

JEREMIAH  
People



February 16, 2007

Dear Friend in Ministry,

I am pleased that you have shown interest in the ministry of Continental Kids, our newest addition to the Continental Family, and I am hopeful that you will be a great asset to our team. Included in this packet are the materials necessary to begin the application process. The materials include an application, recommendation forms, and other important materials requiring your attention. A self-addressed envelope has been included for your convenience allowing your application materials to be returned to the National Continental Office.

Among the materials needing your attention...

- The Application - which will also require a photograph of yourself, a professional style resume, a written testimony, and a letter of acknowledgement from hosting facility authorizing use of the rehearsal facilities.
- The "Standards of Excellence" agreement form allowing you to understand fully our hopes for the creative and spiritual design of your program. **This should be signed by you and returned with the application.**
- A Ministry Plan agreement form outlining the responsibilities of the organization of your program.
- Also, I have included a 3-song sample CD of some great Continental Kids favorites, as well as, a sample devotional page from our *LifeStyle Manual* allowing you to view some of the valuable resources that we provide our groups.

Please fill out the application in its entirety, and send it back to the office with all of the necessary enclosures that complete your application. I will contact you as soon as the decision is made regarding your acceptance to be a Local Director. We are anxiously awaiting the arrival of your application materials, and if confirmed as one of our newest Directors, pledge to assist in any way we can to partner with you in the advancement of Christ's kingdom through the performing arts.

Serving Him Together,



Vice President

1-800-481-7464 ext #124

dean@continentalsingers.org



## *MINISTRY PLAN*

### *Description of Charter Process*

1. Potential Local Director makes application through the National Office in Ventura to “charter” a Continental Kids’ program in their church/ community.

#### Some Basic Criterion for Charter Application Approval:

- Able to provide an enrollment of no less than 20 children into their program. Consideration for the small church with fewer potential enrollments can be considered by the National Office but will need to be warranted.
  - Program to include 2 sessions in a ministry year. Sessions generally 3-4 months based on a Continental Kids’ production of 10 songs. Optional sessions (i.e. summer camps, day camps, holiday programs, etc.) can also be considered as a session.
  - Local Director possesses a background that qualifies them to be considered a Local Director representing their church and Continental Ministries. Applications information, recommendation forms and a professional resume will need to be considered. Consent form from the church or institution hosting is also required.
  - Local Director agrees to the “Continental Kids’ Standard of Excellence”.
  - Local Director agrees to host at least one Young Continental concert in their church or community.
  - Must have a rehearsal space of adequate size for running rehearsals and hosting activities.
  - Rehearsal Space must be a safe environment.
  - Rehearsal Space must be made available to the Continental Kids’ weekly.
  - Local Director agrees to provide “Recruiting Drives” in their church / community for Young Continentals, as well as our other ministry groups on a regular basis.
  - Local Director agrees to provide our partnership ministry information (Compassion International) at each concert performance and share mutual goals with Continental Ministries in the number of sponsorships acquired.
  - Local Director agrees to the sale of Continental Kids and other Continental product at each concert performance.
2. Once application is accepted and “CK Standard of Excellence” and Charter Agreement are signed, a non-refundable, tax-deductible charter fee is due to the National Office. Charter fees are to be paid once a year while group is in operation. Charter fees are based on church size and/ or group structure.

### Church Size

0-500	\$500
501-1000	\$1000
1001-2000	\$1500
2000+	\$2000

Community or School Associated Group: \$500

***Charter Fee covers: Use of Continental name, administrative assistance & costs, on-going development of program, confirmation fee waiver for hosting a Young Continental concert (required), and production packets/materials for current Continental Kids' sessions.***

3. Parents/ Guardians enrolling child in a local program agree to a per-session tax-deductible sponsorship of \$35 for their child to participate in a local program, or a family sponsorship of \$100 for enrolling more than three. A 20% reduction in sponsorship is offered when pre-enrolling a child for the next consecutive session.

***Sponsorship covers a music packet, a listening CD, and 1 Leadership Lifestyle Manual. The remainder of sponsorship provides the local program with promotional materials and defrays administrative costs incurred by the National Continental Office.***

4. Local Director agrees to a 50/ 50 split of all sales proceeds.
5. Local Director retains 100% of all love offerings, gifts or fundraising revenue to cover the development and funding of their local program.

### Production Packet Contents

Each CK Production Packet contains material that is associated with the production and performance excellence of a ministry that has existed for close to 40 years. Materials have been previously “tested” in production trials with other CK programs. The Local Director can expect only the best in cutting-edge programs that are uplifting and Kingdom-focused, and allow growth and development for the child in many areas of the performing arts: vocal, dance, drama, visual arts, and technical arts.

