

Ministry Opening

Warm Beach Christian Camps and Conference Center

Mission Statement: Providing Christ-centered environments, experiences and resources that draw people to God through camping ministries, conferences and events.

Vision Statement:

Changing lives and transforming communities by keeping the path clear to the cross.

Vision Imperatives:

- Deliver Christ-centered hospitality and programming;
- Introduce campers to Christ, help them grow in Christian living and prepare them for worldwide Christian service;
- Reach out to members of society who are often overlooked and marginalized;
- Provide individuals and camper groups with opportunities for rest and renewal in a setting that reveals the grandeur of God;
- Encourage the Body of Christ; and
- Produce positive societal change both locally and globally.

Core Values:

- **God-dependent.** Seeking God first in all things,
- **Vision-guided.** Aligning all decisions and activities to “keep the path clear to the cross.”
- **Christ-centered.** Revealing and sharing Christ through ministries, conferences and events.
- **Bible-based.** Making decisions that are grounded in Scripture.
- **Sustainability-focused.** Stewarding our resources for long-term health and viability.

About Warm Beach Christian Camps and Conference Center:

Founded in 1956, Warm Beach Christian Camps and Conference Center is a non-profit evangelical arm of the Free Methodist Church, dedicated to serving churches and the family through year-round Christian camp and conference programming and services. Warm Beach Christian Camps and Conference Center was conceived in prayer by the Pacific Northwest Conference of the Free Methodist Church, with the view to meeting its own camping and conference needs, as well as providing a quality center for ministry for the Pacific Northwest. In the intervening 50 years, its ministry has grown to extend across the broad spectrum of denominational and interdenominational ministries. Its service also extends to educational and character-building non-profit organizations. Warm Beach Christian Camps and Conference Center sponsors a significant roster of programs for children, youth, and families, including a highly attended series of horsemanship camps. In addition, a large number of guest group ministries call Warm Beach Camp their home.

Statement of Faith:

The doctrinal position of Warm Beach Christian Camps and Conference Center is in line with the evangelical interpretation of the Scripture and with the Articles of Religion of the Free Methodist Church.

The inspiration of the Old and New Testaments as the very Word of God. The triune God — Father, Son, and Holy Spirit. The deity of the Lord Jesus Christ, His substitutionary atonement for sin, His bodily resurrection, and His personal visible return to earth to reign in righteousness and glory. The person of the Holy Spirit, and His work of conviction, regeneration, and sanctification; who indwells every believer. The necessity of the new birth, in salvation by faith in Jesus Christ alone, and the importance of a life fully committed to the will of God in Christ.

Employment-at-Will Clause:

Warm Beach Christian Camps and Conference Center is an “at-will” employer. This means the employment relationship is voluntary, and just as the employee can resign whenever he/she feels appropriate, Warm Beach Camp reserves the right to terminate the employment relationship with or without cause.



Please complete and mail/fax to:

Personnel Office
 Warm Beach Camp
 20800 Marine Dr.
 Stanwood, WA 98292

360-216-4262 (fax)

Employment Application

Name (Last, First, Middle)	Phone
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Mailing Address (Street, City, State, Zip)	E-mail
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Birthdate (if under 18)	If minor, name, address, and phone number of Father _____ Mother _____ Guardian _____ (check one):
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List all addresses where you have resided at any time during the past five years. (Attach an additional page if necessary.)

Position(s) applied for:	Rate of expected pay (per week):
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Are you applying for Full-Time_____, Part-Time_____, or either_____ employment? (check one)

Are there any hours, shifts, or days you cannot, or will not work?

Have you previously been employed by Warm Beach Camp? If yes, when?

Have you previously applied for a position at Warm Beach Camp?

Have you ever been convicted of a crime in any jurisdiction? If yes, please explain. (NOTE: An affirmative answer will not automatically disqualify you.)

Do you smoke?	Do you use alcohol, or any other drug(s)?
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List any friends, or relatives who work at Warm Beach Camp.

If hired, on what date could you report?

What skills, or training do you possess that would be useful in the position(s) for which you are applying?

