

# KAKO RETREAT CENTER

## APPLICATION COVER LETTER

Dear Prospective Kako Staffer,

7 Feb 2021

Thanks for your interest in Kako! I am Jim Buckingham and I will be the Summer Camp Director for 2021. My family and I are really looking forward to the opportunity to serve at Kako this year and are very excited about the staff with whom we will be working. We have spent over 20 years in Alaska and call it home! We have been involved with rural Alaskan ministry in Kako and other remote villages since about 2005. Jonathan Penz remains the Kako Retreat Center CEO and I will be working under him directing camp. We came on full time staff with Kako Retreat Center in the Fall of 2020 and are happy to be involved!

What about COVID 19? Camp was cancelled in 2020 due to the uncertainties surrounding COVID 19. We are planning for camp to be full up this year but we also recognize that things could change. Last year we were concerned about staff traveling to Alaska AND about whether village kids would be able to come. This year I feel confident we can navigate the travel issues for staff, but there is still uncertainty about how parents of campers are going to feel about sending their kids to Kako. Many villages are CLOSED right now to outside visitors and some are on LOCKDOWN meaning villagers must stay in their homes because there are active cases of COVID in the village. We are praying things will improve over the spring and moving into summer...so we are planning for camp to be fairly normal. Any changes to our plans will be communicated as we go along.

Kako is a Christian retreat center and camp located about 400 miles west of Anchorage Alaska. The closest village is Russian Mission, AK which is located about 10 miles southeast of Kako on the Yukon River. There are about 229 federally recognized Alaska Native villages in Alaska. The majority of these villages are accessible only by air in small single or twin engine airplanes, or by boat in the summer for those villages situated on a river or body of water. Kako is in an extremely rural environment. It is completely off of the road system and the electrical grid and has no public utilities. Electricity is provided by a diesel generator, our water source is a pond, and the primary means of transportation in and out of Kako is by small plane. The nearest hospital is approximately 70 air miles away in Bethel, AK which is a 40 minute flight. These facts give rise to the need for staff that are hardy and in good health to overcome the obvious obstacles and potentialities of remote living. There are over 20,000 native Alaskans within a 1 hour flight from Kako. This population represents the prime targets of opportunity for Christ to be shared through Kako Retreat Center resources.

Kako continues to present a wonderful opportunity for native Alaskan children to both learn of the love of Christ, and to see it demonstrated in the lives of the staff that serve them for a week in the summer. To that end, I am dedicated to recruiting young people for service at Kako that know, and love the Lord Jesus Christ and who are walking in the light with Him now.

Many of the children we serve are living in difficult home situations in small villages across western Alaska. For many, the light of Christ has not penetrated their villages, homes or hearts and they are struggling with the sad realities of the sinful practices that surround and often envelop them: drug addiction, alcohol abuse, sexual immorality, hopelessness, suicide and multiple forms of abuse which are perpetrated against them and sometimes by them against others. While many sincere attempts are made by social organizations to help these young people, we as believers know that the only true source of peace, joy and emotional health comes through the radical change of the cross of Christ as they cling to salvation by grace through faith in the Son of God, Jesus Christ.

I am looking for young people to help convey that message of hope and joy in Jesus Christ during the 2021 summer camp season at Kako. The wilds of western Alaska offer great adventure and excitement. The rugged beauty of huge mountains, wild rivers, giant moose, monstrous bears, glistening gold, humongous glaciers and intense remoteness draw all kinds of people to Alaska. While Kako offers many of these things by virtue of its remote location near the historic Yukon River, it is primarily a place of ministry to those living and dying without Christ. I need young people to come to Kako, not as adventure seekers, but with hearts beating for the lost masses of humanity strewn across the remote wilderness of Alaska