Each Production Packet consists of:

- All Vocal Scores and/or Lyric Sheets
- Full Mix CD Recording of all Songs
- All Tracks (split-track when available)
- Choreo Demo (DVD) when available
- Performance Demo (DVD) when available
- Staging Notes and Diagrams when available
- Scripts and Narrations when available
- Prop Lists and Diagrams
- Leadership Edition of the LifeStyle Manual



## **Standards of Excellence**

The Standards of Excellence has been designed to make known the liberties and guidelines for the Continental Kids' Local Directors, as well as offer the support of the National Office and the involved staff members. It is our desire to see each Continental Kids' program succeed, and this document has been created to provide each Local Director with the tools for success.

The Continentals were formed in 1967 as a non-profit, inter-denominational ministry. Powerful music and the message of Jesus Christ are the foundation of Continental Ministries. We reach out to the hearts of people, seeking to meet their needs spiritually, emotionally, and physically. The purpose of our ministry is to build each participant personally and spiritually, to develop a missionary heart, taking every opportunity to proclaim the gospel of Christ throughout our musical programs as well as one-on-one, and to encourage all believers along the way to a deeper and more meaningful commitment to Christ.

### **Our Mission**

To advance the Kingdom of Jesus Christ through the performing arts

### **Our Vision**

To be the premier Music Mission organization providing life-changing opportunities for Christians in the United States and around the world

### **Our Goals**

- Empower each tour member to reach their fullest potential in Christ through discipleship, relationships, and training.
- Encourage the Church through cutting-edge programs using the very best in Contemporary Christian music, energizing choreography, relevant drama, technical creativity and sincere testimony.
- Evangelize the lost taking every opportunity to present the Gospel through music, spoken word, and personal example.

All plans and directives for Local Continental Kids' programs must conform to contributing to the Mission, Vision, and Goals of Continental Ministries International.

### **The Continental Way**

Within Continental Ministries International we have developed what we call "The Continental Way" which is a standard that we require all of our ministry groups to uphold. The following are areas in which the Continentals have developed specific standards for the growth of each individual Continental participant as it may pertain to "The Continental Way". It is our desire that all participants and audience members will clearly recognize each local Continental Kids' program as a Continental group. Upholding "The Continental Way" will allow this to happen. The Continental Way can be divided into four areas of concentration: Spiritual Growth, Musical Growth, Relational Growth, and Performance/Operational Standards.

## ***Spiritual Growth***

Local Director must commit to the spiritual development of each individual CK member, as well as the spiritual development of the group as a whole.

- Each rehearsal must include a time of Bible Study and Devotions (we refer to as Lifestyles) as well as an activity that encompasses the lesson for the day. The National Office will assist you by providing Lifestyle materials, and suggesting activities that coincide with the lesson.
- Local Director must commit to praying for each child and their family in their local Continental Kids' group throughout the duration of their program.
- Local Director must commit to fostering a healthy partnership between each Continental Kid member and their family to be actively pursuing attendance in a church fellowship.

## ***Musical Growth***

Local Director must commit to preparing the group to perform a concert of excellent quality by the group's first concert date and continuing through the last concert date.

- Local Director must be capable of conducting productive, energizing, and highly motivated music rehearsals.
- Local Director must teach basic music skills that foster growth in the area of the performing arts. Area of skills to include, but not limited to, vocal, choral, dance, visual, dramatic, and technical arts.

## ***Relational Growth***

Local Director must commit to implementing the Continental Kids' Rehearsal Rules and the Continental Kids' Discipline plan.

### **Rehearsal Rules**

- Treat others with respect
- Speak kindly to one another
- Be a good listener to your teachers
- Raise your hand when you have something to share
- Keep your hands to yourself
- Respect quiet down signals
- Sing with Energy!
- No running allowed

## ***Discipline Plan (in order of infractions)***

- 1<sup>st</sup> Infraction: Verbal warning given by the director
- 2<sup>nd</sup> Infraction: Time out with a written assignment (writing out Bible verses)
- 3<sup>rd</sup> Infraction: Removal from the class for the session and contact of parents

## ***Performance/Operational Standards***

Local Director must submit to the Performance Standards throughout the entire length of the Continental Kids' session. Failure to do so will result in the discontinuation of the Continental Kids' program, as well as the termination of Local Directorship.

- The name "Continental Kids" must always be used in identifying the local program. No other name is to be used.
- In promotion of Continental Kids' program or events in local newspapers, through correspondence or in any promotional materials, the Mission Statement, Vision Statement, and

Goals of the Continental Ministries may not be altered in any way, and must conform to the medium of use.