Are there other experiences, skills, or qualifications which you feel would especially fit you for work at Warm Beach Camp?

Do you have any skills, or talents you would like to develop for future career use?

Briefly describe the type of work you would like to do and which would best use your background and experience.

What are your occupational goals?

Please add any information that will help us to place you where you are best qualified.

Are you able to perform the essential functions of the job as described in the Ministry Description, with or without accommodation?

If you are offered a position, will you be able to verify that you are legally permitted to be employed in the United States under Title VIII, U.S. Code Section 1324A, either by proving U.S. citizenship, or permanent residence status, or with unexpired INS employment authorization?

List below all present and past employment, beginning with your most recent. (Attach an additional page if necessary.)

Name and Address of Company and Type of Business	From		To		Describe the work you did	Starting Salary	Last Salary	Reason for Leaving	Name of Supervisor
	Mo	Yr	Mo	Yr					
						(per week)	(per week)		
Telephone									

Name and Address of Company and Type of Business	From		To		Describe the work you did	Starting Salary	Last Salary	Reason for Leaving	Name of Supervisor
	Mo	Yr	Mo	Yr					
						(per week)	(per week)		
Telephone									

Name and Address of Company and Type of Business	From		To		Describe the work you did	Starting Salary	Last Salary	Reason for Leaving	Name of Supervisor
	Mo	Yr	Mo	Yr					
						(per week)	(per week)		
Telephone									

Name and Address of Company and Type of Business	From		To		Describe the work you did	Starting Salary	Last Salary	Reason for Leaving	Name of Supervisor
	Mo	Yr	Mo	Yr					
						(per week)	(per week)		
Telephone									

Name and Address of Company and Type of Business	From		To		Describe the work you did	Starting Salary	Last Salary	Reason for Leaving	Name of Supervisor
	Mo	Yr	Mo	Yr					
						(per week)	(per week)		
Telephone									

Name and Address of Company and Type of Business	From		To		Describe the work you did	Starting Salary	Last Salary	Reason for Leaving	Name of Supervisor
	Mo	Yr	Mo	Yr					
						(per week)	(per week)		
Telephone									

May we contact your current employer listed above?

Please describe your military experience in the United States Armed Forces:

Branch of Service

Rank Achieved

Special School or Training

Have you ever worked under a different name for any of the employers listed in your previous answer? If yes, please state all such names.

Have you ever been disciplined or fired by your current, or prior employer? If yes, briefly explain the full circumstances, including the name of the employer, the date of the occurrence, and the reason for the discipline, or firing.

Please describe any educational, or training experience, or academic achievement that you deem relevant to the position for which you are applying.

Because we take very seriously our legal and moral responsibility to provide for all of our staff and guests an environment that is positive and wholesome, we seek to maintain a staff of blameless character and testimony. Therefore, as part of our background check on applicants we routinely consult the National Crime Index Service, or other appropriate federal and/or state law enforcement agencies. Do you have any reason to believe that such a background check on you would disclose any negative information? If yes, please explain.

Why do you want to be a staff member at Warm Beach Camp?

How did you find out about Warm Beach Camp?

Describe your spiritual conversion experience.

Describe your daily devotional practice.

What is your "church home" and at what level do you participate?

REFERENCES:

Send out the attached reference forms. List below the four people you are sending them to. **DO NOT INCLUDE FAMILY MEMBERS.** One and two must be Christian Workers (Pastor, Youth Pastor/Leader, School Chaplain); the third, a past or present employer (If you have never held a job, then a current teacher); the fourth, a personal friend who knows you well. When you send the attached reference forms, make sure to put your name and the positions you are seeking on each reference sheet. Provide a stamped envelope addressed to Warm Beach Camp, they can also send it in by fax or drop it off. References must be in Personnel Office as soon as possible. **ALL FOUR REFERENCES ARE REQUIRED BEFORE APPLICATION IS GIVEN AN INTERVIEW.**

	Name	Position	City	State/Prov.	Phone
1.	Christian Worker				
2.	Christian Worker				
3.	Employer/Teacher (If none, then teacher)				
4.	Personal Friend				

Verification:

I understand that if I am employed and if any statement herein is not true, I may be released immediately. If I am released, I will be paid only through the day of release.