Kako is a place where the love of Christ is shown through Bible teaching, Christian songs, recreation, heart-to-heart talks, and most importantly through the godly lives and examples of those counseling and ministering to the children. Healthy fruit bears healthy seed and that is the kind of seed that grows into healthy plants and will bear like fruit. I would ask you to do a bit of self-examination before the Lord and ask Him whether He wants you to apply for a position at Kako this summer. If the answer is "yes", then please fill out and return the attached application. You can scan your completed application and email it to me at [kakocampdirector@gmail.com](mailto:kakocampdirector@gmail.com), or send it by snail mail to me at: Mr. Jim Buckingham / ATTN: Kako 2021 Application / 16196 E Goa Way / Palmer, AK 99645. Please feel free to email me at the above address with any questions you have as you are considering applying. Applications are due by 10 Apr 2021.

There are a few things to consider as you prepare to make out your application. The application packet is thorough and deliberately personal. This is not an application for employment...it's an application for volunteer service. It's my responsibility to provide stable, mature staff for Kako 2021 to minister to the many needs that will be present in the native youth that we serve. While I want to know your preferences for serving and will seek to place you where you would like to work and serve, that isn't always possible. Your signed application is confirmation to me that you are willing to serve at Kako in whatever capacity is needed over the course of the summer. It is likely that you will move through positions that could include counselor, construction projects, camp maintenance, cooking, cleaning, overseeing activities, etc. It is very important that your attitude is one of willingness to support the needs of camp as a whole, even if you do not end up serving in areas which you believe you are talented/gifted. Our primary purpose is to glorify God in His purposes at camp this summer. To that end we should each be praying that His will for summer staff would be realized.

The first week of camp will start on Monday, June 7<sup>th</sup>, and camp will run for 6 straight weeks. The final week will end on Friday, July 16<sup>th</sup>. Staff opportunities are broken down into 2 sessions as shown below.

Session 1 will run 3 - 26 June (first 3 weeks of camp) and will include a 2-day mandatory training period for staff arriving at the beginning of camp. The training days will be Thursday and Friday, 3-4 Jun which will give us Saturday and Sunday to get settled and ready for camp. Session 1 staff should plan to arrive in Bethel May 31, June 1<sup>st</sup> or 2<sup>nd</sup> to assist with camp setup. You should schedule your departure from Bethel on June 26<sup>th</sup> or June 27<sup>th</sup>.

Session 2 will run 25 June - 17 July (last 3 weeks of camp) and will include a 1 day mandatory training period on 25 Jun. Session 2 staff should plan to arrive in Bethel on June 23<sup>rd</sup> or 24<sup>th</sup> and depart from Bethel no earlier than July 18<sup>th</sup>.

Full Session will run 3 Jun - 17 Jul (all 6 weeks of camp) and will include the same 2 day mandatory training period as Session 1. Departure from Bethel should be no earlier than July 18<sup>th</sup>.

Once camp staff selections are made, I will provide more details on arrival so you can make travel arrangements. Suffice it to say that you will need to arrive 1-2 days prior to the start of your session. The point of all this is that we want to minimize staff turnover during the 6 week camp period. If you cannot serve for a full 3 week session, I will consider shorter periods but will give some preference to those that can be there for 3 or 6 full weeks. At this point, I plan to have 8 people serving as counselors each week (1 counselor per cabin), with an additional 14-16 staff assisting with activities, housekeeping, maintenance, etc. Ideally, some of those additional staff will be counselors on alternate weeks, however I will retain the prerogative to move people in and out of counselor positions to ensure the kids at camp (and the needs at camp) are well-served. There will be a few additional special staff to help with longstanding camp needs (cook, nurse, etc.). I will be prayerfully considering each application and seeking God for wisdom as to whom to select

Finally, Kako runs primarily on donations and some income from campers and staff. For staff, you should anticipate the following as far as your own personal financial investment this summer.

1. Cost of travel to and from your home to Bethel, Alaska
2. Recommended donation of \$100/week during your stay at Kako

Thus, your total investment would be the cost of airfare to and from Bethel plus about \$300 for 3 week sessions and about \$600 for 6 week sessions.