- No recordings, either audio or video, may be made of Continental material without prior consent from the National Office.
- All production materials remain the property of Continental Ministries International.
- Continental Ministries International is to remain the chief merchandiser of all Continental Kids' products and related materials.
- The Vice President/ Producer of The Continental Singers must approve any modifications, deletions, or additions to Continental Kids' concepts, materials, or concert programs.
- The National Office must authorize all musical selections, Lifestyle materials or Dramatic materials used for program.
- Each concert must contain a portion reserved to the presentation of our partner ministry's needs (currently Compassion International). Further, the Local Director will provide National Office with the name of an individual 18 years old or older to serve as the Compassion Representative for their program. The National Office will provide complete training for this position.
- The technical program and design for each Continental Kids' performance shall be of high quality and be supervised by trained, experienced amateur technicians using the best available audiovisual equipment available within the local program.
- Outfitting and/ or costuming choices are to be of a modest nature. A Continental Kids logo design for t-shirts is available upon request from the National Office. It is recommended that the Local Director highly consider the use of this design.
- Imaginative use of props, scenery, color, and lighting are encouraged to heighten each performance. The "design" should be of a high standard that reflects both the creativity and excellence associated with Continental Ministries International.
- Before the start of each session, a calendar outlining rehearsal schedules and performances **MUST BE SUBMITTED TO THE NATIONAL OFFICE 4 WEEKS BEFORE FIRST REHEARSAL.**
- Local Director must report twice a month by phone to the Continental Kid's Administrator in the National Office.
- All business reports and funds must be received in the Continental Office no later than two weeks following each concert. Failure to hold to these business reporting standards may result in discontinuation of your charter.

By signing this binding document, I pledge to uphold the Continental Kids' Standards of Excellence, and agree to represent The Continental Ministries with integrity and Christ-like conduct. I agree to be held accountable by those in the National Office, and consent to upholding The Continental Way. I understand that my failure to do so may result in a discontinuation of being allowed to direct and/ or sponsor a Continental Kids' program.

Local Director Applicant: (Please Print Name) \_\_\_\_\_

Signature: \_\_\_\_\_

Date Signed: \_\_\_\_\_



## Local Director Application

PO Box 6972 Ventura, CA 93006 (800) 481-7464 Fax: (805) 289-1527

Email: [dean@continentalsingers.org](mailto:dean@continentalsingers.org) website: [continentalsingers.org](http://continentalsingers.org)

### Part I: Personal Information

Full Name \_\_\_\_\_

Home Address \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Email Address \_\_\_\_\_

Home Number ( ) \_\_\_\_\_ Cell Number ( ) \_\_\_\_\_

Office Number ( ) \_\_\_\_\_ Marital Status \_\_\_\_\_

Date of Birth \_\_\_/\_\_\_/\_\_\_ Age \_\_\_\_\_

Are you Continental Alumni? Yes \_\_\_\_\_ No \_\_\_\_\_ If yes what year(s)? \_\_\_\_\_

Occupation \_\_\_\_\_

Part Time \_\_\_\_\_ Full Time \_\_\_\_\_ Self-employed \_\_\_\_\_ Retired \_\_\_\_\_

### Part II: Hosting Facility Information

Name of Hosting Facility \_\_\_\_\_

Contact Number ( ) \_\_\_\_\_ Pastor Name (if different than yourself) \_\_\_\_\_

Contact Name for Hosting Facility \_\_\_\_\_

Address of Hosting Facility \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Seating Capacity of Hosting Facility \_\_\_\_\_ Average Church Attendance (if a church) \_\_\_\_\_

Stage Dimensions (approximately/ in feet) \_\_\_\_\_

**Part III: Educational Background**

A. List schools attended or are currently attending (beginning with high school):

Name of School	Major	Minor	Degree	Date Completed

B. List courses taken thus far related to conducting, rehearsal techniques, vocal techniques, or other related subjects:

Course	Course Description	Final Grade	Yr

C. List courses taken thus far related to children’s music education, children’s ministry, childhood development, or other related subjects:

Course	Course Description	Final Grade	Yr

**Part IV: Leadership Goals**

A. Explain your reason for wanting to start the Continental Kids program in your area \_\_\_\_\_

\_\_\_\_\_

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\_\_\_\_\_

**Part V: Other Items to include in the Application Packet**

- 1.) A professional resume that outlines the following:

- Music Leadership Experience...
  - Children's Ministry/ Leadership Experience.
  - Any Additional Leadership Experience.
  - Any Other Jobs or Positions.
- 2.) Your testimony on a separate sheet of paper.
  - 3.) A photograph of yourself.
  - 4.) A letter of acknowledgement from hosting facility to confirm permission of use.

