

 Thank you for showing interest in being a part of the staff and family here at Gitche Gumee Bible Camp for the summer of 2021. I would like some time to introduce myself. My name is Robby Fischer. My wife Leslie and our kids Maggie, Zoey, and Silas live on camp property where I serve as full time director. I love being a part of the great heritage that surrounds this beautiful place. I worked as a Camp Director for many years near Tampa Florida where my wife and I met almost 16 years ago. We love camp ministry and are hopeful that you can have the same love and passion that we have for it at the end of your time here. Our summer ministry is not only to the many people that will visit Gitche Gumee, but also to you who will be working as counselors, wait staff, lifeguard, kitchen staff, and a lot of other areas. Our desire is that each of you will leave with a greater walk with God, and a better understanding of who He is. Alongside of that we hope you learn what real ministry is and looks like, and to know the joy of serving others, and learn valuable tools for you to use in future jobs or ministries. We truly look forward to the possibility of meeting opportunity to serve together.

Inside of this packet you will find many items that you will need to fill out, sign, and return to us in order to be considered for a position here at camp this summer. You will find an \* to point out each document that needs to be returned to us.

The first piece you will find is the standard application that asks for your general information, and some specific questions regarding your Christian experience. \*

The Second document is the standard of conduct for staff. If for any reason you cannot comply with any of the items listed, please let us know and we will take necessary actions to remove you from our staffing list. \*Please sign and date this paper and include it to return to us. Your signature ensures that you are in full agreement to these guidelines and will do your best in following them while representing Gitche Gumee, and more importantly Christ, as you work here this summer.

The third element to the packet is the specified job descriptions. I have included both the counselor and service worker job description as a small group of you will be serving in both capacities. Please read these over carefully to ensure that you are able to fulfill all of the required elements. \*We would like for you to sign and date each of these and return them to us.

The fourth portion is the contract for this summer \*. Although it would greatly benefit the camp to have all of you here all summer, we realize that there are many circumstances that cannot be avoided. If you cannot be here all summer, please indicate the dates you will be here and include any special occasions that will deter you from being here such as weddings, family reunions, etc.

The fourth document is the health history record. Please follow the directions laid out in the document and \*return that to us as well.

The fifth piece of documents is a disclosure to obtain information. This document gives us permission to do a background check on you as it is required by law for all of our staff members. We will perform the necessary check and let you know if there is anything that would jeopardize your employment here at camp. \*Sign this document and return to the camp. Due to new regulations, every staff member at GGBC is required to do their own Child Abuse/Neglect Central Registry Check. This document is not enclosed in the application as each state has a different document. You will have to go to your local Department of Human Services with two forms of I.D. to have this completed. Once finished, \*send this document to the camp office.)

Finally, you will find three different reference forms. These are to be given out to 1) Your Pastor or Youth Pastor, 2) A previous employer (if you have never been employed please give to another church leader or mentor), 3) A professor or teacher that knows you well enough to answer it fully. Please provide your name and position applied for at the top and give the reference, and a stamped envelope with the camp’s address on it for them to return it to:

Gitche Gumee Bible Camp Staffing

C/O Robby Fischer

5189 Garden City Rd

Eagle River, MI 49950

 I know that this is a lot of paperwork, but most of it is necessary for us to have on file in order for you to be on staff with us. Please know that we are looking forward to the possibility of working alongside of you for the cause of Christ. Please do your best to return these documents to us as soon as possible so that we can get our staffing list finalized.

In Christ,

Robby Fischer

****

**2021 STAFF APPLICATION**

\*\*\*Please Write Legibly \*\*\*

NAME \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ DATE\_\_\_\_\_\_\_\_\_\_\_\_\_\_

ADDRESS \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ CITY \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ STATE \_\_\_\_\_\_\_\_ ZIP \_\_\_\_\_\_\_\_\_\_

BEST NUMBER TO CONTACT YOU\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

AGE \_\_\_\_\_\_\_\_\_\_ BIRTHDATE: MO\_\_\_\_\_\_\_\_\_\_ DAY\_\_\_\_\_ YEAR \_\_\_\_\_\_\_ SEX\_\_\_\_\_\_\_\_\_\_\_\_\_\_

E-MAIL\_\_\_\_­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

SOCIAL SECURITY # \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

SHIRT SIZE:\_\_\_\_\_\_\_\_\_\_\_\_

**DATES YOU CAN BEGIN AND STAY THROUGH** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Camp dates for 2021 are from June 13th- August 20 th.