The Kako Retreat Center website ([kakoretreatcenter.org](http://kakoretreatcenter.org)) will be updated by 15 Mar 2021 to reflect the 2021 camping season. Please note that the website will NOT be used for online applications. All applications will be sent by email or snail mail to the Camp Director for consideration. I'm really looking

forward to receiving and reviewing your application. I anticipate completing selections and notifying selectees by April 20th, 2021. This will give selected staff about 6 weeks to make travel arrangements for the summer Thank you in advance for taking the time and making the effort to apply to come to Kako this year! The Lord bless and keep you.

In Christ,

Jim Buckingham

[kakocampdirector@gmail.com](mailto:kakocampdirector@gmail.com)

(907) 232-7780

*"...this one thing I do, forgetting those things which are behind, and reaching forth unto those things which are before, I press toward the mark for the prize of the high calling of God in Christ Jesus."*

*Phil 3:13-14*

# KAKO RETREAT CENTER

## SUMMER STAFF APPLICATION 2021

### Personal Data

Name \_\_\_\_\_ Nickname \_\_\_\_\_ Date \_\_\_\_\_

Social Security Number \_\_\_\_\_ Birthday \_\_\_\_\_ Age \_\_\_\_\_

Mailing Address \_\_\_\_\_ City \_\_\_\_\_ ST \_\_\_\_\_ Zip \_\_\_\_\_

Email \_\_\_\_\_ Your Gender \_\_\_\_\_ Male \_\_\_\_\_ Female

Marital Status \_\_\_\_\_ Single \_\_\_\_\_ Married \_\_\_\_\_ Separated \_\_\_\_\_ Divorced

If married, how would you describe your relationship with your spouse? \_\_\_\_\_

Do you have any children? \_\_\_\_\_ Yes \_\_\_\_\_ No If yes, please list their ages \_\_\_\_\_

Are you a US Citizen? \_\_\_\_\_ Yes \_\_\_\_\_ No

Have you ever been convicted of physical or sexual misconduct? \_\_\_\_\_ Yes \_\_\_\_\_ No

Have you ever been convicted of a misdemeanor or felony? \_\_\_\_\_ Yes \_\_\_\_\_ No

What is your current housing situation \_\_\_\_\_ Live at Home \_\_\_\_\_ Live at College \_\_\_\_\_ Living on my own \_\_\_\_\_ Other

Do you attend church regularly? \_\_\_\_\_ Yes \_\_\_\_\_ No Name of Church \_\_\_\_\_

Church Denominational Affiliation \_\_\_\_\_

Pastor's Name \_\_\_\_\_ Pastor's Phone Number ( ) \_\_\_\_\_

Pastor's Email Address \_\_\_\_\_

Is it OK to contact your pastor \_\_\_\_\_ Yes \_\_\_\_\_ No

Have you served on staff at Kako before? \_\_\_\_\_ Yes \_\_\_\_\_ No

If yes, what year(s)? \_\_\_\_\_

If yes, in what capacities have you served? (Cabin Leader, kitchen, etc.) \_\_\_\_\_

Do you exercise regularly? \_\_\_\_\_ Yes \_\_\_\_\_ No What does your exercise program involve? \_\_\_\_\_

How would you describe your health in general? \_\_\_\_\_

Do you have any medical conditions that require continual attention? \_\_\_\_\_ Yes \_\_\_\_\_ No

If yes, please explain \_\_\_\_\_

Do you have any dietary restrictions or needs that would prevent you from eating normal Kako institutional meals for the extent of your time at Kako? \_\_\_\_\_ Yes \_\_\_\_\_ No. If yes, what are your dietary needs? \_\_\_\_\_

## Educational Record

Are you a high school graduate?  Yes  No If yes, what year did you graduate? \_\_\_\_\_

Are you currently in college?  Yes  No If yes, what school are you attending? \_\_\_\_\_

