



Dear 2012 New Summer Staff Applicant,

Thanks for your interest in working at Mission Meadows during the 2012 summer camping season.

Mission Meadows seeks to hire individuals who have made a sincere commitment to follow Jesus, desire to share their commitment with campers, and will work hard to contribute positively to camp's Christian community. In return, we commit to: helping staff members grow spiritually through staff worship, prayer, and relationships; and helping staff members mature as leaders by extending increasing amounts of responsibility as growth is exhibited. If this sounds like something you'd like to experience, we invite you to continue this application process, and look forward to considering how you might fit into our 2012 summer staff.

In order to be considered for a staff position, please complete the following:

- Pray for God's direction in this decision
- Fill out the enclosed application. Feel free to use extra paper to fully answer the questions.
- Detach the three personal reference sheets, fill in top section and give one to each of those people you list in the "References" section of your application. Your references should be unrelated to you and **have had significant contact with you over the last year**. Please ask these adults to mail the sheets directly to camp.
- For best consideration, mail the application by February 29, 2012 to:

2012 Summer Staff Applicant
Camp Mission Meadows
5201 E. Lake Road
Dewittville, NY 14728

- Upon receipt of your application and references, the executive director or program director will contact you for an interview either in person, over the telephone, or via email.
- Camp runs from **June 10 - August 4, 2012**. Applicants must be able to work this entire session. (Some exceptions may be made.)

Blessings as you prayerfully consider your place in camping ministry.

Sincerely,

Bryan Muecke
Executive Director

Britt Dahlstrom
Program Director

Camp Mission Meadows - 2012 Summer Staff Positions

<u>Position</u>	<u>Preferred Minimum Age</u>	<u>Summary of Duties</u>
Audio/Visual Tech/ Marketing Assistant	18	Oversee audio and visual needs of Program Staff, create weekly camper videos, take photos of activities, manage camp photography.
Area Director	19	Plan and implement activities in specific activity area. Also counsel when needed and assist with other aspects of camp.
Cabin Counselor	18	Supervise group of campers each week, assist in group discussions, lead daily devotions, participate in all programs, work in activity areas.
CIT Director/Program Assistant	21	Oversee Counselor-In-Training program, nurture the spiritual life of each staff member. Assist Program Director in planning & implementing the daily schedule and activities.
Cook's Assistant	18	Assist cook with preparing and serving meals.
Counselor-In-Training (CIT)	18	Set up and clean up dining rooms and kitchen, serve meals, wash dishes, clean restrooms and other public areas of camp. Assist counselor with cabin group supervision and leadership, participate in discipleship training program, help in all areas of camp as needed.
Dining Hall Steward	20	Manage dining room hospitality and work with CIT Director in supervising CITs in cleaning dining rooms, kitchen, restrooms, and other areas of camp.
Maintenance Crew	18	Help maintain buildings and grounds, provide support for program activities. Interact with campers when needed.
Office Assistant	20	Manage camper registration and other clerical duties, assist the Administrative Assistant and program staff in other areas of administration as needed.
Waterfront Director	21	Supervise all activities and staff at the waterfront. May also serve as a counselor. Must have 3 years waterfront experience, current Red Cross Lifeguarding and Water Safety Instructor certification or equivalent, advanced First Aid, and current CPR for the Professional Rescuer certification.

Notes For Counselors:

- Counselors must be at least 18 and have been out of high school for one year, or be a graduating senior who has successfully completed the Counselor-In-Training program.
- Counselors who work at the waterfront must have current Red Cross Waterfront Lifeguarding certificate or equivalent, advanced First Aid, and CPR for the Professional Rescuer.

Job Expectations:

- The descriptions above are the primary duties required of each position, but are not inclusive job descriptions. All staff members must be willing to cooperate in whatever capacity necessary to facilitate the camping program.
- Summer staff members are hired for the entire summer session and will have responsibilities from 2 p.m. Sunday through 2 p.m. Saturday of each week, with some additional time off during the week. The camp provides room and board for the entire session in addition to a modest salary.