Counselor dates are from June 13th-July 9th.

STAFF POSITION - Check specific positions for which you are applying. Put your experience and qualifications you have and dates of specific certificates you hold.

\_\_\_\_\_\_ Counselor (must be at least 18) \_\_\_\_\_Support Staff\_\_\_\_ Kitchen Staff \_\_\_\_\_\_ Grounds Staff

\_\_\_\_\_ Music (If you would like to try out for our praise team) \_\_\_\_\_Housekeeping

\_\_\_\_\_\_Life Guard (must have necessary qualifications)

 \_\_\_\_Nurse (must have necessary qualifications) \_\_\_\_\_\_\_\_\_\_\_\_\_Other (specify)

Qualifications for position chosen:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

PREVIOUS EMPLOYMENT\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

CHURCH AFFILIATION \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

CAMPING EXPERIENCE \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_/\_\_\_\_\_\_\_\_/\_\_\_\_\_

Please answer the following questions on a separate paper

How did you hear of Gitche Gumee Bible Camp?

Specifically, why do you want to work at Gitche Gumee Bible Camp?

Give a brief testimony of your Christian experience.

How would you explain the way of salvation to a camper?

What temptations and problems have caused you the most difficulty and how have you dealt with them?

What are your primary aims as a Christian and how do you reach these objectives?

What are some of your ministry goals to be accomplished if you were to be hired?

 Using key words, briefly describe the family in which you grew up:

HAVE YOU EVER BEEN CONVICTED OF A CRIMINAL OFFENSE OTHER THAN A MINOR TRAFFIC VIOLATION? YES \_\_\_ NO\_\_\_ If yes, please explain.

I understand that being a staff member at Gitche Gumee Bible Camp means serving and cooperating with the Director and other staff members as unto the Lord, obeying all camp rules and sacrificing personal desires in the interest of the campers. My chief aim will be to make the Lord Jesus Christ real in the lives of campers as they see Christ living in me.

Your signature indicates that the information above is true to the best of your knowledge.

Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_/\_\_\_\_\_\_\_\_/\_\_\_\_\_

****

**STAFF STANDARD OF CONDUCT**

All staff members must be a born-again Christian living a consistent Christian life that would be a good example to the campers.

All staff is expected to:

-Remember that you are not only representing Gitche Gumee Bible Camp and all that it embodies, but more importantly you are representing Jesus Christ.

- Dress modestly. Immodest dress for females will be dealt with by the Female Staff Coordinator.

- No tobacco, alcoholic beverages or mood changing substances. Any violation of this standard is grounds for immediate termination.

- Girls are not to go into the boy’s cabins or boys in the girl’s cabins. This standard will be strictly followed. Any violation of this standard is grounds for immediate termination.

- Use proper conduct with the opposite sex. We expect you to all be friends. We do not think anything beyond friendship will create an acceptable camping environment for all involved. If anything, we expect you to error on the conservative side when it comes to your friendship with the opposite sex.

- Be on-time for your work duties

- Obey the evening curfew. The male and female staff coordinator will be checking cabins regularly.

- Attend the evening services unless on duty in the nursery or children’s class

- Maintain a respectful attitude towards all adult staff, and visitors.

-All staff will be expected to engage in a daily, personal quiet time.

By signing this document I am ensuring that all of the information is true, and that I will follow each of these guidelines while employed at Gitche Gumee Bible Camp to the best of my ability.

Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_/\_\_\_\_\_\_\_\_/\_\_\_\_\_

JOB DESCRIPTION FOR Support Staff

You will be supervised by the male and female staff coordinators.

