

**Voyageurs Lutheran Ministry**  
*Camp Hiawatha/Camp Vermilion*  
**Summer Staff Reference Form**

**When completed, please return to:**

Gretchen Bachman  
 Voyageurs Lutheran Ministry  
 36944 Camp Hiawatha Rd.  
 Deer River, MN 56636

Phone: 218-780-4116 ~ Fax: 218-666-5700 ~ Email: Gretchen@VLMcamps.org

***For applicant to complete:***

Name of Applicant: \_\_\_\_\_

Position applying for: \_\_\_\_\_

***For reference to complete:***

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

Address: \_\_\_\_\_

City, State, Zip \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

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

What is your relationship to the applicant? \_\_\_\_\_

The above named person is applying for a summer position with Voyageurs Lutheran Ministry, an outdoor ministry of the Evangelical Lutheran Church in America. We are looking for mature, responsible persons to work with youth (primarily) and adults in Day Camp, residential camp, and adventure trip settings. We would like to have your honest assessment of this person as a potential camp staff member. Your best judgment will be appreciated and treated with confidence.

**For the following questions, please rate the applicant on a scale of one to five.**

	Poor	Fair	Average	Very Good	Outstanding
Emotional Maturity	1	2	3	4	5
Work Performance	1	2	3	4	5
Dependability/Promptness	1	2	3	4	5
Flexibility	1	2	3	4	5
Integrity/Honesty	1	2	3	4	5
Relationship with peers	1	2	3	4	5
Relationship with supervisors	1	2	3	4	5
Spiritual Maturity	1	2	3	4	5

**Please share your insights regarding the applicant in the following areas. If you are unable to respond in a given area, feel free to share that.**

1. What do you see as the applicant's greatest gifts?
  
2. What is an area of growth for this applicant?
  
3. Share what you can about the applicant's experience and ability to work with children, youth and adults.
  
4. Would you be willing to have your children under the applicant's supervision for a week in a camp situation? If not, why?
  
5. Is the applicant able to share his or her faith with others through devotions, worship and Bible study?
  
6. What concerns do you have about the applicant's ability to serve as a member of the Voyageurs Lutheran Ministry staff?
  
7. To your knowledge, does the applicant have any tendency toward child or sexual abuse?
  
8. Your overall evaluation of the applicant and his/her suitability for this position.

Other comments:

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