



AT THE WARWICK CENTER, P.O. BOX 349, WARWICK, NY 10990
Phone: 845-986-1164 / Fax: 845-986-8874 / Email: campwarwick@campwarwick.org

Winter 2012

Dear Applicant,

Thank you for considering Camp Warwick as a place to serve this summer. Being a camp counselor can be the best summer job you will ever have. Campers return to Camp Warwick for many reasons; but a big reason is the relationships they have established with their counselors. The counselor serves a vital role in helping campers to grow in their faith and on their life journey. Joining the Camp Warwick Ministry Team means you are a person who is able to put the needs of others first, and is able to share your faith and life lessons with other.

If you have the desire to share your faith, strengthen your relationship with Christ, and grow with other Christians, then I strongly encourage you to apply for a position on the Camp Warwick Ministry Team.

Enclosed you will find an application packet. Please first read the Camp Warwick Ministry Team information which outlines the jobs we offer. With the application, you will find three reference forms, and an Alcohol, Drug, and Tobacco policy. People who know you well such as a minister, youth leader, college professor, or employer should complete the reference forms. Please do not have family or friends complete the reference questionnaires. Please read these forms carefully and complete your application in full, including answers to the essay questions. Incomplete applications will delay the interview process.

If you have any questions, please feel free to contact me via phone or email. I look forward to receiving your application. Thank you again for your interest in Camp Warwick.

In His Service,

Scott Cherry
Camp Warwick Youth Ministry Director



2012 MINISTRY TEAM APPLICATION

Applicant Name _____

Current / School Mailing Address / Street _____

City _____ State _____ Zip _____

Phone _____ Cell Phone _____

Email _____ Fax _____

Home Address (if different from above) _____

City _____ State _____ Zip _____

Phone _____

Church Affiliation _____

Church Street Address _____

City _____ State _____ Zip _____

These forms must be mailed with your application in order to be considered. Please initial that you have included these forms.

- _____ Alcohol, Drug and Tobacco Policy
- _____ Essay Questions
- _____ Three reference forms (distributed; to be mailed by reference)

Size preferred for staff shirt (circle one)

S M L XL XXL XXXL XXXXL

Position Applied For (see enclosed list) _____

Have you ever applied for employment before at Camp Warwick?

Yes No

How did you hear about us?

Church College Friend

Other: _____

Are you 18 or older? Yes No

Date of birth: ____/____/____

Are there any reasons why you may have difficulty in performing any of the essential tasks of the job for which you are applying?

Yes No

Have you ever been convicted or pleaded guilty to a crime?

Yes No

Have you ever been accused of, participated in or convicted of child abuse or child molestation?

Yes No

Do you have a chronic, recurring or infectious disease?

Yes No

Are you prevented from lawfully becoming employed in this country because of visa or immigration status?

Yes No

If you answered yes to any of the above questions, please attach an explanation.

Driver's License # _____

State _____

Exp. Date _____

CAMP WARWICK at THE WARWICK CENTER P.O. Box 349, Warwick, NY 10990

OFFICE HOURS: 8:30 - 4:30 / MONDAY - FRIDAY / PHONE: (845) 986-1164
EMAIL: campwarwick@campwarwick.org WEBSITE: www.campwarwick.com
LOCATED AT 62 WARWICK CENTER ROAD

REV. KENNETH TENCKINCK, EXECUTIVE DIRECTOR / ARLENE TENCKINCK, CAMP CONSULTANT
SCOTT CHERRY, CAMP DIRECTOR

EDUCATION

High School Name and Address

High School Entrance/Graduation Dates

College Entrance/Graduation Dates

College Name and Address

Major/Minor/Expected Degree(s)

Foreign Languages Spoken

List any courses you have taken that would be helpful in camp counseling:

EMPLOYMENT EXPERIENCE

Starting with your most recent position, list the last three positions you have held. Include summer and/or part-time jobs and any camp experience you have had.

Name of Employer

() Telephone Number

Address

Employed From / To (Month and Year)

Name of Supervisor

Reason for Leaving

State Job Title and Description of Your Work

Name of Employer

() Telephone Number

Address

Employed From / To (Month and Year)

Name of Supervisor

Reason for Leaving

State Job Title and Description of Your Work

Name of Employer

() Telephone Number

Address

Employed From / To (Month and Year)

Name of Supervisor

Reason for Leaving

State Job Title and Description of Your Work

CHURCH

What has been your involvement in church and college outreach activities during the last five years. Start with the most recent.