**Part VI: Recommendations**

The National Office must receive the two included recommendation forms, one *pastoral* and one *musical* recommendation, filled out and complete before further consideration of this application.

**Part VII: Ministry Plan/Standards of Excellence**

1. Applicant must read and understand the included *Ministry Plan* for the Continental Kids.
2. Applicant must read and understand *Standards of Excellence* to be signed and upheld throughout the entirety of the Continental Kids session.
3. Applicant must also be aware that upon acceptance there will be a *Charter Agreement Form* to be signed and sent into the National Office.

To the best of my knowledge, the information given is accurate and complete. I understand the failure to be honest with regard to the above information could disqualify me from participation with the CONTINENTAL KIDS MINISTRY.

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



**II. Personal Traits**

A. Please complete the following sentence by checking the appropriate box on each line.

	<b>Exceptionally</b>	<b>Usually</b>	<b>Sometimes</b>	<b>Not at all</b>
Conscientious	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poised	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resourceful	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Motivated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Assertive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Decisive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Punctual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compassionate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Articulate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Self-Controlled	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Patient	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B. People perceive the applicant as:

One with moral and ethical integrity     One with questionable ethics     One who is unethical

C. The applicant is:

Afraid of confrontation     Handles confrontation well     Overly confrontational

D. How does the applicant adapt to a new situation?

Exceptionally well     Very Well     Well     Not Well     Doesn't adapt

E. How does the applicant respond under pressure?

Controlled and calm     Very Well     Well     Not Well     Responds negatively

F. Does the applicant have any personality traits which might impair his/her relationship with children? Yes / No

G. We allow no alcohol, tobacco or drug use while on tour: To your knowledge does the applicant Currently use or abuse any of these substances? Yes / No

H. The CONTINENTAL Ministries is comprised of Christian music groups whose express purpose is to spread the gospel of Jesus Christ. Do you know of any reason the applicant would not be able to participate in and contribute to the mission in a leadership capacity? Yes / No

If yes, please explain

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I. To your knowledge does the applicant have any past or present record with the police? Yes / No

J. If the applicant is married do you feel that directing would have a positive or negative effect on his/her family?

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K. To your knowledge does the applicant participate in any immoral or biblically sinful lifestyle? Yes / No

If yes, please explain

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L. Please share with us any information you may have about the applicant that would help us in our evaluation. The information could cover recent experiences or incidents in the applicant's life, or even a general personality appraisal. (Additional comments may be added on an attached sheet.)

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**Do you recommend this applicant for the role of CONTINENTAL KIDS' DIRECTOR for the Continentals?**

Yes     No     Not sure, please call me

Name of Recommender \_\_\_\_\_

Position \_\_\_\_\_

Church/ Organization \_\_\_\_\_ Phone ( \_\_\_\_ ) \_\_\_\_\_

Address \_\_\_\_\_

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# MINISTER'S RECOMMENDATION

TO THE APPLICANT, PLEASE READ BEFORE DISTRIBUTING THIS FORM: This form should be completed by a Pastor, minister of music, youth minister or someone equivalent you have worked under professionally or as an intern and returned by him/her through mail or fax DIRECTLY to the Continental Office.



## THE CONTINENTALS CONTINENTAL KIDS' DIRECTOR

PO Box 6972 Ventura CA 93006-6972  
(805) 289-3450 or 1-800-481-7464  
Fax: (805) 289-1527  
email: [brittany@continentalsingers.org](mailto:brittany@continentalsingers.org)

Name of Applicant \_\_\_\_\_  
 Birthdate \_\_\_\_\_  
**APPLICATION**  
 Permanent Address \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Phone ( \_\_\_\_\_ ) \_\_\_\_\_

Website: [www.continentalsingers.org](http://www.continentalsingers.org)

I waive my right to see the contents of this recommendation: Signature of Applicant \_\_\_\_\_

**INSTRUCTIONS FOR COMPLETING THIS FORM:** Each applicant for the position of Continental Kids' Director with The CONTINENTALS must submit a recommendation. Serious consideration will be given to your comments; therefore we ask that you complete the form carefully. It should be returned **directly** to the Continental Kids' Administrator at PO Box 6972 Ventura CA 93006 or faxed to (805) 289-1527. Since we request a candid evaluation, we will hold your comments in strictest confidence.