Camp Mission Meadows - 2012 Staff Application

Name _____

Social Security Number _____

Job Interest -- Please number your desired position(s) in order of preference:

- | | | |
|--------------------------------|----------------------|-------------------------|
| ___ A/V Tech | ___ Area Director* | ___ Cabin Counselor* |
| ___ CIT Director/Asst. Program | ___ Cook's Assistant | ___ Dining Hall Steward |
| ___ Kitchen Crew/C.I.T. | ___ Maintenance Crew | ___ Office Clerk |
| ___ Waterfront Director | | |

* Check area of interest: ___ Arts & Crafts ___ Athletics ___ Boating ___ Nature ___ Waterfront

(Note: Affirmative Action legislation gives you the right, should you so choose, to omit certain categories in this application, i.e. Date of Birth, Age, Sex, Physical limitations. All help in placement but cannot be required. Mission Meadows is an equal opportunity employer.)

Personal Information

Current Address _____

City _____ State _____ Zip _____

School Attended(ing) _____

Permanent Address _____

City _____ State _____ Zip _____

Cell Phone (____) _____ Permanent Phone (____) _____

E-Mail Address _____ School Phone (____) _____

Age by June 10, 2012 _____ Date of Birth ____/____/____ Gender _____

Parent/Guardian(s) _____ Phone (____) _____

Member of what church _____ Pastor _____

What church do you now attend? _____ Pastor _____

Do you have any physical conditions that would limit your activities at camp? Yes _____ No _____

If yes, please explain _____

Legal

Are you a citizen of the United States? _____ If not, what certification do you have to work in the U.S.? _____

Have you ever been charged with or arrested for child abuse? Yes _____ No _____ If yes, please explain: _____

Have you ever been convicted or have charges pending of any crime other than a minor traffic violation? Yes ___ No ___

If yes, explain _____

Education

Present level of education _____ Study emphasis _____

Extra-curricular activities _____

Employment

Have you ever worked at a camp? Yes _____ No _____ If yes, name the camp and describe your duties _____

List your last two non-camping jobs and describe your duties. (Volunteer work may be listed if no paid experience.)

1. _____

2. _____

Camp Mission Meadows – 2012 Staff Application

Your Personal Interests and Skills

Mark the appropriate response: **T** = can **Teach**; **S** = am **Skilled** in; **I** = have an **Interest** in

WATERFRONT

- _____ Canoeing
- _____ Sailing
- _____ Swimming
- _____ Lifeguarding
- _____ Water Sports
- _____ Kayaking
- _____ Other _____

CRAFTS

- _____ Jewelry/Bead Making
- _____ Drawing
- _____ Nature Crafts
- _____ Painting
- _____ Scrap Crafts
- _____ Fabric Arts
- _____ Woodworking
- _____ Other _____

ATHLETICS

- _____ Aerobics
- _____ Archery
- _____ Basketball
- _____ Group Games
- _____ Soccer
- _____ Tennis
- _____ Martial Arts
- _____ Volleyball
- _____ Lacrosse
- _____ Other _____

PERFORMING ARTS

- _____ Guitar
- _____ Piano
- _____ Solo Singing
- _____ Song Leading
- _____ Other Instruments _____
- _____ Acting
- _____ Creative Drama Writing/Directing
- _____ Puppets
- _____ Dance (Jazz, Ballet, Folk, Line, Modern, etc...)
- _____ Other _____

NATURE/ OUTDOOR SKILLS

- _____ Nature Study
- _____ Ecology
- _____ Outdoor Living Skills/Survival Skills
- _____ Ropes Course Facilitation
- _____ Orienteering
- _____ Astronomy
- _____ Birds
- _____ Climbing/Rappelling
- _____ Fire Building/Safety
- _____ Wilderness Trips
- _____ Other _____

CERTIFICATIONS

	Issued	Expires
_____ Lifeguarding	_____	_____
_____ LG-Waterfront Module	_____	_____
_____ WSI	_____	_____
_____ CPR Prof. Rescuer	_____	_____
_____ Advanced First Aid	_____	_____
_____ 1st Aid-Resp to Emerg.	_____	_____
_____ Belay Certification	_____	_____
_____ Boater Safety Course	_____	_____
_____ Joint Pilot & Engineer	_____	_____
_____ Other _____	_____	_____

****Please enclose a copy of your certification card(s)**

Please list other activities or interests that may be of value in camp:

References:

Please list your three references. Include one from your pastor or other Christian worker, and two from non-family adults who are familiar with your character, work habits, and qualifications.