Multiple blank lines for writing church and outreach activities.

PERSONAL / SPIRITUAL

Please respond to the following questions on a separate sheet of paper.

1. Why are you applying for a job at Camp Warwick?
2. How do you feel you could enhance the summer program at Camp Warwick?
3. Share a story about your faith walk that you would share with campers.
4. What Bible verse could you share with campers to help them feel more comfortable with who they are?

List any gifts, training, education or other factors that have prepared you for work with children and youth.

PROGRAM SKILLS

Please write "1" next to those activities you are able to teach/lead; write "2" next to those you are able to assist in leading; and "3" next to those you have no experience in.

CHRISTIAN EDUCATION

- ___ Leading worship
- ___ Teaching Bible lessons
- ___ Leading devotions
- ___ Religious drama/skits

MUSIC

- ___ Vocal music
- ___ Praise Band
- ___ Instruments (list below)

DRAMA

- ___ Skits & stunts
- ___ Play directing
- ___ Storytelling
- ___ Dance activity

NATURE

- ___ Animal identification
- ___ Bird watching
- ___ Conservation
- ___ Flower & tree ident.
- ___ Forestry
- ___ Rocks & minerals
- ___ Nature Hiking

SPORTS

- ___ Basketball
- ___ Karate
- ___ Soccer
- ___ Frisbee golf
- ___ Sand Volleyball
- ___ Tennis
- ___ Swimming
- ___ Aerobics

ARTS & CRAFTS

- ___ Sketching
- ___ Nature crafts
- ___ Newspaper
- ___ Painting
- ___ Photography
- ___ Videography
- ___ Arts & crafts

OUTDOOR ACTIVITY

- ___ Backpacking
- ___ Canoeing
- ___ Hiking
- ___ Mini. impact camping
- ___ Orienteering
- ___ Outdoor cooking
- ___ Archery

TEAM BUILDING

- INTERESTS
- ___ High ropes
 - ___ Low ropes
 - ___ Climbing wall
 - ___ Belaying
 - ___ Group initiative games
 - ___ Rock Climbing
 - ___ Gardening

OTHER HOBBIES / INTERESTS:

Would you be interested in leadership training for our challenge course and climbing tower: Yes No

CERTIFICATIONS

Below is a list of the preferred certifications as required by NYS & the Orange Cty Dept. of Health. Please check off below any current certifications you may hold and indicate the expiration dates next to each certification.

- ARC WSI _____
- ARC Lifeguard Training _____
- ARC BLS/Prof. Rescuer _____
- ARC 1st Aid Responding to Emergencies _____
- ARC CPR for the Prof. Rescuer _____
- AHA CPR - Course Level C _____
- RN _____
- LPN _____
- OTHER _____

If you would be willing to take one of the above courses prior to the opening of camp, please indicate below:

- Yes No

APPLICANT'S STATEMENT

I certify that answers given herein are true and complete to the best of my knowledge.

I authorize educational institutions, employers and city, county, state, and federal law enforcement agencies to release information to The Warwick Center, Inc. for the purpose of background investigation. All information relative to my employment or association with said named entities is to be forwarded to The Warwick Center, Inc. at their request.

I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the Employee may resign at any time and the Employer may discharge the Employee at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by the authorized executive of this organization.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the employer.

Signature of Applicant

Date



Please forward your application to:
Scott Cherry, Camp Director

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THE WARWICK CENTER**

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THE WARWICK CENTER, INC. is owned and operated by the Synods of New York and Mid-Atlantics of the Reformed Church in America. The Warwick Center, Inc. is permitted to operate by the New York State Dept. of Health and is inspected twice a year. Reports concerning the inspection of the camp are filed at the Orange County Department of Health, 124 Main Street, Goshen, New York 10924.

THE WARWICK CENTER, INC. IS AN
EQUAL OPPORTUNITY EMPLOYER.



2012 MINISTRY TEAM INFORMATION

PHILOSOPHY

Camp Warwick is a Christian Camp affiliated with The Reformed Church in America (RCA). Our main purpose is to let our campers experience life in a Christian community where Jesus is the central figure. By integrating Christian values and routines into daily life, our Ministry Team can emulate and campers can see that being a Christian means living a joyous, rewarding, and meaningful life. Camper-counselor interaction is viewed as the best means of providing the optimal opportunities for this development. Hiring counselors that are positive Christian role models is the key to achieving our purpose.

