



Bear Creek Camp and Conference Center

PO Box 278, Bear Creek, PA 18602

Summer Staff Reference Form



Applicant Name: _____

Applicant Telephone Number: _____

The person listed above 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 evaluation of this individual. Your prompt completion and return of this reference is greatly appreciated. Thank you for your assistance in helping us select a quality staff.

God's Peace,

Lauren Remillard
Youth Programs Manager

How long have you known this applicant?

In what capacity?

Do you have any knowledge of the applicant ever having been convicted of child abuse or a sex related offense? ____ Yes ____ No

Please describe how this person interacts with children?

What knowledge do you have of the applicant's experience in teaching and caring for youth ages 4-18?

Please describe how this person cooperates with peers?

Please describe how this person interacts with those in supervisory positions?

Please describe how this person responds to feedback from others?

Have you seen this person get angry? ____ Yes ____ No How did they handle their emotions?

In what ways have you observed this person express their Christian faith?

Would you trust this person to care for your children or other family members? Why or why not?

Please consider the following characteristics and indicate your assessment of the applicant:

	Outstanding	Good	Fair	Poor
Commitment to a Christian faith				
Appearance, speech, and manners				
Integrity and honesty				
Emotional maturity & stability				
Responsibility				
Creativity				
Dependability and punctuality				
Judgment				
Initiative				
Awareness of the needs of others				
Openness to new ideas				
Ability to work under supervision				
Acceptance of constructive feedback				
Health, energy, and endurance				

If the applicant was employed by you, please complete the following:

Position held by the applicant: _____

Salary Paid: _____ Dates employed: From _____ To _____

Reason for termination of employment: _____

Additional comments or concerns:

Name: _____ Signature: _____ Position: _____

Daytime Phone: _____ Alternate Phone: _____ Email: _____

Organization: _____ Address: _____

Please return form to: Lauren Remillard – Youth Programs Manager
 Bear Creek Camp
 PO Box 278
 Bear Creek, PA 18602