1. Set up tables and chairs along with food for the Sunday night picnic. Help serve and clean up and put away after done. Clean up metal hot dog sticks in dishroom.

2. Help serve at each meal. Make sure that you are there ten minutes before the meal is served. Wash hands and use clean gloves.

3. Help Carol put away groceries as directed

4. Break down the cardboard boxes

5. Start ½ hour before each meal to wash pots and pans – Learn the proper procedure for set up, drying, and clean up

6. At each meal time you will work in the dish room – Learn the proper procedure for set up, operation, and clean up

7. Daily clean bathrooms (Bucks and Doe’s by bell- Squaws and Braves in the trailer park) **Follow bathroom checklist**

8. Daily vacuum floor mats in and outside the dining hall

9. Daily clean both bathrooms in the dining hall. **Follow bathroom checklist**

10. Daily sweep office, empty waste baskets and vacuum the rug daily

11. Daily sweep Whoopee Teepee; wipe down benches; throw away any trash and spot mop if necessary.

12. Clean the Prayer Chapel sweeping the floor and dusting off the chairs and fireplace mantel daily

13. Sweep and Mop the kitchen floor every day after the evening service.

14. Blow off the sidewalks and dining hall porch every afternoon with the leaf blower

15. Keep the milk coolers in the dining hall filled

16. Possibly some hand mowing and weed whacking as directed.

17. The morning campers go home you will be assigned to one or two of the following: Vacuum and clean the Tabernacle. Sweep and mop the Woopee Teepee and Lounge. Sweep and mop the dining hall. Or work on a cabin cleaning crew.

18. During Family Camp weeks you will be assigned to help in the Nursery, or Children’s class during the morning from 9:50 – 12:00 and for the evening service from 7:20 – 9:00.

19. During the Youth Camp weeks you will be assigned to help the Program Director carry out the game times as needed.

20. During both the Family Camp and Youth Camp you will need to help with the Canteen

Note: Numbers 1 – 4 everybody does all the time. Numbers 5 – 18 will be assigned and rotated

**Check list for all bathroom cleaning**

Make sure enough TP, paper towels and **towel dispensers** are **kept filled**

Wash mirror daily

Sweep floor daily – Mop if necessary **Note** (*Once every two weeks the floors will need to be power washed except dining hall bathrooms*)

2X per week – use toilet bowl cleaner

Daily clean toilet seats and all around stool

Clean sinks with cleaner

Clean any clutter off counter and wipe with disinfectant

Daily scrub shower with brush and rinse well

Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_/\_\_\_\_\_\_\_\_/\_\_\_\_\_

JOB DESCRIPTION FOR Counseling Staff

You will be supervised by the male and female staff coordinators

**Duties:**

1. Each counselor will have a group of campers for which they are responsible 24 hours a day.
2. Welcome your campers when they arrive and help them get settled in.
3. Maintain the camp schedule making sure that all campers are present for each activity.
4. Be responsible for devotions for your group.
5. Oversee dorm clean-up each day.
6. Supervise the campers that are assigned to your meal table. Make sure that good manners are practiced and campers eat responsibly.
7. Make sure that all your campers attend every activity. Report anyone missing immediately.
8. Be familiar with the camp rules and see that they are enforced.
9. Encourage campers (especially younger ones) to wear clean clothes and keep clean.
10. Sit with your campers during the services.
11. Participate enthusiastically in the camp program, setting the pace and cultivating enthusiasm.
12. Take the initiative in doing something constructive with your campers during free time. Look for opportunities to get with your campers one-on-one, helping them in any way possible.
13. Try to discern what is the main objective of the Bible teacher and Missionary, and try to relate that to your campers, especially in your devotion time.
14. Attend the daily staff meeting.
15. Keep lights and heaters turned off when not needed
16. Report any breakage of equipment or things that need repaired.
17. Maintain a healthy working relationship with other staff members, but your campers are your top priority.
18. You are a primary key to making the camp week a success. A counselor who is interested in the camper’s spiritual welfare will have a lasting impact.

