range of activities for this position. It can include working with preschooler’s on bullying and safe touch, presenting healthy relationship education in schools, volunteer in-service trainings and professional presentations.

\_\_\_ Outreach Outreach advocates distribute posters and brochures, set up displays at local health fairs and assist with community events.

\_\_\_ Office Assistace A wide range of office support is provided by volunteers. It can happen on a regular or an as needed basis.

\_\_\_ Fund Raising Assistance This is open to the imagination and volunteers can assist or assume lead in any of our various fund raising projects.

1. **TRAINING**

Training is twenty (20) hours in-person and another 10 hours on-line and some shadowing and in person one-to-one.

All training hours and assigned on-line work is expected to be done prior to the 1 ½ hour in person exit session.

Upcoming Training dates:

April 2020 Dates & Times TBD

1. **AVAILABLITY**

Please indicate the days and times that you are available for volunteering.

Some positions are scheduled as needed, such as; court, child advocacy, police calls and hospital calls. Crisis line is scheduled in 12-hour shifts from 7am-7pm and 7pm-7am, 365 days a year. The Starting Point office in Conway is open 8am to 4:30pm Mon-Fri.

We would be interested in any further comments or information you might wish to offer:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **References**

Included are three (3) reference forms. Please fill out the top section of each form and give to three (3) non-family references. They can complete the form and mail it directly to Starting Point PO Box 1972 Conway, NH 03818

Please list the names and phone numbers of the three non-family references.

Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Phone:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Phone:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Phone:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**REFERENCE FORM (1)**

**(To be completed by applicant)**

Applicant’s name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I authorize \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ to complete this reference form and to speak with the staff at Starting Point regarding my application to volunteer.

Applicant Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**(To be completed by reference)**

Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Phone: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

In what capacity have you known the applicant? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

Do you have any concerns about this applicant working with victims of domestic and sexual violence and stalking? Please explain.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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How responsible is the applicant?

Very \_\_\_\_ Usually \_\_\_\_ Seldom \_\_\_\_ Not At All \_\_\_\_ Unknown \_\_\_\_

To what extent does the applicant follow through on commitment?

Always \_\_\_\_ Usually \_\_\_\_ Sometime \_\_\_\_ Seldom \_\_\_\_ Never \_\_\_\_

Please evaluate this individual on:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Excellent | Good | Fair | Not Sure |
| Ability to cope with problem situations |  |  |  |  |
| Ability to adjust to expectations of others |  |  |  |  |
| Acceptance of people with different backgrounds and beliefs |  |  |  |  |
| Sense of humor |  |  |  |  |
| Interest in community |  |  |  |  |
| Ability to communicate |  |  |  |  |

Describe, if you can, the strong qualities this applicant possesses that would best assist victims of domestic and sexual violence and stalking.

If you have any additional comments regarding this applicant’s interest in or capacity for volunteering with Starting Point, please specify.

**The information provided in this reference form will be held in confidence by Starting Point. It is not shared with the applicant. Thank you for your cooperation.**

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

If you would like to further discuss your answers, please call Starting Point at

603-447-2494 Monday through Friday, 8:300 am to 4:00 pm.

**Completed reference forms should be mailed directly to:**

**Starting Point PO Box 1972 Conway, NH 03818**

**Thank you!**

**REFERENCE FORM (2)**

**(To be completed by applicant)**

Applicant’s name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I authorize \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ to complete this reference form and to speak with the staff at Starting Point regarding my application to volunteer.

Applicant Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**(To be completed by reference)**

Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Phone: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

In what capacity have you known the applicant? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

Do you have any concerns about this applicant working with victims of domestic and sexual violence and stalking? Please explain.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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How responsible is the applicant?

Very \_\_\_\_ Usually \_\_\_\_ Seldom \_\_\_\_ Not At All \_\_\_\_ Unknown \_\_\_\_

To what extent does the applicant follow through on commitment?

Always \_\_\_\_ Usually \_\_\_\_ Sometime \_\_\_\_ Seldom \_\_\_\_ Never \_\_\_\_

Please evaluate this individual on:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Excellent | Good | Fair | Not Sure |
| Ability to cope with problem situations |  |  |  |  |
| Ability to adjust to expectations of others |  |  |  |  |
| Acceptance of people with different backgrounds and beliefs |  |  |  |  |
| Sense of humor |  |  |  |  |
| Interest in community |  |  |  |  |
| Ability to communicate |  |  |  |  |

Describe, if you can, the strong qualities this applicant possesses that would best assist victims of domestic and sexual violence and stalking.

If you have any additional comments regarding this applicant’s interest in or capacity for volunteering with Starting Point, please specify.

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

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**Thank you!**

**REFERENCE FORM (3)**

**(To be completed by applicant)**

Applicant’s name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I authorize \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ to complete this reference form and to speak with the staff at Starting Point regarding my application to volunteer.

Applicant Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**(To be completed by reference)**

Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Phone: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

In what capacity have you known the applicant? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

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How responsible is the applicant?

Very \_\_\_\_ Usually \_\_\_\_ Seldom \_\_\_\_ Not At All \_\_\_\_ Unknown \_\_\_\_

To what extent does the applicant follow through on commitment?

Always \_\_\_\_ Usually \_\_\_\_ Sometime \_\_\_\_ Seldom \_\_\_\_ Never \_\_\_\_

Please evaluate this individual on:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Excellent | Good | Fair | Not Sure |
| Ability to cope with problem situations |  |  |  |  |
| Ability to adjust to expectations of others |  |  |  |  |
| Acceptance of people with different backgrounds and beliefs |  |  |  |  |
| Sense of humor |  |  |  |  |
| Interest in community |  |  |  |  |
| Ability to communicate |  |  |  |  |

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

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