Everyone at Camp Warwick will take on the responsibility of developing meaningful relationships with both campers and counselors and genuinely showing ultimate respect for one another. In this process, the way will be paved for Jesus to live among us. In so doing, we will experience the value and transforming power of being part of the one Family of God. We challenge you to take a positive step with us in 2012 as a Ministry Team applicant.

LOCATION

Founded in 1959, Camp Warwick is located in Warwick, New York, 55 miles northwest of New York City. Our facility is nestled on 465 acres in Orange County, New York, on rolling hills overlooking the picturesque Warwick Valley!

WHERE OUR CAMPERS COME FROM

Most of our campers come from the tri-state area - New York, New Jersey and Pennsylvania. We minister to youth between the ages of 5 and 17. We also minister to youth and adults in Camp Sunrise, a camp for the specially-abled.

OUR DIFFERENT PROGRAMS

There are different types of summer camps for youth to choose from. We offer four types of overnight camps: In-Camp, Saddle-Up Camp, Wilderness Camp, and Camp Sunrise. We also offer two day camp programs: Day Camp and Junior High Day Camp. Our camps are unique because we believe in the inclusion of specially-abled children.

In-Camp

Campers arrive on Sunday afternoon and leave on Friday evening. Campers live eight to a cabin with at least one counselor. In-Camp activities include, but are not limited to, Bible study, worship, singing praise songs, swimming, arts and crafts, challenge course with a 30' climbing wall, hiking, and recreation.

Saddle-Up Camp

This camp participates with In-Camp for all activities except for a two-hour block in the day when campers go to a local horse ranch to learn how to ride and care for horses.

Wilderness Camp

Campers rough it for the week while living in the woods in platform tents. There are several different types of wilderness camps for the campers to choose from! We offer a two-day backpacking trip, an overnight canoe trip, a wilderness adventure camp, and a team-building week where we incorporate our challenge course. Each camp is different but has one common goal: to assist the campers in their walk with God using the natural elements of the wilderness.

Camp Sunrise

Camp Sunrise is a Christian camping ministry for children and adults with physical, cognitive, and/or mental disabilities. Our purpose is to create opportunities for individuals with disabilities to know and experience Jesus Christ. Children (age 8) through adults (age 55) are welcome. Activities include swimming, hiking, campfires, recreational games, talent show, dance, and off-site trips to a local park and bowling alley. Our camping program is designed to provide a safe and healthy environment in which campers with special needs may experience new challenges and opportunities for growth.

Day Camp

Our Day Camp is designed for 5 to 11 year olds who are here during the day for one to eight weeks. Campers are placed in groups according to their age. They enjoy a variety of games and activities throughout the day, in addition to a daily Christian Education component.

Junior High Day Camp

Junior High Day Camp is designed specifically for Jr. High aged youth. Campers will go on field trips to various attractions in the area and participate in all of the traditional day camp activities.

SALARY & LIVING ACCOMMODATIONS

All positions are salaried and include room and board. All counselors live in a cabin with 8-10 campers. All cabins have their own bathroom with showers. All cabins are set up with five sets of bunk beds or eight to ten individual beds.

TIME OFF

The usual time off is one evening each week (6:00 p.m. - midnight) and from 9:00 p.m. on Friday evening (or after the staff worship which ends no later than 9:00 p.m.) to 1:00 p.m. Sunday. All staff will be required to work one weeknd during orientation and one weekend during summer camp.

ARE YOU READY FOR THIS ADVENTURE?

Do you have what it takes to be an outstanding staff member of our large but close-knit staff team? Are you ready for the challenges and opportunities listed below?

- Share the message and assist others in growing in their faith.
- Gain personal satisfaction and grow as a person by helping kids grow and develop.
- Kids and staff are active from before breakfast until well after dark.
- Be a positive role model 24 hours a day, seven days a week.
- Limited time off.

Before filling out this application, prayerfully consider if you want to spend ten weeks of your summer in ministry. If you are ready to take your faith to the next level and are willing to be a Christian role model through your thoughts and your deeds, we want you to be a part of the Camp Warwick ministry.