1. Name of Pastor/Christian Worker _____ Work Phone _____

Address _____ Home Phone _____

2. Name _____ Work Phone _____

Address _____ Home Phone _____

3. Name _____ Work Phone _____

Address _____ Home Phone _____

Camp Mission Meadows – 2012 New Staff Application

Use additional paper if necessary to fully answer each question.

1. Describe how you came to have a personal relationship with Jesus Christ. _____

2. How does your daily life reflect your relationship with God? _____

3. Are you currently involved with any Christian organizations/activities at school or church? If so, how?

4. Why do you want to work at Mission Meadows for the summer? _____

5. How can you help Mission Meadows reach its goal of sharing Christ with campers in a fun and nurturing environment? _____

6. List your experiences working with youth. _____

7. List your leadership experiences. _____

8. Describe what you've learned through the above youth work and leadership experiences and how that will help you in a staff position at Mission Meadows. _____

9. Describe a time when you had to give up your own comfort or desires for the benefit of someone else.

Camp Mission Meadows – 2012 Staff Application

OUR EXPECTATIONS OF APPLICANTS

- Staff are hired to work the full season, from the beginning of staff orientation week until the end of camp. **Exceptions must be discussed during the hiring process.** Exact dates will be spelled out in the written employment agreement.
- It is essential that all applicants be willing to:
 - Share your relationship with Christ, through example and speech, with campers and staff throughout the life of the camp.
 - Enter into your position's responsibilities with a positive and supportive attitude.
 - Sacrifice personal desires in the interest of the campers and your peers.
 - Comply with general expectations as outlined by summer management, i.e. curfew, etc.
- Mission Meadows prohibits the use of tobacco products and/or the drinking of alcoholic beverages by its summer staff members, on or off duty, while serving in either a volunteer or paid position. The use of drugs shall be limited to such as prescribed by a physician. Sexual immorality, either in practice or verbal endorsement, may be grounds for discipline or dismissal, depending on the issue/event.
- The camp reserves the right to dismiss a staff member for incompetence, misconduct, or failure to comply with camp policies.

APPLICANT'S AGREEMENT WITH MISSION MEADOWS

I understand that as part of the staff of Mission Meadows, I would represent Jesus Christ to campers and help them take their next step in faith. I would also represent the Great Lakes Conference of the Evangelical Covenant Church who operates the camp and on whose behalf I would serve. I understand that my speech and actions must not be counter to the beliefs and policies of the Evangelical Covenant Church.

If I am accepted for a staff position, I will abide by the policies above and principles of ethics, conduct, and dress asked of me, and will accept my responsibility as a member of the camp community.

I hereby give Camp Mission Meadows permission to contact any and all former employers, associates and schools they find necessary in determining my eligibility for employment. Also, I will not hold any of the above, nor individuals employed by the above, liable for furnishing the information requested and waive my right to receive written notice of any such information provided.

I consent to Camp Mission Meadows performing a criminal background check and understand the results can affect the hiring process.

I realize that any photos or recordings taken of me during the summer may be used in camp promotional materials.

The information provided by me in this application is true to the best of my knowledge, and I understand that the information will be kept confidential.

PLEASE READ THE ABOVE AGREEMENT CAREFULLY. IF HIRED, YOUR SIGNATURE INDICATES ASSENT TO THE ABOVE CONDITIONS.