I understand that if employed, I will be required to abide by all camp policies, standards, and regulations, as they are declared from time to time. I further understand that if employed, when my employment is terminated by retirement or otherwise, I must return all of the employer's property in my custody before I am entitled to final payment of any amounts due me on separation.

I hereby authorize Warm Beach Christian Camps and Conference Center to contact all prior employers and any references listed herein to verify all information provided and to obtain any and all information related to my character and past work performance. I further hereby release all references and prior employers from any liability for information provided in good faith.

I hereby affirm that I have carefully read and agree with Warm Beach Christian Camps and Conference Center's Statement of Faith/Mission/Vision/Values and Employment-at-Will Clause, copies of which were furnished to me in connection with this application form. I understand that, if at any time subsequent to employment, I no longer agree with the Warm Beach Camp Statement of Faith or I exhibit conduct which is contrary to the Statement of Faith or values, or I fail to meet the minimum requirements of the position, I may be disqualified from employment.

I affirm that I have neither been convicted of, nor am I the subject of, pending charges for any offense involving actual or attempted child abuse or sexual molestation in any jurisdiction.

I recognize that as a condition of my employment, I may be required to consent to and furnish to Warm Beach Christian Camps and Conference Center a criminal records check from the Central Criminal Records Exchange or other appropriate federal and/or state law enforcement agency, and I consent to do so, realizing the importance of promoting Warm Beach Camp's ability to protect its workers and those whom it serves.

I understand that this is an application for employment and that no employment contract is being offered.

I hereby affirm and acknowledge, by signing immediately below, that all of the information provided and all of my answers to the foregoing questions are true and complete, and that any misrepresentation or omission may be grounds for rejection or, if later employed, dismissal.

Applicant's Signature _____ Date _____

Applicant Disclosure Form Pursuant to 486, Laws of 1987

Answer YES or NO to each listed item. If the answer is YES to any item, explain in the area provided, including the charge or finding, date, and court(s) involved.

1. Have you ever been convicted of any crimes against persons as defined Section 1 of Chapter 486, Laws of 1987, and listed as follows:

Aggravated murder; first or second degree murder; first or second degree kidnapping; first, second, or third degree assault; first, second, or third degree rape; first, second, or third degree statutory rape; first or second degree robbery; first degree arson; first degree burglary; first or second degree manslaughter; first or second degree extortion; indecent liberties; incest; vehicular homicide; first degree promoting prostitution; communication with a minor; unlawful imprisonment; simple assault; sexual exploitation of minors, first or second degree criminal mistreatment?

ANSWER _____ IF YES, EXPLAIN BELOW:

2. Have you ever been found in any dependency action under RCW 13.34.030(2)(b) to have sexually assaulted or exploited any minor or to have physically abused any minor?

ANSWER _____ IF YES, EXPLAIN BELOW:

3. Have you ever been found by a court in a domestic relations proceeding under Title 26 RCW to have sexually abused or exploited any minor or to have physically abused any minor?

ANSWER _____ IF YES, EXPLAIN BELOW:

4. Have you ever been found in any disciplinary board final decision to have sexually abused or exploited any minor or to have physically abused any minor?

ANSWER _____ IF YES, EXPLAIN BELOW:

Pursuant to RCW 9A.72.085, I certify under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct.

Applicant Signature _____

Date _____

BACKGROUND INVESTIGATION CONSENT

I, _____ (applicant complete name), hereby authorize Warm Beach Christian Camps and Conference Center and/or its agents to make an independent investigation of my background, references, character, past employment, education, criminal or police records, including those maintained by both public and private organizations and all public records for the purpose of confirming the information contained on my Application and/or obtaining other information, which may be material to my qualifications as a volunteer or for employment now, and if applicable, during the tenure of my volunteering or employment with the camp.