(10/17/11)



2012 SUMMER CAMP JOB DESCRIPTIONS*

COUNSELORS

Counselors at Camp Warwick are responsible for carrying out and maintaining the weekly camp program for campers; providing positive Christian role models; living with 8-10 campers per week; providing support, care, and safety for each camper; and sharing their faith in Jesus Christ. Counselors shall possess a sincere love for the Lord, a desire to see campers come to know and grow in Him, and show a consistent walk with God. Counselors must have the ability to be a group leader, be flexible, and to lead activities.

CAMP CHAPLAIN

The Camp Chaplain will be responsible for preparing and delivering the daily messages at counselor devotions, morning devotions for campers, and evening vespers for the campers. The Camp Chaplain also prepares written evening cabin devotions for counselors and campers, in conjunction with the Camp Warwick Camp Directors. He/she will also act as a spiritual guide to the campers and counselors of Camp Warwick in their walk with Christ. He/she will be familiar with the camp curriculum used at Camp Warwick. He/she will take on the responsibility of a counselor, provide leadership for activities, and perform other duties where needed. This person shall possess an ability to share his/her faith, have a sincere love for the Lord, have a desire to see campers come to know and grow in him, and show a consistent walk with God. This person must be at least 21 years of age, possess a Bachelor's degree and/or be currently enrolled as a seminary student, possess ability to counsel people, teach, and have leadership ability.

CHRISTIAN EDUCATION DIRECTOR

The Christian Education Director will be responsible for preparing and leading the Christian Education component of camp, in conjunction with the Camp Warwick Camp Directors, Camp Chaplain, and leadership team. He/she will also act as a spiritual guide to the campers and counselors of Camp Warwick in their walk with Christ. He/she will be familiar with the camp curriculum used at Camp Warwick. He/she will take on the responsibility of a counselor, provide leadership for activities, and perform other duties where needed. This person shall possess an ability to share his/her faith, have a sincere love for the Lord, have a desire to see campers come to know and grow in Him, and show a consistent walk with God. This person must be at least 20 years of age, be an elementary or secondary education major or have a minor in Christian Education, possess the ability to counsel people, teach, and have leadership ability.

IN-CAMP DIRECTOR

The In-Camp Director is responsible for organizing, planning, and implementing the day-to-day operation of Camp Warwick's In-Camp, working in conjunction with Camp Warwick Camp Directors, and leadership team. He/she will oversee the daily camp schedule, supervise staff, counsel campers and staff, provide leadership for activities, and perform other duties where needed. This person shall possess an ability to share his/her faith, have a sincere love for the Lord, have a desire to see campers come to know and grow in Him, and show a consistent walk with God. This person must be at least 21 years of age, have previous camp experience, and possess leadership abilities.

ASSISTANT DAY CAMP DIRECTOR

The Assistant Day Camp Director is responsible for organizing, planning, and implementing the day-to-day operation of Camp Warwick's Day Camp, working in conjunction with the Day Camp Director, Camp Directors, and leadership team. He/she will oversee the daily camp schedule, supervise staff, counsel campers and staff, provide leadership for activities, and perform other duties where needed. This person shall possess an ability to share his/her faith, have a sincere love for the Lord, have a desire to see campers come to know and grow in Him, and show a consistent walk with God. This person must be at least 20 years of age, have previous camp experience, and possess leadership abilities.

WILDERNESS CAMP DIRECTOR

The Wilderness Camp Director is responsible for organizing, planning, and implementing the day-to-day operation of Camp Warwick's Wilderness Camp including the Team Challenge Camp, overnight canoe trip, and an overnight hiking trip, working in conjunction with Camp Warwick Camp Directors and leadership team. He/she will oversee the daily camp schedule, supervise staff, counsel campers and team, provide leadership for activities, and perform other duties where needed. This person shall possess an ability to share his/her faith, have a sincere love for the Lord, have a desire to see campers come to know and grow in Him, and show a consistent walk with God. This person must be at least 20 years of age, have previous camp experience, and possess leadership abilities.

