



Mount Carmel Summer Staff Reference Form

Thank you for taking the time to provide a reference for the applicant interested in working at Mount Carmel this summer! Please complete the pages below and email them directly to: david@mountcarmelministries.com

Mount Carmel is a place where people experience Jesus through rest, renewal, and recreation. Our vision here is to transform lives through the 'Jesus Only' mentality passed down to us by our Lutheran Bible Institute founders. Mount Carmel was established in 1938 and is located on Lake Carlos in Alexandria, MN.

The number one requirement for all staff at Mount Carmel is to show a living and growing commitment to Jesus Christ as Lord. Our call is to live out the values of Christian community, Hospitality, Joy, and to keep Jesus Only at the center of any work we do.

Summer staff spend their mornings and afternoons in a specific ministry area (children/youth programming, meal prep/lodge cleaning, worship planning, or even maintenance and grounds). All staff do clean throughout the summer and work to foster servant leadership and servant hearts. Typically, summer staff work a 14-hour day with an hour break in the middle. Friday afternoons are spent cleaning cabins from the previous week and Saturday is a day of rest. The staff housing is private and separate from guests, but rustic and certainly not air conditioned.

We take great pride in our commitment to the model of servant leadership, faith development, and personal development of our summer staff. This is an intense environment which is ideal for some, but not for all. Your honest and objective feedback will help us determine whether or not working at Mount Carmel would be a good opportunity for growth in this specific applicant. We appreciate your energy and time on behalf of this applicant. If you have any questions please don't hesitate to contact us!

In Christ,

David Blackstad

Program Director

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Name of the Applicant:

Your Name:

Your Position/Title:

Name of the Organization/Church/Business:

City:

State:

Phone:

How long have you known the applicant?

What is your relationship with the applicant?

Applicant Personality:

This section helps us better understand how God has wired the applicant. There are no right or wrong answers as we need a diverse collection of personalities to make the best team possible.

There are five domains of personality which we are interested in. Please comment on each below:

1. Openness to experience:

High	Low
<ul style="list-style-type: none">• Very Creative• Open to trying new things• Focused on tackling new challenges• Happy to think about abstract concepts	<ul style="list-style-type: none">• Dislikes change• Does not enjoy new things• Resists new ideas• Dislikes abstract or theoretical concepts

In your opinion what is the level of openness to experience in the summer staff applicant?

2. Conscientiousness:

High	Low
<ul style="list-style-type: none"> • Spends time preparing • Finishes important tasks right away • Pays attention to detail • Enjoys having a set schedule 	<ul style="list-style-type: none"> • Dislikes structure and schedules • Makes messes and doesn't care for things • Fails to return things or put them back where they belong • Procrastinates important tasks • Fails to complete necessary of assigned tasks

In your opinion what is the level of conscientiousness in the summer staff applicant?

3. Extraversion:

High	Low
<ul style="list-style-type: none"> • Enjoys being the center of attention • Likes to start conversations • Enjoys meeting new people • Has a wide social circle of friends and acquaintances • Finds it easy to make new friends • Feels energized when around other people • Say things before thinking about them 	<ul style="list-style-type: none"> • Prefers solitude • Feels exhausted when having to socialize a lot • Finds it difficult to start conversations • Dislikes making small talk • Carefully thinks things through before speaking • Dislikes being the center of attention

In your opinion what is the level of Extraversion in the summer staff applicant?

4. Agreeableness:

High	Low
<ul style="list-style-type: none"> • Has a great deal of interest in other people • Cares about others • Feels empathy and concern for other people • Enjoys helping and contributing to the happiness of other people • Assists others who are in need of help 	<ul style="list-style-type: none"> • Takes little interest in others • Doesn't care about how other people feel • Has little interest in other people's problems • Insults and belittles others • Manipulates others to get what they want

In your opinion what is the level of agreeableness in the summer staff applicant?

5. Neuroticism:

High	Low
<ul style="list-style-type: none"> • Experiences a lot of stress • Worries about many different things • Gets upset easily • Experiences dramatic shifts in mood • Feels anxious • Struggles to bounce back after stressful events 	<ul style="list-style-type: none"> • Emotionally stable • Deals well with stress • Rarely feels sad or depressed • Doesn't worry much • Is very relaxed

In your opinion what is the level of agreeableness in the summer staff applicant?



Please describe the applicant in the following areas (1 or 2 sentences is sufficient unless you have more information that would be helpful).

- Relationships: How does this person relate to other people?
- Maturity: What is your appraisal of this person's maturity and stability?
- Faith: How does this person express his/her Christian faith?
- Skills: What assets/skills would this person bring to a church camp?

Growth: Please mention at least one area of this person's life that you feel is in need of growth. In your opinion, would a summer as a camp counselor help or hinder growth in this area? Why or why not?

Would you hire this person to work with families in a church-related camping ministry? Why or why not?

Thank you for this contribution of your time and for filling out this reference form.

Please return via email to david@mountcarmelministries.com at your earliest convenience.