Signature of Applicant

Date

Signature of Parent or Guardian (if under the age of 18)

Date

Staff Rules

1. All Staff members will strive to be committed Christians; dedicated to spreading God's word. To this end, staff members should set proper examples for campers to emulate.
 2. The use of cell phones or electronic devices (ipods, MP3 players, DVD and CD players, etc.) in the presence of campers at any time or when you are working is prohibited.
 3. The camp does not permit acceptance of individual tips or gratuities from parents or campers. Tips given will be put into a staff fund and used for the good of the entire staff.
 4. Night hours - All staff members will stay in their cabins with their campers on Sunday and Friday nights, and when on campouts, from lights out time until morning. On other nights, a minimum of one staff member will stay in the cabin all night. Other staff may leave their cabins after campers are **settled** and **quiet** and **lights are off** but must return to their cabins before midnight. Staff may not leave camp at night except under special circumstances approved by the Executive Director or Program Director.
 5. Leaving the Camp Grounds - No staff member may leave the camp grounds without permission from the Executive Director or Program Director, except during their time off. Staff members must sign out and in on the list on top of staff mailboxes when leaving camp.
 6. Vehicles - No staff member shall operate any vehicle of the camp unless authorized by the Executive Director, Program Director, or Camp Manager. Staff members are not allowed to give campers rides in private or camp vehicles unless authorized by the Executive Director.
 7. Consumption of alcohol by staff during the summer is prohibited both on and off duty.
 8. Use of tobacco products by staff during the summer is prohibited both on and off duty.
 9. Staff must follow all waterfront rules when using swimming or boating areas (even on weekends.)
 10. Staff may not go into cabins of the opposite sex.
 11. Staff are not permitted to engage in romantic relationships or flirtatious behavior with campers. It is important to realize that innocent gestures toward the opposite sex may be misunderstood, and care must be taken when relating to campers.
 12. Exclusive relationships among staff, either romantic or plutonic, are discouraged in an effort to foster unity and community.
 13. Termination of Employment - Staff members failing to carry out, or violating, camp policies may have their employment terminated. This decision rests with the Executive Director and will only result after consultation with the staff involved. Any staff will be paid up to the day terminated.
- Staff members unable to perform duties because of illness or injury for an extended period of time may have their employment terminated. Staff members shall be paid up to the time of termination. If illness or injury is employment related, the staff member may be covered by Workers' Compensation Insurance.
14. All staff members are required to fill out and hand in an evaluation of the summer program at the conclusion of the season.

IF HIRED, YOUR SIGNATURE INDICATES ASSENT TO THE ABOVE CONDITIONS.

Signature of Applicant

Date

Signature of Parent or Guardian (if under the age of 18)

Date

**Camp Mission Meadows – 2012 Staff Application
PERSONAL REFERENCE**

TO BE COMPLETED BY APPLICANT

Name of Applicant _____ Position Applied for _____

I authorize _____ (reference) to provide Camp Mission Meadows with the information requested. I release all references from any liability for information provided in good faith.

Applicant's Signature _____ Date _____

TO BE COMPLETED BY REFERENCE

Name (please print) _____ How long have you known the applicant? _____

What is your relationship to the applicant? _____

Mission Meadows strives to hire staff members who are trustworthy, capable of caring for and discipling our campers, and who live as followers of Christ. Your honest and prompt response is appreciated.

Please circle all that apply to this applicant's character:

First Impression	Unknown	Poor	Average	Good	Excellent
Positive Attitude	Unknown	Poor	Average	Good	Excellent
Spiritual Maturity	Unknown	Immature	Minimal growth	Growing	Consistent growth
Christ-Like Lifestyle	Unknown	Inconsistent attitudes & practices	Lifestyle consistent with beliefs	High moral & spiritual values evident	Role model for others
Motivation	Unknown	Needs prodding	Performs tasks in allotted time	Self-starter	Finds additional tasks to do
Sense of Humor	Unknown	Poor	Average	Good	Excellent
Temper Control	Unknown	Poor	Average	Good	Excellent
Tact	Unknown	Poor	Average	Good	Excellent
Emotional Stability	Unknown	Unpredictable	Variable	Usually well adjusted	Consistently stable
Leadership Ability	Unknown	Passive or negative influence (circle one)	Usually well-balanced	Contributes positively	A leader of leaders
Judgment & Decision Making	Unknown	Hasty decisions or indecisive (circle one)	Makes fair decisions	Makes good decisions	Consistently makes wise decisions
Dependability	Unknown	Poor	Average	Good	Excellent
Enthusiasm	Unknown	Poor	Average	Good	Excellent
Flexibility	Unknown	Poor	Average	Good	Excellent
Honesty/Integrity	Unknown	Questionable	May stretch the truth	Generally honest and true	Consistently trustworthy
Promptness	Unknown	Poor	Average	Good	Excellent
Cooperation	Unknown	Unable to cooperate	Minimally cooperative	Reasonably cooperative	Extremely cooperative
Rapport with Kids	Unknown	Poor	Average	Good	Excellent
Humility/Servant Heart	Unknown	Poor	Average	Good	Excellent
Creativity	Unknown	Poor	Average	Good	Excellent

Rebellious	Unknown	Often Apparent	Sometimes Apparent	Rarely Apparent	Never Apparent
Argumentative	Unknown	Often Apparent	Sometimes Apparent	Rarely Apparent	Never Apparent
Rude	Unknown	Often Apparent	Sometimes Apparent	Rarely Apparent	Never Apparent
Critical Attitude	Unknown	Often Apparent	Sometimes Apparent	Rarely Apparent	Never Apparent
Anxiety	Unknown	Often Apparent	Sometimes Apparent	Rarely Apparent	Never Apparent
Work Habits & Energy	Unknown	Lazy	Works enough to get by	Puts in a fair day's work	Puts forth extra effort
Social Interaction with Peers & Adults	Unknown	Avoided by others/ socially awkward	Tolerated by others	Liked by others/ sought out by others	Example for others
Personality (circle all that are applicable)	Unknown	Cold Withdrawn Needy	Quiet Shy	Friendly Likeable Warm Fun-loving	Overbearing Extroverted
Teachability	Unknown	Resistant or disrespectful	Questions authority or critical	Respectful and teachable	Eagerly accepts and seeks guidance

If you had a child of camper age, would you feel comfortable leaving your child in the care of the applicant?
 yes no Why or why not?

Do you have any reason to believe this applicant is **not** fit to work in close contact with or individual supervision of children? yes no If yes, please explain in detail.

Please share any additional comments regarding the applicant's suitability for this position.

Would you recommend this person to work at Mission Meadows? yes no
 Why? (check one)

- ___ because you think camp will help them
- ___ because you think they will be an asset to the camp staff
- ___ because there will be equal benefit to them and to the camp if they are hired
- ___ I would not recommend this person to work at Mission Meadows

Signed _____ Date _____ Phone (_____) _____

Address _____ City _____ State _____ Zip _____

Thank you! This reference is confidential. Please send completed form directly to:

Camp Mission Meadows, 5201 E. Lake Road, Dewittville, NY 14728
Phone: 716-386-5932 Fax: 716-386-6558

**Camp Mission Meadows – 2012 Staff Application
PERSONAL REFERENCE**

TO BE COMPLETED BY APPLICANT

Name of Applicant _____ Position Applied for _____

I authorize _____ (reference) to provide Camp Mission Meadows with the information requested. I release all references from any liability for information provided in good faith.

Applicant's Signature _____ Date _____

TO BE COMPLETED BY REFERENCE

Name (please print) _____ How long have you known the applicant? _____

What is your relationship to the applicant? _____

Mission Meadows strives to hire staff members who are trustworthy, capable of caring for and discipling our campers, and who live as followers of Christ. Your honest and prompt response is appreciated.