I release the camp and/or its agents and any person or entity, which provides information pursuant to this authorization, from any and all liabilities, claims, or lawsuits in regards to the information obtained from any and all of the above referenced sources used.

This authorization shall continue to be effective until revoked by me. A photocopy or facsimile copy of this consent shall be as effective as the original. The following is my true and complete legal name, and all information provided is true and correct to the best of my knowledge.

_____ Male _____ Female
Full Legal Name (printed)

Other Names Used _____
Maiden name, alias, legal name change, etc

Present street address: _____ How long? _____

City/State _____ Zip _____

Former street addresses in past 7 years _____ How long? _____

City/State _____ Zip _____

_____ Social Security # _____ Driver's license # _____
Date of birth State of license _____

Signature _____ Date _____

Return To:
 Personnel Office
 Warm Beach Camp
 20800 Marine Drive
 Stanwood, WA 98292
 (360)652-8210 (fax)

Warm Beach Christian Camps and Conference Center
Recommendations for Year Round Staff

To be completed by **A Christian Worker**
 (Pastor, Youth Pastor, Christian Group Leader)

Complete 2 of these

This section to be completed by applicant:

Applicant's Name _____ Phone Number _____

Address _____ City _____ State _____ Zip _____

Position Applying for 1. _____ 2. _____ e-mail _____

The above named person is applying for year round staff at Warm Beach Camp. The personal information requested below will supplement that provided by personal interview. It is of great importance to us to obtain objective and valid statements from persons who have some personal knowledge of the applicant's ability and characteristics.

The early return of this form will be appreciated as it will expedite the processing of this candidate's application. Any information which you may give us will be regarded as strictly confidential. Please send this form directly to Warm Beach Camp.

1. How long have you known the applicant? _____ In what capacity? _____
2. Is the applicant a Christian? _____ For approximately how long? _____
3. Does the applicant appear to be growing in his/her Christian experience? _____ Please explain. _____

4. Does the applicant take an active interest in Christian service? _____ Please explain. _____

5. Have you seen the applicant in response to understanding the Scriptures, witnessing, and prayer life? _____

6. Please indicate which statement best describes the applicant in relation to each characteristic listed below.

	Most of the Time	Some of the Time	Not Often	Hardly Ever
Able to follow instructions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Loyal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outgoing and friendly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An able leader of others.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consistent in Christian testimony.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disciplined in personal habits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enthusiastic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to adjust to different situations.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to cope with other's problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Easily offended.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inclined to criticize others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Moody	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to work without close supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to work in a team situation.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. Please grade the applicant on the following characteristics and traits. Use "1" to indicate superior, "2" for above average, "3" if average, and "4" if weak in that area. Please evaluate the applicant in relationship to his/her own age group.

- | | | |
|-------------------------|-----------------------------|------------------------------------|
| ___ Positive Role Model | ___ Sense of Humor | ___ Willingness |
| ___ Tact | ___ Initiative | ___ Attitude toward authority |
| ___ Dependability | ___ Courtesy | ___ Attitude toward hard work |
| ___ Judgment | ___ Initial Impression | ___ Public speaking ability |
| ___ Punctuality | ___ Ability to make friends | ___ Honesty and personal integrity |

8. There is a possibility that the applicant would be employed as a camp counselor. Would you consider the applicant qualified to counsel your child or teenager?

- Yes No

9. Please list one strength and one weakness of the applicant: _____

10. Please check your choice of recommendation:

- I strongly recommend I recommend with some reservation
 I recommend I do not recommend

11. Please give your opinion on this applicant's overall suitability to work in a ministry setting such as Warm Beach Camp.

Your Name (please print) _____ Date _____

E-mail _____

Address _____

Position/Organization _____ Phone _____

Signature _____

Thank you for your assistance!