**Qualifications:** 18 years of age or older. Have a love for the Lord and for children.

**Education/Training:** Attend a pre-camp training session. Previous experience working with children is desirable but not necessary.

**Supervises:** Assigned group of campers

Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_/\_\_\_\_\_\_\_\_/\_\_\_\_\_

****

**Summer Work Contract**

 I the undersigned agree to abide by the Personal Guidelines for staff working at Gitche Gumee Bible Camp and will do my best to fulfill the duties prescribed in my job description. I will also work from the dates listed below.

In addition to housing and meals Gitche Gumee will provide the following pay for various staff positions:

Counselors will receive a paycheck of $300.00 a week.

First Year Support Staff will receive a paycheck of $75.00 a week.

Second year Support Staff will receive a paycheck of $100.00 a week.

Third year Support Staff will receive a paycheck of $130.00 a week.

**All staff** will be required to be a part of training the week of June 13th-18th

and will be given $50 for that time.

Paychecks will be distributed every two weeks unless otherwise specified.

(Counselors who decide to stay through the summer in support staff role after their counseling position is over will be given $150 a week)

Check which option applies to you:

\_\_\_\_\_\_\_: I choose for my money to be withheld and given to the college of choice as a non-taxed scholarship in my name.

\_\_\_\_\_\_\_: I choose to receive my paycheck every two weeks as normal.

This contract is in effect from June 13th-August 20th , 2021

Or

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (dates you are available)

Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_/\_\_\_\_\_\_\_\_/\_\_\_\_\_

**Note**: If you are under eighteen years old your parents need to sign also.

Parents Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

**HEALTH HISTORY RECORD FOR**

**GITCHE GUMEE STAFF**

NAME\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ SEX\_\_\_\_\_\_\_\_\_\_ BIRTHDATE\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

POSITION DESIRED AT CAMP\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

PHONE\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

List any allergies you have:

List any health problems you have, including current infectious diseases:

List physical limitations, if any:

List any medication you take regularly:

 Name Frequency Dosage

I CERTIFY THAT THIS INFORMATION IS TRUE TO THE BEST OF MY

KNOWLEDGE.

Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_/\_\_\_\_\_\_\_\_/\_\_\_\_

**DISCLOSURE and AUTHORIZATION TO OBTAIN INFORMATION**

 In connection with my suitability for employment with **Gitche Gumee Bible Camp**, (herein “Client’) or if employed, I understand that prior to or at any

 time after my employment commences a consumer report may be requested for employment/volunteer purposes from Protect My Ministry, Inc.,(herein:

 “Protect My Ministry”) from public records including; but not limited to, Social Security number, motor vehicle operation history/driving records,

 workers’ compensation information and criminal history to the extent permitted by law from various local, state, and federal agencies. Further, I

 understand that an Employment Credit Report may be requested. Finally, I understand that an Investigative Consumer Report may be requested and,

 as required under §606(a)(1) of the federal Fair Credit Reporting Act (FCRA), IS U.S.C. §1681 et seq., I understand that this Report will include

 information as to my character, general reputation, personal characteristics, mode of living, work habits, performance, experience, along with

 reasons for termination of past employment, whichever are applicable, obtained through personal interviews with associates who have knowledge

 concerning such items of information.

 I VOLUNTARILY AND KNOWINGLY AUTHORIZE ANY PRESENT OR PAST EMPLOYER OR SUPERVISOR, COLLEGE OR UNIVERSITY OR

 OTHER INSTITUTION OF LEARNING, ADMINISTRATOR, LAW ENFORCEMENT AGENCY, STATE AGENCY, LOCAL AGENCY, FEDERAL

 AGENCY, CREDIT BUREAU, PRIVATE BUSINESS, MILITARY BRANCH OR THE NATIONAL PERSONNEL RECORDS CENTER,

 PERSONAL REFERENCE, AND/OR OTHER PERSONS TO GIVE RECORDS OR INFORMATION THEY MAY HAVE CONCERNING MY

 CRIMINAL HISTORY, MOTOR VEHICLE HISTORY/DRIVING HISTORY, SOCIAL SECURITY NUMBER, EARNINGS HISTORY, CHARACTER,

 GENERAL REPUTATION, MODE OF LIVING,AND EMPLOYMENT (INCLUDING REASONS FOR TERMINATION), CREDIT HISTORY, CREDIT

 CAPACITY, OR CREDIT STANDING OR ANY OTHER INFORMATION REQUESTED BY PROTECT MY MINISTRY DEEMED PERTINENT

 TO MY EMPLOYMENT.