WATERFRONT DIRECTOR

The Waterfront Director is responsible for all pool activities including conducting swimming tests of all campers for swimming ability, maintaining proper lifeguard/swimmer ratios, and order, safety, and discipline at all times. He/She will coordinate Camp Warwick's weekend swim lesson program. He/she will train counselors in basic water safety, supervise staff, take on counselor responsibilities, provide leadership for activities, and perform other duties where needed. This person shall possess an ability to share his/her faith, have a sincere love for the Lord, have a desire to see campers come to know and grow in Him, and show a consistent walk with God. This person must be at least 21 years of age, have three seasons of previous waterfront experience, and possess leadership abilities. The Waterfront Director must possess current certifications for Lifeguarding, CPR, and Waterfront Safety Instruction.

ARTS AND CRAFTS DIRECTOR

This person will be responsible for preparing and leading the Arts and Crafts component at Camp Warwick's In-Camp, Day Camps, and Wilderness Camps, maintaining proper ratio and order, maintaining safety and discipline at all times, and supervising staff in classroom area. He/she will work with the Camp Directors and leadership team in managing the traditional Arts and Crafts program and plan new and creative craft projects for campers K-12. He/she will take on responsibility of a counselor, provide leadership for activities, and perform other duties where needed. This person shall possess an ability to share his/her faith, have a sincere love for the Lord, have a desire to see campers come to know and grow in Him, and show a consistent walk with God. This person must be at least 18 years of age and possess arts and crafts skills as well as teaching and leadership ability.

ARTS AND CRAFTS COORDINATOR OF CAMP SUNRISE

This person is responsible for preparing and leading the Arts and Crafts component at Camp Warwick's Camp Sunrise, maintain proper ratio and order, maintain safety and discipline at all times, and supervise staff in a classroom area. He/she will work with the Camp Directors and leadership team in managing the traditional Arts and Crafts program and plan new and creative craft projects for campers with special needs. He/she will take on the responsibility of a counselor, provide leadership for activities and perform other duties where needed. This person shall possess an ability to share his/her faith, have a sincere love for the Lord, have a desire to see campers come to know and grow in Him, and show a consistent walk with God. This person must be at least 18 years of age and possess arts and crafts skills as well as teaching and leadership ability.

ACTIVITIES COORDINATOR OF CAMP SUNRISE

This person is responsible for preparing and leading the activities component at Camp Warwick's Camp Sunrise, maintaining proper ratio and order, maintaining safety and discipline at all times, and supervising staff in an activity area. He/she will work with the Camp Directors and leadership team in managing the traditional activities program and plan new active and creative activities for campers with special needs. He/she will take on the responsibility of a counselor, provide leadership for activities, and perform other duties where needed. This person shall possess an ability to share his/her faith, have a sincere love for the Lord, have a desire to see campers come to know and grow in Him, and show a consistent walk with God. This person must be at least 18 years of age and possess skills in therapeutic recreation as well as teaching and leadership ability.

VOLUNTEER COORDINATOR OF CAMP SUNRISE

This person is responsible for leading the training of volunteers in our Camp Sunrise program. The Volunteer Coordinator will meet with the volunteers individually and as a group to guide, teach, and share the message of Christ's love. This person will take on the role of counselor if necessary, provide leadership for activities, have the ability to share their faith, have a sincere love for the Lord and a desire to see campers come to know and grow in Him. This person must have the ability to counsel people, teach, and have leadership ability.

*Positions are subject to change
(10/17/11)



DRUG, ALCOHOL, AND TOBACCO POLICY

For Summer Camp Counseling Staff and Volunteers

TOBACCO POLICY

The use of tobacco products will not be permitted on Camp Warwick or The Warwick Center grounds at any time. Therefore, summer staff and volunteers are required to abstain from tobacco products while on The Warwick Center property for the entire term of their employment. Use of tobacco products will be permitted off grounds during nights off and on weekends.

DRUG & ALCOHOL POLICY

Should summer staff members who are of age be allowed to drink when they are off duty? Many camps ask themselves that question year after year. Alcohol policies are tough - tough to form and tough to enforce. They can cause a clash between staff rights and staff responsibilities. They can lead to the dismissal of even the best employees. Camp Warwick has a zero-drug/alcohol policy because we view our staff as role models for the campers.

Staff members are required to abstain from all alcoholic beverages and illegal drugs for the entire term of employment at Camp Warwick. This policy holds whether staff is under or over 21 years of age, on duty or off duty, on grounds or off grounds, including weekends. Violation of the policy could be reason for immediate dismissal.

I can and will comply with this policy.