Please circle all that apply to this applicant's character:

First Impression	Unknown	Poor	Average	Good	Excellent
Positive Attitude	Unknown	Poor	Average	Good	Excellent
Spiritual Maturity	Unknown	Immature	Minimal growth	Growing	Consistent growth
Christ-Like Lifestyle	Unknown	Inconsistent attitudes & practices	Lifestyle consistent with beliefs	High moral & spiritual values evident	Role model for others
Motivation	Unknown	Needs prodding	Performs tasks in allotted time	Self-starter	Finds additional tasks to do
Sense of Humor	Unknown	Poor	Average	Good	Excellent
Temper Control	Unknown	Poor	Average	Good	Excellent
Tact	Unknown	Poor	Average	Good	Excellent
Emotional Stability	Unknown	Unpredictable	Variable	Usually well adjusted	Consistently stable
Leadership Ability	Unknown	Passive or negative influence (circle one)	Usually well-balanced	Contributes positively	A leader of leaders
Judgment & Decision Making	Unknown	Hasty decisions or indecisive (circle one)	Makes fair decisions	Makes good decisions	Consistently makes wise decisions
Dependability	Unknown	Poor	Average	Good	Excellent
Enthusiasm	Unknown	Poor	Average	Good	Excellent
Flexibility	Unknown	Poor	Average	Good	Excellent
Honesty/Integrity	Unknown	Questionable	May stretch the truth	Generally honest and true	Consistently trustworthy
Promptness	Unknown	Poor	Average	Good	Excellent
Cooperation	Unknown	Unable to cooperate	Minimally cooperative	Reasonably cooperative	Extremely cooperative
Rapport with Kids	Unknown	Poor	Average	Good	Excellent
Humility/Servant Heart	Unknown	Poor	Average	Good	Excellent
Creativity	Unknown	Poor	Average	Good	Excellent
Rebellious	Unknown	Often Apparent	Sometimes Apparent	Rarely Apparent	Never Apparent

Argumentative	Unknown	Often Apparent	Sometimes Apparent	Rarely Apparent	Never Apparent
Rude	Unknown	Often Apparent	Sometimes Apparent	Rarely Apparent	Never Apparent
Critical Attitude	Unknown	Often Apparent	Sometimes Apparent	Rarely Apparent	Never Apparent
Anxiety	Unknown	Often Apparent	Sometimes Apparent	Rarely Apparent	Never Apparent
Work Habits & Energy	Unknown	Lazy	Works enough to get by	Puts in a fair day's work	Puts forth extra effort
Social Interaction with Peers & Adults	Unknown	Avoided by others/ socially awkward	Tolerated by others	Liked by others/ sought out by others	Example for others
Personality (circle all that are applicable)	Unknown	Cold Withdrawn Needy	Quiet Shy	Friendly Likeable Warm Fun-loving	Overbearing Extroverted
Teachability	Unknown	Resistant or disrespectful	Questions authority or critical	Respectful and teachable	Eagerly accepts and seeks guidance

If you had a child of camper age, would you feel comfortable leaving your child in the care of the applicant?

yes no Why or why not?

Do you have any reason to believe this applicant is **not** fit to work in close contact with or individual supervision of children? yes no If yes, please explain in detail.

Please share any additional comments regarding the applicant's suitability for this position.

Would you recommend this person to work at Mission Meadows? yes no

Why? (check one)

- because you think camp will help them
- because you think they will be an asset to the camp staff
- because there will be equal benefit to them and to the camp if they are hired
- I would not recommend this person to work at Mission Meadows

Signed _____ Date _____ Phone (____) _____

Address _____ City _____ State _____ Zip _____

Thank you! This reference is confidential. Please send completed form directly to:

Camp Mission Meadows, 5201 E. Lake Road, Dewittville, NY 14728
Phone: 716-386-5932 Fax: 716-386-6558

**Camp Mission Meadows – 2012 Staff Application
PERSONAL REFERENCE**

TO BE COMPLETED BY APPLICANT

Name of Applicant _____ Position Applied for _____

I authorize _____ (reference) to provide Camp Mission Meadows with the information requested. I release all references from any liability for information provided in good faith.

Applicant's Signature _____ Date _____

TO BE COMPLETED BY REFERENCE

Name (please print) _____ How long have you known the applicant? _____

What is your relationship to the applicant? _____

Mission Meadows strives to hire staff members who are trustworthy, capable of caring for and discipling our campers, and who live as followers of Christ. Your honest and prompt response is appreciated.