 In accordance with the FCRA and applicable state laws, I understand that I have the right to request a complete and accurate disclosure of the nature

 and scope of the investigation requested. Further, I am entitled to know if employment is denied because of information obtained by my prospective

 employer from a Reporting Agency. If so, I will be so advised in writing and be given the name, address and toll free number of the agency, a statement

 that the action was based in whole or in part on information contained in the Report, and written notice that I have the right (i) if I request, to obtain within

 sixty days a free copy of the Report from the Reporting Agency (under no circumstances shall such cost exceed the actual costs of duplication), and from

 any other Consumer Reporting Agency which compiles and maintains files on consumers on a nationwide basis; and, (ii) to dispute the accuracy

 or completeness of any information in a consumer report furnished by the Reporting Agency. I understand that upon my request with reasonable

 notice and after furnishing proper identification, Protect My Ministry’s trained personnel will provide me with investigative information in my file during

 normal business hours in person or upon written request, by certified mail to a specified addressee, or telephone as permitted by law. Further, I

 understand that should I wish to review my file in person; I am permitted to be accompanied by one other person of my choosing who shall furnish

 reasonable identification and if requested, Protect My Ministry will provide a written explanation of any coded information contained in my file. I

 understand that Protect My Ministry is a Consumer Reporting Agency and it is Protect My Ministry’s policy to not be involved in or make hiring

 decisions or recommendation.

 Protect My Ministry’s privacy policy limits the information it provides to the client named herein, however I hereby authorize the client to share such

 information with parties in interest who have a “need to know” such information to protect them and their employees. Protect My Ministry does

 not sell or otherwise provide any of the information found in its background investigations to any other party other than the client.

**The following must be filled out completely and signed for your application to be considered (Please Print)**

 LAST NAME FIRST NAME MIDDLE NAME/INITIAL

 HOME ADDRESS

 CITY \_\_\_\_\_\_\_ COUNTY STATE ZIP\_\_\_\_\_\_\_\_\_\_

 SOCIAL SECURITY NUMBER DRIVER’S LICENSE NUMBER or STATE ID STATE ISSUED E.MAIL ADDRESS

 For ID purposes please provide FULL DOB: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Please List Other Names Used \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**For residents of Minnesota and Oklahoma only:**

 [ ]  I wish to receive a copy of any Background Check Report on me that is requested.

**For residents of New York only:**

 [ ]  I acknowledge receipt of a copy of Article 23-A of New York Correction Law.

**For residents of California only:**

 [ ]  I acknowledge receipt of a copy of California Summary of Rights under CA law 1786.22.

 [ ]  I wish to receive a copy of any Background Check Report on me that is requested.

 TODAY’S DATE

 Signature Authorizing the Procurement of the Consumer Report and/or Investigative Consumer Report

\*\*\*\*You will also need to provide a Child Abuse/ Neglect Central Registry Check which can be done at your local department of human services. You will not be considered for employment without this document. Contact the camp office if you have any questions regarding this document\*\*\*\*



Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Position applied for:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Reference Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Relationship with the applicant:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

How long have you known the applicant?\_\_\_\_\_\_\_\_\_\_\_

How much interaction have you had with them over the past 12 months?

What evidence have you seen in their life that they know Christ as Savior and have a growing relationship with Him?

What are their greatest strengths and weaknesses that will impact their relationship with their supervisor, or other authority?

How well would this individual handle responsibilities as a co-counselor with children age 8-17?

Would you hire this person in a support staff role yourself? Please explain why or why not?