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Warm Beach Christian Camps and Conference Center
Recommendations for Year Round Staff

To be completed by **A Christian Worker**
 (Pastor, Youth Pastor, Christian Group Leader)

Complete 2 of these

This section to be completed by applicant:

Applicant's Name _____ Phone Number _____

Address _____ City _____ State _____ Zip _____

Position Applying for 1. _____ 2. _____ e-mail _____

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4. Does the applicant take an active interest in Christian service? _____ Please explain. _____

5. Have you seen the applicant in response to understanding the Scriptures, witnessing, and prayer life? _____

6. Please indicate which statement best describes the applicant in relation to each characteristic listed below.

	Most of the Time	Some of the Time	Not Often	Hardly Ever
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Loyal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outgoing and friendly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An able leader of others.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consistent in Christian testimony.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disciplined in personal habits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enthusiastic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to adjust to different situations.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to cope with other's problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Easily offended.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inclined to criticize others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Moody	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to work without close supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to work in a team situation.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. Please grade the applicant on the following characteristics and traits. Use "1" to indicate superior, "2" for above average, "3" if average, and "4" if weak in that area. Please evaluate the applicant in relationship to his/her own age group.

- | | | |
|-------------------------|-----------------------------|------------------------------------|
| ___ Positive Role Model | ___ Sense of Humor | ___ Willingness |
| ___ Tact | ___ Initiative | ___ Attitude toward authority |
| ___ Dependability | ___ Courtesy | ___ Attitude toward hard work |
| ___ Judgment | ___ Initial Impression | ___ Public speaking ability |
| ___ Punctuality | ___ Ability to make friends | ___ Honesty and personal integrity |

8. There is a possibility that the applicant would be employed as a camp counselor. Would you consider the applicant qualified to counsel your child or teenager?

- Yes No

9. Please list one strength and one weakness of the applicant: _____

10. Please check your choice of recommendation:

- I strongly recommend I recommend with some reservation
 I recommend I do not recommend

11. Please give your opinion on this applicant's overall suitability to work in a ministry setting such as Warm Beach Camp.

Your Name (please print) _____ Date _____

E-mail _____

Address _____

Position/Organization _____ Phone _____

Signature _____

Thank you for your assistance!

Return To:
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 Stanwood, WA 98292
 (360)652-8210 (fax)

Warm Beach Christian Camps and Conference Center

Recommendations for Year Round Staff

To be completed by **A Recent Employer**
 (or teacher, if no employer)

This section to be completed by applicant:

Applicant's Name _____ Phone Number _____
 Address _____ City _____ State _____ Zip _____
 Position Applying for 1. _____ 2. _____ e-mail _____

The above named person is applying for year round staff at Warm Beach Camp. The personal information requested below will supplement that provided by personal interview. It is of great importance to us to obtain objective and valid statements from persons who have some personal knowledge of the applicant's ability and characteristics.

The early return of this form will be appreciated as it will expedite the processing of this candidate's application. Any information which you may give us will be regarded as strictly confidential. Please send this form directly to Warm Beach Camp.

- How long have you known the applicant? _____ In what capacity? _____
- Is the applicant a Christian? _____ Has the applicant ever shared his/her personal commitment with you? _____
- What was the nature of work (classroom assignments) done by the applicant? _____

- What was the attitude of the applicant towards his/her work (course in school)? _____

- Was there willingness to learn? _____

6. Please indicate which statement best describes the applicant in relation to each characteristic listed below.

	Most of the Time	Some of the Time	Not Often	Hardly Ever
Able to follow instructions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Loyal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outgoing and friendly.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An able leader of others.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consistent in Christian testimony.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disciplined in personal habits.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enthusiastic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Well organized	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emotionally stable.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to adjust to different situations.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to cope with other's problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Easily offended.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inclined to criticize others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Moody	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to work without close supervision.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to work in a team situation.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. Please grade the applicant on the following characteristics and traits. Use "1" to indicate superior, "2" for above average, "3" if average, and "4" if weak in that area. Please evaluate the applicant in relationship to his/her own age group.