Are you a college graduate?  Yes  No If yes, what year did you graduate? \_\_\_\_\_

What was your major in college? \_\_\_\_\_ N/A

Have you had any vocational training?  Yes  No If yes, in what area(s)? \_\_\_\_\_

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## Employment History

List and briefly describe two prior employment or volunteer experiences you have had (excluding Kako)

### Experience 1

Business/Organization \_\_\_\_\_ Position \_\_\_\_\_ Dates \_\_\_\_\_

Description of Duties \_\_\_\_\_

Supervisor Name \_\_\_\_\_ Supervisor Phone ( ) \_\_\_\_\_

Supervisor Email \_\_\_\_\_

Is it OK to contact your supervisor  Yes  No

### Experience 2

Business/Organization \_\_\_\_\_ Position \_\_\_\_\_ Dates \_\_\_\_\_

Description of Duties \_\_\_\_\_

Supervisor Name \_\_\_\_\_ Supervisor Phone ( ) \_\_\_\_\_

Supervisor Email \_\_\_\_\_

Is it OK to contact your supervisor  Yes  No

Are you currently employed?  Yes  No If yes, with what Company? \_\_\_\_\_

Current Supervisor Name \_\_\_\_\_ Current Supervisor Phone ( ) \_\_\_\_\_

Current Supervisor Email \_\_\_\_\_

Is it OK to contact your supervisor  Yes  No

## Certifications/Skills/Hobbies

List any certifications, skills or hobbies you have and explain the extent of your involvement. For example: "Guitar - I have been playing guitar for 3 years. I taught myself. I like to write songs." Could include medical training, construction, sewing, cooking, musical instruments, photography, etc.

Skill	Extent of Involvement
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

## Relationships

What is the quality of your relationship with your dad?  Poor  Fair  Good  Excellent

What is the quality of your relationship with your mom?  Poor  Fair  Good  Excellent

Describe your relationship with your parents \_\_\_\_\_

\_\_\_\_\_

Are you currently in any kind of romantic relationship (dating, courting, engaged, etc.)  Yes  No If yes, are your parents approving of the relationship  Yes  No

Please describe the relationship from your perspective \_\_\_\_\_

\_\_\_\_\_

Would you describe yourself more as an introvert or an extrovert?  Introvert  Extrovert Explain:

\_\_\_\_\_

## Spiritual/Moral Dimensions of your Life

Would you describe yourself as a born-again Christian?  Yes  No

How would you describe your personal level of commitment to following Jesus Christ?

Low  Medium  High

Are you currently involved in Christian ministry of any sort?  Yes  No

If yes, please describe what you do \_\_\_\_\_  
\_\_\_\_\_

Do you drink alcohol?  Yes  No If yes, extent/frequency of use \_\_\_\_\_

Do you smoke tobacco?  Yes  No If yes, extent/frequency of use \_\_\_\_\_

Do you chew tobacco?  Yes  No If yes, extent/frequency of use \_\_\_\_\_

Do you use marijuana?  Yes  No If yes, extent/frequency of use \_\_\_\_\_

Please indicate what you believe the Biblical perspective is on each of the following topics. Add your personal perspective with supporting scripture on each topic after checking the block.

Sex outside of marriage:  OK  Not OK  Sometimes OK

Explain: \_\_\_\_\_  
\_\_\_\_\_

Homosexuality:  OK  Not OK  Sometimes OK

Explain: \_\_\_\_\_  
\_\_\_\_\_

Abortion:  OK  Not OK  Sometimes OK

Explain: \_\_\_\_\_  
\_\_\_\_\_

Illegal Drug Use:  OK  Not OK  Sometimes OK

Explain: \_\_\_\_\_  
\_\_\_\_\_

Viewing Pornography:  OK  Not OK  Sometimes OK

Explain: \_\_\_\_\_  
\_\_\_\_\_

Getting Drunk:  OK  Not OK  Sometimes OK

\_\_\_\_\_

## Summer Session Preference

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Session 1: 3-26 Jun (First 3 weeks of camp)