Please rate the following categories between 1 and 10 with 1 being the lowest and 10 as the highest.

Motivation:\_\_\_\_\_ Enthusiasm:\_\_\_\_\_ Maturity:\_\_\_\_\_ Tolerance:\_\_\_\_\_

Social Acceptability: (interaction with peers)\_\_\_\_\_ Energy:\_\_\_\_\_

Responsibility:\_\_\_\_\_ Communication:\_\_\_\_\_ Concern for others:\_\_\_\_\_ Humor:\_\_\_\_\_

Understanding of children’s needs:\_\_\_\_\_ Leadership:\_\_\_\_\_ Response to authority:\_\_\_\_\_

YOUR SIGNATURE STATES THAT YOU HAVE ANSWERED THE QUESTIONS ON THIS REFERENCE FORM TO THE BEST OF YOUR KNOWLEDGE.

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

Please return to :

Gitche Gumee Bible Camp Staffing

C/O Robby Fischer

5189 Garden City Rd

Eagle River, MI 49950



Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Position applied for:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Reference Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Relationship with the applicant:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

How long have you known the applicant?\_\_\_\_\_\_\_\_\_\_\_

How much interaction have you had with them over the past 12 months?

What evidence have you seen in their life that they know Christ as Savior and have a growing relationship with Him?

What are their greatest strengths and weaknesses that will impact their relationship with their supervisor, or other authority?

How well would this individual handle responsibilities as a co-counselor with children age 8-17?

Would you hire this person in a support staff role yourself? Please explain why or why not?

Please rate the following categories between 1 and 10 with 1 being the lowest and 10 as the highest.

Motivation:\_\_\_\_\_ Enthusiasm:\_\_\_\_\_ Maturity:\_\_\_\_\_ Tolerance:\_\_\_\_\_

Social Acceptability: (interaction with peers)\_\_\_\_\_ Energy:\_\_\_\_\_

Responsibility:\_\_\_\_\_ Communication:\_\_\_\_\_ Concern for others:\_\_\_\_\_ Humor:\_\_\_\_\_

Understanding of children’s needs:\_\_\_\_\_ Leadership:\_\_\_\_\_ Response to authority:\_\_\_\_\_

YOUR SIGNATURE STATES THAT YOU HAVE ANSWERED THE QUESTIONS ON THIS REFERENCE FORM TO THE BEST OF YOUR KNOWLEDGE.

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

Please return to :

Gitche Gumee Bible Camp Staffing

C/O Robby Fischer

5189 Garden City Rd

Eagle River, MI 49950



Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Position applied for:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Reference Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Relationship with the applicant:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

How long have you known the applicant?\_\_\_\_\_\_\_\_\_\_\_

How much interaction have you had with them over the past 12 months?

What evidence have you seen in their life that they know Christ as Savior and have a growing relationship with Him?

What are their greatest strengths and weaknesses that will impact their relationship with their supervisor, or other authority?

How well would this individual handle responsibilities as a co-counselor with children age 8-17?

Would you hire this person in a support staff role yourself? Please explain why or why not?

Please rate the following categories between 1 and 10 with 1 being the lowest and 10 as the highest.

Motivation:\_\_\_\_\_ Enthusiasm:\_\_\_\_\_ Maturity:\_\_\_\_\_ Tolerance:\_\_\_\_\_

Social Acceptability: (interaction with peers)\_\_\_\_\_ Energy:\_\_\_\_\_

Responsibility:\_\_\_\_\_ Communication:\_\_\_\_\_ Concern for others:\_\_\_\_\_ Humor:\_\_\_\_\_

Understanding of children’s needs:\_\_\_\_\_ Leadership:\_\_\_\_\_ Response to authority:\_\_\_\_\_

YOUR SIGNATURE STATES THAT YOU HAVE ANSWERED THE QUESTIONS ON THIS REFERENCE FORM TO THE BEST OF YOUR KNOWLEDGE.

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

Please return to :

Gitche Gumee Bible Camp Staffing

C/O Robby Fischer

5189 Garden City Rd

Eagle River, MI 49950