- | | | |
|-------------------------|-----------------------------|------------------------------------|
| ___ Positive Role Model | ___ Sense of Humor | ___ Willingness |
| ___ Tact | ___ Initiative | ___ Attitude toward authority |
| ___ Dependability | ___ Courtesy | ___ Attitude toward hard work |
| ___ Judgment | ___ Initial Impression | ___ Public speaking ability |
| ___ Punctuality | ___ Ability to make friends | ___ Honesty and personal integrity |

8. There is a possibility that the applicant would be employed as a camp counselor. Would you consider the applicant qualified to counsel your child or teenager?

- Yes No

9. Please list one strength and one weakness of the applicant:

10. Please check your choice of recommendation:

- | | |
|---|--|
| <input type="checkbox"/> I strongly recommend | <input type="checkbox"/> I recommend with some reservation |
| <input type="checkbox"/> I recommend | <input type="checkbox"/> I do not recommend |

11. Additional Comments:

Your Name (please print) _____ Date _____

E-mail _____

Address _____

Position/Organization _____ Phone _____

Signature _____

Thank you for your assistance!

Return To:

Warm Beach Christian Camps and Conference Center

Personnel Office
Warm Beach Camp
20800 Marine Drive
Stanwood, WA 98292
(360)652-8210 (fax)

Recommendations for Year Round Staff

To be completed by **A Personal Friend**
(Non-family members.)

This section to be completed by applicant:

Applicant's Name _____ Phone Number _____

Address _____ City _____ State _____ Zip _____

Position Applying for 1. _____ 2. _____ e-mail _____

The above named person is applying for year round staff at Warm Beach Camp. The personal information requested below will supplement that provided by personal interview. It is of great importance to us to obtain objective and valid statements from persons who have some personal knowledge of the applicant's ability and characteristics.

The early return of this form will be appreciated as it will expedite the processing of this candidate's application. Any information which you may give us will be regarded as strictly confidential. Please send this form directly to Warm Beach Camp.

- How long have you known the applicant? _____ In what capacity? _____
- Is the applicant a Christian? _____ Has the applicant ever shared his/her personal commitment with you? _____
- If the applicant were to be hired at Warm Beach Camp this summer, what do you think the attitudes, feelings, or comments from his/her parents or other relatives might be? _____

- Please list one strength and one weakness of the applicant. _____

- Are you recommending the applicant because of what he or she can contribute to our camping program? _____
or because of what we can do for him/her? _____ or both? _____
- Please indicate which statement best describes the applicant in relation to each characteristic listed below.

	Most of the Time	Some of the Time	Not Often	Hardly Ever
Able to follow instructions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Loyal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outgoing and friendly.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An able leader of others.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consistent in Christian testimony.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disciplined in personal habits.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enthusiastic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Well organized	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emotionally stable.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to adjust to different situations.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to cope with other's problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Easily offended.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inclined to criticize others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Moody	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to work without close supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to work in a team situation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. Please grade the applicant on the following characteristics and traits. Use "1" to indicate superior, "2" for above average, "3" if average, and "4" if weak in that area. Please evaluate the applicant in relationship to his/her own age group.

- | | | |
|------------------------|------------------------------|-------------------------------------|
| ____ Personal Grooming | ____ Sense of Humor | ____ Willingness |
| ____ Tact | ____ Initiative | ____ Attitude toward authority |
| ____ Dependability | ____ Courtesy | ____ Attitude toward hard work |
| ____ Judgment | ____ Initial Impression | ____ Public speaking ability |
| ____ Punctuality | ____ Ability to make friends | ____ Honesty and personal integrity |

8. There is a possibility that the applicant would be employed as a camp counselor. Would you consider the applicant qualified to counsel your child or teenager?

- Yes No

9. Please check your choice of recommendation:

- | | |
|---|--|
| <input type="checkbox"/> I strongly recommend | <input type="checkbox"/> I recommend with some reservation |
| <input type="checkbox"/> I recommend | <input type="checkbox"/> I do not recommend |

10. Please give your opinion on this applicant's over all suitability to work in a ministry setting such as Warm Beach Camp.

Your Name (please print) _____ Date _____

E-mail _____

Address _____

Position/Organization _____ Phone _____

Signature _____

Thank you for your assistance!