Session 2: 25 Jun - 17 Jul (Last 3 weeks of camp)

Full Session: 3 Jun - 17 Jul (All 6 weeks of camp)

My preference for serving in 2021 is \_\_\_\_\_ Session 1 \_\_\_\_\_ Session 2 \_\_\_\_\_ Full Session

If I do not get my first preference, I would be willing to serve in the following Sessions (X all that apply) \_\_\_\_\_  
Session 1 \_\_\_\_\_ Session 2 \_\_\_\_\_ Full Session

## Position Preference

Please prioritize at least three (3) positions that you think you are best qualified for, and in which you would be willing to serve. You may prioritize as many as you want.

\_\_\_\_\_ Cabin Leader

\_\_\_\_\_ Admin/Registration

\_\_\_\_\_ Camp Nurse (See Note 1 below)

\_\_\_\_\_ Project Supervisor

\_\_\_\_\_ Projects/Construction Worker

\_\_\_\_\_ Camp Cook

\_\_\_\_\_ Camp Assistant Cook

\_\_\_\_\_ Activities Director

\_\_\_\_\_ Rapelling Supervisor (Must be certified)

Note 1 - List certifications or training you have had (CPR, EMT, First Aid, etc.) \_\_\_\_\_

## Supplemental Questions

On additional sheet(s) of paper, please answer the following questions (Put your name on each page and attach to the main application). Write the question, then the answer.

1. Why do you want to serve at Kako Retreat Center in 2021?
2. Write a brief testimony of your personal relationship with Jesus Christ and how it is developing.
3. How are you currently involved in ministering Christ to others, whether in formal or informal ministry?
4. List two of your strengths and describe how they can help you while serving on staff at Kako?
5. List two of your weaknesses and describe how you work to keep them from hindering your relationship with the Lord.
6. List 2 people who are authorities in your life (one may be a parent) and how you view your responsibilities to those authorities.

## **Application Requirements**

To complete your application, we must receive the following by April 10, 2021. Email is preferred to [kakocampdirector@gmail.com](mailto:kakocampdirector@gmail.com)

1. Application (with attached answers) signed by applicant.
2. Health and Medical Record
3. Recent photo (email attachment or hard copy photo with application)
4. Signature on the application.
5. Two reference letters (Provide these to your references and have them return it directly to me)

## Kako Retreat Center Vision

Our vision of Kako is to have it be a place set aside to provide Christ-centered retreats, seminars, and counseling to encourage and help people living in the remote villages of Alaska. Kako reaches out to the youth of Alaska through various camping programs. Another means of encouragement is the itinerant work for visiting, counseling and Bible Studies. KRC staff is actively involved in ongoing relationship-building visits in the villages by leading Bible studies, encouraging family values, mentoring native Christian leaders, and simply coming alongside. A wide variety of literature, videos, and audio cassettes are also available for sustaining between visits and/or retreats. Along with reaching out to adults, for six weeks Kako flies in kids for camp each summer. Lives continue to be changed...for eternity!

## Kako Retreat Center Statement of Beliefs

We believe in one Holy God, creator of all things, eternally existing in three different persons, Father, Son, and Holy Spirit. We believe in the Virgin Birth, in the complete Deity and complete humanity of Jesus Christ, uniquely joined together in one person, and in the bodily resurrection and ascension of Jesus Christ. We believe in the Deity and personality of God, the Holy Spirit. The Holy Spirit regenerates, indwells, seals and baptizes the believer into the body of Christ at conversion. The fruit of the Spirit is evidence of His presence. We believe the Bible is verbally inspired by God and inerrant in the original writings and is the supreme and final authority in faith and life. We believe man was created sinless, he willfully sinned which rendered him hopelessly lost before God. We believe that man's salvation is by grace, based solely on the substitutionary atonement of Christ. We believe in everlasting blessedness of the saved, and the eternal punishment of all who reject our Lord Jesus Christ. We believe that the Church of Jesus Christ is composed solely of those who have been redeemed by the blood of Christ. We believe in the personal, imminent and pre-millennial return of Jesus Christ for His redeemed ones. We believe that the two ordinances of the local church are the Lord's Supper and believer's baptism.