Counselor Name (Print)

Counselor Signature



REFERENCE & RECOMMENDATION FORM

SCOTT CHERRY, CAMP DIRECTOR
CAMP WARWICK AT THE WARWICK CENTER, P. O. BOX 349, WARWICK, NY 10990
845-986-1164 / Fax: 845-986-8874 / Email: campwarwick@campwarwick.org

TO THE APPLICANT: Please complete the information below. Type or print your information clearly. Send or give this Reference Form to the person providing reference, along with a stamped return envelope addressed to the Camp Warwick address listed above.

Name of Applicant: _____
First Name MI Last Name

Address: _____
Street Address City State Zip

I am applying for a position as a Camp Warwick Counselor. Your frank appraisal will assist the directors in evaluating my qualifications and abilities. Thank you.

Applicant Signature _____ Date _____

TO THE PERSON COMPLETING THIS REFERENCE/RECOMMENDATION:

It is the desire of the Camp Warwick directors to hire staff that are trustworthy and capable of caring for and disciplining our campers, including our specially-abled campers (children and adults). It is imperative that all summer staff be positive spiritual role models for our campers (ages 5-adult). Please evaluate the applicant as you have seen him/her in daily life or in church settings. Your response will become part of the applicant's confidential file. Thank you for your time and effort in filling out this questionnaire.

What is your relationship to the applicant? _____

How long have you known the applicant? _____

Source for evaluation: records memory both

How would you rate the applicant in the following areas?

CHRISTIAN WITNESS

- excellentfaith is evident in entire life
- good.faith is an important part of life
- averagefaith is evident
- poorfaith is sometimes part of life
- not able to judge

EMOTIONAL STABILITY

- excellentexceptionally stable and consistent
- goodwell balanced in most situations
- averageusually well balanced
- poormoody or emotionally inconsistent
- not able to judge

COOPERATION WITH OTHERS

- excellentdeeply sensitive to other's needs
- goodusually cooperative with others
- averagecooperates when convenient
- poordifficult to work with
- not able to judge

LEADERSHIP

- excellenta leader of leaders
- goodleads when called upon
- averagemore inclined to follow than lead
- poornegative influence
- not able to judge

MOTIVATION / INITIATIVE

- excellenthighly self-motivated
- goodeffectively motivated
- averageusually purposeful
- poorpurposeless
- not able to judge

INTEGRITY

- excellentconsistently trustworthy
- goodgenerally honest and true
- averagemay stretch the truth
- poorquestionable
- not able to judge

RESPONSIBILITY

- excellentdiligently follows through on tasks
- goodfollows through on tasks
- averageusually follows through on tasks
- pooronly follows through when required
- not able to judge

OTHER TRAITS: Please mark some of the words that best describe this applicant.

- | | | | | | |
|--|-------------------------------------|------------------------------------|---------------------------------------|--|-------------------------------------|
| <input type="checkbox"/> humorous | <input type="checkbox"/> friendly | <input type="checkbox"/> confident | <input type="checkbox"/> mature | <input type="checkbox"/> wise | <input type="checkbox"/> consistent |
| <input type="checkbox"/> entertaining | <input type="checkbox"/> meticulous | <input type="checkbox"/> arrogant | <input type="checkbox"/> hyperactive | <input type="checkbox"/> spontaneous | <input type="checkbox"/> analytical |
| <input type="checkbox"/> aggressive | <input type="checkbox"/> rude | <input type="checkbox"/> blunt | <input type="checkbox"/> hard to read | <input type="checkbox"/> shy | <input type="checkbox"/> determined |
| <input type="checkbox"/> negative | <input type="checkbox"/> withdrawn | <input type="checkbox"/> excitable | <input type="checkbox"/> caring | <input type="checkbox"/> noisy | <input type="checkbox"/> assertive |
| <input type="checkbox"/> contemplative | <input type="checkbox"/> perceptive | <input type="checkbox"/> helpful | <input type="checkbox"/> immature | <input type="checkbox"/> irresponsible | <input type="checkbox"/> reliable |

JUDGMENT

- excellentconsistently makes wise decisions
- goodputs good thought into decisions
- averageputs a little thought into decisions
- poorhasty or indecisive (circle one)
- not able to judge

WORK ETHIC

- excellentgives 100%
- goodputs in a fair day's work
- averagedoes enough to get by
- poorlazy
- not able to judge

COMMUNICATION

- excellentarticulate in all groups
- goodusually gets thoughts across well
- averagegets thoughts across, but hesitant
- poorhas difficulty articulating thoughts
- not able to judge

MORAL CHARACTER: To your knowledge, has this person . . .

