

Dear Reference,

The applicant is applying to work this summer as a counselor for several camps of the United Methodist Church. Counselors are the primary caregivers for a cabin of campers for 7-9 weeks with minimal breaks. They will split time serving among three Oregon-Idaho Conference United Methodist Camps: Camp Latgawa, Camp Magruder, and Suttle Lake Camp. They live, play, eat, and worship with the campers. They offer emotional support and mentorship.

This position requires that the applicant to be a person who works wells as a leader to children and youth and who can provide a safe, fun, and meaningful experience to campers. The work serving as a Resident Counselor involves long hours and is very physically demanding. Applicants should possess stamina and endurance, as well as a positive outlook.

This evaluation helps us know each applicant better, so you could help a good counselor get hired or warn us of a potentially ineffective counselor. This reference will also help us support and better understand those applicants we do hire, so that we can be thoughtful in supervising the hired Resident Counselors. Consider the applicant's abilities to work with children and youth honestly.

To be used as a Reference: One must be over 21. One must not be a family member and should know the applicant predominately on a professional level. One must be able to thoroughly and objectively evaluate the applicant's strengths and weaknesses in regards to work with children and youth without any serious conflicts of interest. If you do not feel you can complete the form objectively or there are conflicts of interest, please contact Hope Montgomery at hope@campmagruder.org. Reference forms are also to be returned to this same email address.

Thanks,

Oregon-Idaho UMC Camping and Retreat directors

Sam Grainger, Camp Latgawa, Site Director
Troy Taylor, Camp Magruder, Site Director
Hope Montgomery, Camp Magruder Program Director
Jane Petke, Suttle Lake Camp, Site Director
Todd Bartlett, Executive Camp Director



Resident Counselor Reference Form

Applicant's name: _____

Your name: _____

Relationship to applicant: _____

How long have you known the applicant? _____ In what capacity? _____

Have you seen this person in a leadership role with children? Yes No

If yes, in what way? _____

Please rate the applicant in the following areas by marking an "X" in a box for each category:

	Poor	Fair	Satisfactory	Good	Excellent	No grounds for observation
Willingness to cooperate						
Ability to handle stress						
Ability to pace self						
Sense of humor						
Enjoyment of the outdoors						
Willingness to learn						
Reactions in a crisis						
Ability to see things in completion						
Caring and patient with children						
Takes initiative						
Leadership potential						
Positive role model for youth						
Ability to follow directions						
Tolerance of others						
Dependability and promptness						
Honesty						
Emotional maturity						
Acceptance of feedback/evaluations						
Resourcefulness						
Teaching ability						
Communication skills						
Problem solving skills						
Good spiritual leader						



What are this applicant's greatest strengths related to the position for which they are applying?

What parts of this job do you believe might cause the most challenges for the applicant?

- Long hours
- Getting overwhelmed
- Being distracted by peers when campers are around
- Being sensitive to others' needs
- Working out problems with peers
- Understanding when to be serious
- Applicant does not have much experience working with children
- Staying focused on campers' wellbeings
- Being vulnerable with campers
- Adapting to unforeseen changes in the schedule or routine
- Engaging with people for long hours
- Distractions from technology or the outside world
- Being in the daily disciplinary role for campers
- Campers seeing this applicant as a leader
- Shutting down when tired
- Doing or saying things that campers shouldn't repeat
- Understanding age appropriate needs of their campers
- Remaining positive even when tired or upset

What about this applicant would make them a good spiritual leader?

What about this applicant's personal qualities could be a potential obstacle in their spiritual leadership?

Share your feelings on the applicant caring for children/youth who are very important to you.

- I trust the applicant as much as I trust myself.
 - This applicant is the first person I would leave my children with.
 - I am fine with leaving children with this applicant.
 - I would use this applicant when I don't have other options.
 - I would probably not go to this applicant for childcare.
 - I do not trust this applicant with children, or this applicant is otherwise unfit.
- Explain: _____

Additional Comments:

Signature: _____

Date: _____