## Signature Section

I have read the Kako Retreat Center Vision and Statement of Beliefs. I will purpose to support and uphold the vision and Statement of Beliefs during the duration of my service with Kako in 2021 even if my personal convictions differ somewhat from their content. I also affirm that my answers and responses on this application are true and accurately represent my own beliefs and convictions.

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**APPLICANT SIGNATURE**

**DATE**

Please return this application by one of the following means:

By Email to [kakocampdirector@gmail.com](mailto:kakocampdirector@gmail.com) OR

By US Mail to: Mr. Jim Buckingham / ATTN: Kako 2021 Application / 16196 E Goa Way / Palmer, AK 99645  
APPLICATIONS MUST ARRIVE BY Apr 10, 2021 SELECTIONS WILL BE MADE & SELECTEES NOTIFIED BY  
Apr 20, 2021.

**HEALTH AND MEDICAL RECORD**  
**(APPLICANT RETURN WITH APPLICATION)**

Name: \_\_\_\_\_ Age: \_\_\_\_\_ Birthdate: \_\_\_\_\_

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

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

*In case of emergency please contact:*

Name: \_\_\_\_\_  Parent  Guardian  Other

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

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Home Phone: (\_\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_ Work Phone (\_\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_

Cell Phone (\_\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_

Name of Insurance Provider: \_\_\_\_\_

Policy Number: \_\_\_\_\_ Policyholder Name: \_\_\_\_\_

SSN : \_\_\_\_\_ DOB (of policyholder) \_\_\_\_\_

This health and medical record, including limitations indicated, is valid for participation in all programs at Kako Retreat Center.

**DOES APPLICANT HAVE OR IS SUBJECT TO (check if yes)**

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Asthma                           | <input type="checkbox"/> Fainting Spells  | <input type="checkbox"/> Convulsions or Epilepsy                               |
| <input type="checkbox"/> Diabetes                         | <input type="checkbox"/> Heart Trouble    | <input type="checkbox"/> Allergy or reaction to medications                    |
| <input type="checkbox"/> Bee Stings                       | <input type="checkbox"/> Food Allergies   | <input type="checkbox"/> Work, Swimming, Sport or other restrictions           |
| <input type="checkbox"/> Depression                       | <input type="checkbox"/> Eating Disorders | <input type="checkbox"/> Psychiatric conditions                                |
| <input type="checkbox"/> Restrictions for medical reasons | <input type="checkbox"/> Other _____      | If any of the above are checked please describe below in the comments section. |

**HAVE DIFFICULTY WITH (check if yes)**

- |                                |   |   |   |
|--------------------------------|---|---|---|
| <input type="checkbox"/> eyes  | <input type="checkbox"/> ears, nose, throat | <input type="checkbox"/> digestion          | <input type="checkbox"/> menstrual problems |
| <input type="checkbox"/> lungs | <input type="checkbox"/> sleep-walking      | <input type="checkbox"/> falling out of bed | <input type="checkbox"/> other _____        |

**HAVE HAD (check if yes)**

- |   |  |                                     |                                      |
|---|--|-------------------------------------|--------------------------------------|
| <input type="checkbox"/> whooping cough | <input type="checkbox"/> measles         | <input type="checkbox"/> mumps      | <input type="checkbox"/> chicken pox |
| <input type="checkbox"/> epilepsy       | <input type="checkbox"/> rheumatic fever | <input type="checkbox"/> diphtheria |                                      |

**MEDICATIONS:**

Any condition now requiring regular medication?  No  Yes (If yes, please indicate).