**Before you complete this form, please consider the following:** The CONTINENTAL KIDS' DIRECTOR position is designed to instill leadership into the applicant, for leading Continental Kids' choirs in there local area. Responsibilities will include rehearsing and directing the musical program, public speaking in concerts, and general organization of a 20 to 35 member group. Continental Kids' leadership is responsible for the musical, social, and spiritual growth of the group during rehearsal time, as well as performance time. Please take all of this into consideration as you answer each question.

### I. Spiritual Leadership

- A. How long have you know the applicant?  
 \_\_\_\_\_
- B. How well do you know the applicant? (circle one)  
 By name/ sight      Casually-few      Fairly Well- numerous      Very close spiritual/  
    personal contacts      personal contacts      musical relationship
- C. To your knowledge, how long has the applicant had a personal relationship with Christ? \_\_\_\_\_

- D. How would you classify the applicant's spiritual maturity?  
 Mature       Steady growth       Inconsistent growth       Immature

- E. The applicant's approach to leadership is:  
 "Follow my example"       "Do as I say, not as I do"       "Do this because I'm the leader and I said so"

- F. Have you ever observed the applicant in a teaching situation?      Yes      No  
 If yes, what terms best describe the applicant s approach to teaching?

- |  |  |
|--|--|
| 1. <input type="checkbox"/> Good grasp of scriptural principles              | 4. <input type="checkbox"/> Relaxed and confident                |
| <input type="checkbox"/> Average understanding of scriptural principles      | <input type="checkbox"/> Fairly relaxed and reasonably confident |
| <input type="checkbox"/> Questionable understanding of scriptural principles | <input type="checkbox"/> Tense and nervous                       |
| 2. <input type="checkbox"/> Well prepared                                    | 5. <input type="checkbox"/> Open-encourages discussion           |
| <input type="checkbox"/> Adequately prepared                                 | <input type="checkbox"/> Limits participation                    |
| <input type="checkbox"/> Unprepared  | <input type="checkbox"/> Monopolizes discussion                  |
|  | <input type="checkbox"/> Lectures                                |
| 3. <input type="checkbox"/> Good communicator                                | <input type="checkbox"/> Emphasizes positive reinforcement       |
| <input type="checkbox"/> Adequate communicator                               | <input type="checkbox"/> Poor communicator                       |
| <input type="checkbox"/> Emphasizes negative reinforcement                   |  |

G. Would you feel confident turning over the spiritual growth of 35 young people to the applicant? Yes/ No or Not sure  
 Comments \_\_\_\_\_

**II. Personal Traits**

A. Please complete the following sentence by checking the appropriate box on each line.

	<b>Exceptionally</b>	<b>Usually</b>	<b>Sometimes</b>	<b>Not at all</b>
Conscientious	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Decisive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Punctual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compassionate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Articulate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Self-Controlled	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Patient	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B. People perceive the applicant as:  
 One with moral and ethical integrity     One with questionable ethics     One who is unethical

C. The applicant is:  
 Afraid of confrontation     Handles confrontation well     Overly confrontational

D. How does the applicant adapt to a new situation?  
 Exceptionally well     Very Well     Well     Not Well     Doesn't adapt

E. How does the applicant respond under pressure?  
 Controlled and calm     Very Well     Well     Not Well     Responds negatively

F. Does the applicant have any personality traits, which might impair his/her relationship with children? Yes / No

G. We allow no alcohol, tobacco or drug use while in ministry. To your knowledge does the applicant currently use or abuse any of these substances? Yes / No

H. The CONTINENTAL Ministries is comprised of Christian music groups whose express purpose is to spread the gospel of Jesus Christ. Do you know of any reason the applicant would not be able to participate in and contribute to the mission in a leadership capacity? Yes / No  
 If yes, please explain

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I. To your knowledge does the applicant have any past or present record with the police? Yes / No

J. If the applicant is married do you feel that directing would have a positive or negative effect on his/her family?

---

K. To your knowledge does the applicant participate in any immoral or biblically sinful lifestyle? Yes / No  
 If yes, please explain

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L. Please share with us any information you may have about the applicant that would help us in our evaluation. The information could cover recent experiences or incidents in the applicant's life, or even a general personality appraisal. (Additional comments may be added on an attached sheet.)

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**Do you recommend this applicant for the role of CONTINENTAL KIDS' DIRECTOR with The CONTINENTALS?**

Yes

No

Not sure, please call me

Name of Recommender \_\_\_\_\_

Position \_\_\_\_\_

Church/ Organization \_\_\_\_\_ Phone ( \_\_\_\_ ) \_\_\_\_\_

Address \_\_\_\_\_

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