- Ever been charged with or convicted of a crime or a DUI? yes no
- Ever been subject of a charge of unethical or immoral conduct or behavior? yes no
- Ever engaged in or been the subject of a charge of sexual misconduct? yes no
- If you answered "yes" to any of these questions, please provide all relevant information.

What do you consider to be this applicant's strengths? _____

If you had a child in grades K-12, how would you feel about this applicant being your child's mentor?

What is your overall evaluation of this applicant? _____

- I would . . .
- | | |
|--|--|
| <input type="checkbox"/> highly recommend this applicant | <input type="checkbox"/> not recommend this applicant at all |
| <input type="checkbox"/> recommend this applicant | <input type="checkbox"/> prefer to discuss this further by phone |
| <input type="checkbox"/> recommend this applicant with reservation | <input type="checkbox"/> Please give me a call |

_____	_____	_____
Reference Name (please print)	Reference Signature	Date
_____	_____	_____
Title	Organization	Daytime Phone No.



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- excellentdiligently follows through on tasks
- goodfollows through on tasks
- averageusually follows through on tasks
- pooronly follows through when required
- not able to judge

OTHER TRAITS: Please mark some of the words that best describe this applicant.

- | | | | | | |
|--|-------------------------------------|------------------------------------|---------------------------------------|--|-------------------------------------|
| <input type="checkbox"/> humorous | <input type="checkbox"/> friendly | <input type="checkbox"/> confident | <input type="checkbox"/> mature | <input type="checkbox"/> wise | <input type="checkbox"/> consistent |
| <input type="checkbox"/> entertaining | <input type="checkbox"/> meticulous | <input type="checkbox"/> arrogant | <input type="checkbox"/> hyperactive | <input type="checkbox"/> spontaneous | <input type="checkbox"/> analytical |
| <input type="checkbox"/> aggressive | <input type="checkbox"/> rude | <input type="checkbox"/> blunt | <input type="checkbox"/> hard to read | <input type="checkbox"/> shy | <input type="checkbox"/> determined |
| <input type="checkbox"/> negative | <input type="checkbox"/> withdrawn | <input type="checkbox"/> excitable | <input type="checkbox"/> caring | <input type="checkbox"/> noisy | <input type="checkbox"/> assertive |
| <input type="checkbox"/> contemplative | <input type="checkbox"/> perceptive | <input type="checkbox"/> helpful | <input type="checkbox"/> immature | <input type="checkbox"/> irresponsible | <input type="checkbox"/> reliable |

JUDGMENT

- excellentconsistently makes wise decisions
- goodputs good thought into decisions
- averageputs a little thought into decisions
- poorhasty or indecisive (circle one)
- not able to judge

WORK ETHIC

- excellentgives 100%
- goodputs in a fair day's work
- averagedoes enough to get by
- poorlazy
- not able to judge

COMMUNICATION

- excellentarticulate in all groups
- goodusually gets thoughts across well
- averagegets thoughts across, but hesitant
- poorhas difficulty articulating thoughts
- not able to judge

MORAL CHARACTER: To your knowledge, has this person . . .

- Ever been charged with or convicted of a crime or a DUI? yes no
- Ever been subject of a charge of unethical or immoral conduct or behavior? yes no
- Ever engaged in or been the subject of a charge of sexual misconduct? yes no
- If you answered "yes" to any of these questions, please provide all relevant information.

What do you consider to be this applicant's strengths? _____

If you had a child in grades K-12, how would you feel about this applicant being your child's mentor?

What is your overall evaluation of this applicant? _____

- I would . . .
- | | |
|--|--|
| <input type="checkbox"/> highly recommend this applicant | <input type="checkbox"/> not recommend this applicant at all |
| <input type="checkbox"/> recommend this applicant | <input type="checkbox"/> prefer to discuss this further by phone |
| <input type="checkbox"/> recommend this applicant with reservation | <input type="checkbox"/> Please give me a call |

_____	_____	_____
Reference Name (please print)	Reference Signature	Date
_____	_____	_____
Title	Organization	Daytime Phone No.