



## Wisconsin United Methodist Camps Camping Staff Application Reference Form

Return one copy of this application and three references (for new applicants) to each of the sites where you are applying to work.

Applicant's name \_\_\_\_\_  
Position(s) applied for \_\_\_\_\_  
Camps applying at \_\_\_\_\_

You have been chosen as a reference by the above candidate. As a Christian ministry, we have a great responsibility in selecting the persons who are to be counselors, companions, and role models for our campers and guests. Your reference is an important part of that process. We appreciate your frank and honest appraisal of the candidate. Please return this form to the camp(s) the applicant has indicated above. Addresses are provided at the end of this form. The application process is not complete without your reference form; therefore, its timely return is very important. All information that you provide will remain confidential.

### Objective Rating

For each question, please check the phrase that most accurately describes the applicant's daily behavior with regard to that specific trait. Please remember that it will only be the truly exceptional person who ranks high in all categories.

**1) How well is the applicant able to direct and influence others along definite lines of action?**

- Incapable of directing others
- Usually follows the lead of others
- Consistently successful in directing and influencing others
- Very successful in leading others
- Exceptional leader; inspires others along desirable lines of action

**2) How well does the individual work with others for the good of the group/team?**

- Cooperates grudgingly
- Gives limited cooperation; neglects common good for his/her own interests
- Cooperates with others toward accomplishment of the common cause
- Cooperates willingly and actively regardless of self-benefit; makes things go smoothly
- Exceptionally successful in working with others for the good of the team

**3) How does this person react to suggestions or critique by others?**

- Takes suggestions as a personal insult
- Resents suggestions
- Listens to suggestions, but may not follow them
- Follows suggestions for improvement willingly
- Asks for constructive criticisms and suggestions

**4) How responsible is the applicant? How does s/he work independently?**

- Irresponsible even under supervision
- With constant supervision will do satisfactory work
- Works well with detailed instructions with regular checks of work
- Carries out routine activities responsibly without direction
- Exceptionally able to accomplish tasks and see what needs to be done next

**5) How well does the individual put his/her principles and faith convictions into action?**

- Fails to carry out convictions under adverse circumstances
- Acts according to convictions under normal circumstances
- Carries out principles and convictions consistently and boldly in spite of obstacles

**6) How well does this person apply energy and enthusiasm in completing a job/task?**

- Needs much prodding to complete tasks
- Rather indifferent; may not finish job
- Industrious, energetic; dependable at all times
- Excellent perseverance, energy, and enthusiasm

**7) How does the applicant express emotions?**

- Emotionally volatile
- Unresponsive
- Expresses emotions appropriate to the situation
- Shows exceptional balance between emotional responsiveness and control

**Narrative Report (please attach extra sheets if needed)**

1) How long have you known the applicant?\_\_\_\_\_ In what capacity?\_\_\_\_\_

2) What is your impression of how this individual works with youth, adults, and individuals with special needs?

3) Please make a brief character statement, which might include the applicant's maturity level, honesty, and work ethic.

4) What is your perception of this individual's faith commitment? What is your perception of her/his ability to share her/his faith with others and lead devotions or worship?

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

Relation to Applicant: \_\_\_\_\_

Please return this form to Laura Hutler, Director of Program for Pine Lake and Lucerne. Please call or email for more information, or if you have questions:

Laura Hutler  
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