Medication \_\_\_\_\_ Dose \_\_\_\_\_ Frequency \_\_\_\_\_

Reason for taking \_\_\_\_\_

**IMMUNIZATIONS:**

Are immunizations up to date?  Yes  No

Date of last Tetanus booster shot: \_\_\_\_\_ (required every 10 years)

**Additional medical comments** (may be continued on back)

**PARTICIPANT AUTHORIZATION** This health history is correct so far as I know, and the person herein described has my permission to engage in all prescribed activities, except as noted by me and/or the physician. In the event I can't be reached in an emergency, I hereby give my permission to the physician, selected by the adult leader in charge, to hospitalize, secure proper anesthesia, or to order injection or surgery for my son/daughter who is serving on the staff at Kako Retreat Center..

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Note: The contents of this medical history are confidential and will be disclosed only to those with a "need to know".**

## REFERENCE LETTER

Name of Applicant \_\_\_\_\_ Applicant's Phone # \_\_\_\_\_

Reference Person: Please answer these questions candidly and honestly about the applicant. Your time and input are greatly appreciated as we go about the process of finding service-oriented volunteers for Kako 2021 Summer Camp. Thank you!

Please check one block under each heading regarding the applicant:

1. Achievement:

- Hard to motivate
- Starts but does not finish
- Resourceful and effective
- Accomplishes duties superbly

2. Teamwork:

- Tends to cause friction
- Usually cooperative
- Works well with others
- Most effective in teamwork

3. Christian experience:

- Cannot be determined
- Relatively superficial
- Genuine but mild
- Rich and growing
- Profound and contagious

4. Willingness to serve:

- Finds service distasteful
- Serves only when asked
- Usually willing to serve
- Eager to serve as needed
- Devoted to service to others

5. How would you rate the applicant's overall potential to serve at Kako Summer Camp?

- Below average
- Average
- Above average
- Exceptional

6. What do you think are the applicant's greatest strengths? \_\_\_\_\_

\_\_\_\_\_

7. What do you think are the applicant's greatest weaknesses? \_\_\_\_\_

\_\_\_\_\_

8. How would you rate the applicant in his/her ability to positively influence young people? \_\_\_\_\_

\_\_\_\_\_

9. Assuming you had children, why or why not would you trust them with the applicant? \_\_\_\_\_

\_\_\_\_\_

10. In what areas can the staff at Kako best minister to the applicant? \_\_\_\_\_

\_\_\_\_\_

Reference's Name (Print) \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

Relation to applicant \_\_\_\_\_ Phone or Email \_\_\_\_\_

Please return as follows to arrive by 10 Apr 2021:

By Email: To [kakocampdirector@gmail.com](mailto:kakocampdirector@gmail.com) (Please scan your completed reference and attach to email) OR

By US Mail to: Jim Buckingham / ATTN: Kako 2021 Application / 16196 E Goa Way / Palmer, AK 99645 (If you send by US mail, please send an email indicating it is on its way. Be sure to include the name of the applicant in your email)

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4. Willingness to serve:

- Finds service distasteful
- Serves only when asked
- Usually willing to serve
- Eager to serve as needed
- Devoted to service to others

5. How would you rate the applicant's overall potential to serve at Kako Summer Camp ?

- Below average
- Average
- Above average
- Exceptional

6. What do you think are the applicant's greatest strengths? \_\_\_\_\_

\_\_\_\_\_

7. What do you think are the applicant's greatest weaknesses? \_\_\_\_\_

\_\_\_\_\_

8. How would you rate the applicant in his/her ability to positively influence young people? \_\_\_\_\_

\_\_\_\_\_

9. Assuming you had children, why or why not would you trust them with the applicant? \_\_\_\_\_

\_\_\_\_\_

10. In what areas can the staff at Kako best minister to the applicant? \_\_\_\_\_

\_\_\_\_\_

Reference's Name (Print) \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

Relation to applicant \_\_\_\_\_ Phone or Email \_\_\_\_\_

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