



BEAR CREEK CAMP

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www.bearcreekcamp.org

2020 Summer Application Reference Form

The person listed is applying for a summer staff position at Bear Creek Camp, a Lutheran Church camp. Summer staff are responsible for the physical, emotional and spiritual care of campers from ages 4 to 18. It is important that the camp receives as much information as possible to evaluate applicants. Please give an honest and complete appraisal of the candidate, including negative or weak areas, which will help us provide a sound evaluation and guidance for this individual. We will hold your responses in strict confidence. **Your prompt completion and return of this reference directly to Bear Creek Camp, not to the applicant, is greatly appreciated.** Thank you in advance for your assistance.

APPLICANT'S NAME: _____

PLEASE INDICATE THE NATURE OF YOUR RELATIONSHIP WITH THE APPLICANT:

Employer _____ Former Employer _____ Pastoral Relationship _____

Working Relationship _____ Member of Congregation _____ Professor _____

Other _____

How long have you known the applicant?

Are you aware of any reason why this individual would not serve well as a Bear Creek Camp Staff Member? YES NO UNCERTAIN

To your knowledge, has the applicant ever been chemically dependent? YES NO UNCERTAIN

To your knowledge, has the applicant ever been charged with and/or found to have committed sexual harassment, abuse or exploitation? YES NO UNCERTAIN

If you answered 'yes' to any of these questions, please explain in full detail on a separate sheet of paper.

The following phrases describe attitudes or personality characteristics. Please place a check mark in the column that most closely represents how well the phrase describes the applicant. You are welcome to make a comment if you believe it would clarify your evaluation.

WORK QUALITIES	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
Does accurate, thorough work					
Manages time well					
Shows perseverance to fulfill commitments					
Works well alone					
Is motivated to do the best possible job					
Completes tasks according to instructions					
Is self-motivated					

RELATIONSHIPS	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
Is tactful					
Listens to and is sensitive to others					
Goes out of the way to be helpful					
Cooperates with others					
Willingly accepts direction, correction and advice					
Seeks advice when needed					
Is an effective team member					
SPIRITUAL MATURITY	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
Applies Biblical principles to personal life					
Regularly fellowships with other Christians					
Willingly shares insights from personal experience					
Supports others through prayer and encouragement					
PHYSICAL AND EMOTIONAL HEALTH	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
Has good health					
Has sufficient energy and stamina					
Has a balanced self-esteem					
Is productive in stressful situations					
GENERAL LIFE ATTITUDES	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
Maintains a positive attitude in difficult circumstances					
Adapts well to new situations					
Is self-motivated without any external rewards					
Does not evidence ethnic, sexual or other prejudices					
Is eager to grow, open to new ideas/ways of doing things					
LEADERSHIP & TEACHING ABILITIES	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
Stands out as a leader					
Motivates other people					
Is trusted by others					
Makes sound decisions					
Is able to teach others					

Your Name and Phone Number: _____

Signature:

Date:

Thank you for your time!

Karen Heser

Karen Heser
Program Director, Bear Creek Camp