Please circle all that apply to this applicant's character:

First Impression	Unknown	Poor	Average	Good	Excellent
Positive Attitude	Unknown	Poor	Average	Good	Excellent
Spiritual Maturity	Unknown	Immature	Minimal growth	Growing	Consistent growth
Christ-Like Lifestyle	Unknown	Inconsistent attitudes & practices	Lifestyle consistent with beliefs	High moral & spiritual values evident	Role model for others
Motivation	Unknown	Needs prodding	Performs tasks in allotted time	Self-starter	Finds additional tasks to do
Sense of Humor	Unknown	Poor	Average	Good	Excellent
Temper Control	Unknown	Poor	Average	Good	Excellent
Tact	Unknown	Poor	Average	Good	Excellent
Emotional Stability	Unknown	Unpredictable	Variable	Usually well adjusted	Consistently stable
Leadership Ability	Unknown	Passive or negative influence (circle one)	Usually well-balanced	Contributes positively	A leader of leaders
Judgment & Decision Making	Unknown	Hasty decisions or indecisive (circle one)	Makes fair decisions	Makes good decisions	Consistently makes wise decisions
Dependability	Unknown	Poor	Average	Good	Excellent
Enthusiasm	Unknown	Poor	Average	Good	Excellent
Flexibility	Unknown	Poor	Average	Good	Excellent
Honesty/Integrity	Unknown	Questionable	May stretch the truth	Generally honest and true	Consistently trustworthy
Promptness	Unknown	Poor	Average	Good	Excellent
Cooperation	Unknown	Unable to cooperate	Minimally cooperative	Reasonably cooperative	Extremely cooperative
Rapport with Kids	Unknown	Poor	Average	Good	Excellent
Humility/Servant Heart	Unknown	Poor	Average	Good	Excellent
Creativity	Unknown	Poor	Average	Good	Excellent
Rebellious	Unknown	Often Apparent	Sometimes Apparent	Rarely Apparent	Never Apparent

Argumentative	Unknown	Often Apparent	Sometimes Apparent	Rarely Apparent	Never Apparent
Rude	Unknown	Often Apparent	Sometimes Apparent	Rarely Apparent	Never Apparent
Critical Attitude	Unknown	Often Apparent	Sometimes Apparent	Rarely Apparent	Never Apparent
Anxiety	Unknown	Often Apparent	Sometimes Apparent	Rarely Apparent	Never Apparent
Work Habits & Energy	Unknown	Lazy	Works enough to get by	Puts in a fair day's work	Puts forth extra effort
Social Interaction with Peers & Adults	Unknown	Avoided by others/ socially awkward	Tolerated by others	Liked by others/ sought out by others	Example for others
Personality (circle all that are applicable)	Unknown	Cold Withdrawn Needy	Quiet Shy	Friendly Likeable Warm Fun-loving	Overbearing Extroverted
Teachability	Unknown	Resistant or disrespectful	Questions authority or critical	Respectful and teachable	Eagerly accepts and seeks guidance

If you had a child of camper age, would you feel comfortable leaving your child in the care of the applicant?

yes no Why or why not?

Do you have any reason to believe this applicant is **not** fit to work in close contact with or individual supervision of children? yes no If yes, please explain in detail.

Please share any additional comments regarding the applicant's suitability for this position.

Would you recommend this person to work at Mission Meadows? yes no

Why? (check one)

- because you think camp will help them
- because you think they will be an asset to the camp staff
- because there will be equal benefit to them and to the camp if they are hired
- I would not recommend this person to work at Mission Meadows

Signed _____ Date _____ Phone (_____) _____

Address _____ City _____ State _____ Zip _____

Thank you! This reference is confidential. Please send completed form directly to:

Camp Mission Meadows, 5201 E. Lake Road, Dewittville, NY 14728
Phone: 716-386-5932 Fax: 716-386-6558