

Ingham Okoboji Lutheran Bible Camps

Summer 2026 Staff Application Reference Form

I, _____, in applying for the position of _____ request that this recommendation be treated as confidential to the camp. I understand that it will be used solely for the decision of my application to the camps. I (___ waive, ___ reserve) the right to view this reference form at any point in the future:

(signature of applicant)

(date)

Thank you for your input. You are receiving this form because the person above has applied to Ingham Okoboji Lutheran Bible Camps for the upcoming summer. Your thoughts on this applicant would help us in our hiring process. We appreciate your time and your help.

Name: _____ Phone #: _____ E-mail: _____

Address: _____ City: _____ ST/ZIP: _____

of years you've known the applicant: _____ Relationship to applicant: _____

1. Our camp mission statement is "To Know Jesus Christ and to Make Christ Known to All". How do you see the applicant helping us to reach our mission? Share any insight about his or her faith walk.
2. What are strengths you see in this person that would add to the team ministry of the camps?
3. Are there any areas of concern or weakness that you see in the applicant? If so, what are they?
4. How is the applicant's relationship with his/her peers?
5. How does the applicant respond to supervisors in directive roles?
6. Working at camp requires mental and emotional fortitude, working long hours and giving of oneself to serve others continuously. Do you believe this applicant has the mental and emotional capacity for this role? Y N
7. Is there any reason the applicant should not be staying in a cabin with children of the same sex? Y N
8. To your knowledge, has the applicant ever been charged with and/or found to have committed sexual harassment, abuse, or exploitation? Y N
9. Would you recommend this person to be hired on staff at Ingham Okoboji this summer? Y N
10. Please tell us any other information you think is important for us to know in our evaluation of the applicant.

Please return this ASAP to IOLBC, Attn: Summer Staff, 1203 Inwan Street, Milford, IA 51351. If you need to use the back of this form or additional pages, please feel free to do so. Thank you for your input! If you know any other quality young adults who would do well in this role, please pass on our information. God's blessings to you.

Signature

Date

☐	I would like to receive monthly e-mail updates from IOLBC
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