



2021 Returning Counselor Application Packet



Greetings from camp! Whether you are striving for excellence at school or working hard at your current job, we hope this letter finds you seeking the Lord in your life. Wherever you are at this time in life, please know that your work here in the past continues to make a difference in the lives of the campers that came through the gates of the camp! Thanks! We appreciate you!

It is that time of year again when preparations are being made to hire the staff for the upcoming summer ministries. It's always amazing how fast time goes by. As you know it is our goal to have a Christ centered staff committed to the Lord's service. We are thankful for the time that you have spent with us, and we hope that you will prayerfully consider another summer serving the Lord at Ingham Okoboji. Our 2021 Summer theme is "Brand New" based on Romans 6:4, which challenges us to live in the new life that is ours in Christ. Believers have a new source of hope, new community, and new ways of looking at the world. We'll discover more about our new identity in Christ.

We also want to remind everyone that we always need lifeguards. You can be certified FREE if you come to lifeguard training May 23-28, the week before staff training. (The costs for the week of lifeguard training are paid for by the camp, but this is not a paid week of employment). *Lifeguards also receive a **\$20 per week bonus** for each week you work during the summer. Please consider it and sign up!*

Every returning staff member has to apply—applications will be acted upon as they are received, so the earlier you complete the application, the earlier we can process the application. *As a reminder, each part of the application process can be done online!*

This returning counselor application is also the application for leadership positions. I encourage every person interested in serving in a leadership position to apply. Knowing that there are a limited number of leadership positions, we pray that God would put the right people in leadership, counselor, and support roles to form the team that would serve Him most fully. Returning counselor apps can be received anytime, however **applications for leadership positions must be received by Sunday, November 15.**

First year Senior Staff members will be paid \$225 per week. Returning Senior Staff members will make \$250 per week. Day Camp Leaders and Program Directors earn \$275 per week. Staff are hired for 11 weeks, beginning with staff training on May 29, and ending on August 15, the last day of camp. Leadership training begins May 23. ** Depending on the state of the COVID-19 Pandemic, there could be adjustments to the procedures, dates, and/or positions.*

If you have any questions please give me a call or e-mail me at dan@okoboji.org Please be in prayer with us about where God will lead you this summer. We will be trusting in His guidance as well.

Dan Antoine

Dan Antoine
Director of Programs
Ingham Okoboji Lutheran Bible Camps

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712-337-3306 (ext. 119)
www.okoboji.org



Applications and references can be filled out on our website, www.okoboji.org/apply



Returning/Leadership Job Description Summaries

For more complete individual job descriptions, please visit www.okoboji.org/apply/ .

Senior Counselor: \$225/wk in first year, \$250/wk returning

Senior Counselors are responsible for leading a small group of campers through all daily activities of camp life including worship, Bible Studies, evening devotions, games, hikes, dish crew, etc. Senior Counselors are expected to spend time with the kids and families, provide constant supervision to the small group, ensure safety, and create a welcoming community for all. The goal is to create a unified staff team, who are flexible and responsible to adapt to the leading of the Holy Spirit and campers' needs and who prayerfully support each other and campers. Senior Counselors are privileged to let God work through them to impact the campers so they may "know Jesus Christ and make Christ known to all."

Paintball and Recreation Director: \$225/wk in first year, \$250/wk returning

The Paintball and Recreation Director is responsible first and foremost for overseeing our paintball program offered at both Ingham and Okoboji. This position requires transporting Okoboji staff and campers to and from the paintball experience. Secondly the Paintball and Recreation Director is responsible for promoting and providing a variety of exciting recreation options at Okoboji, leading them whenever available. The goal is to create a unified staff team, who are flexible and responsible to adapt to the leading of the Holy Spirit and campers' needs and who prayerfully support each other and campers. This role is an important part of engaging campers in the overall camp experience, so that they may "know Jesus Christ and make Christ known to all."

Day Camp Leader: \$275/wk

Day Camp Leaders lead a team of counselors to put on Day Camps (VBS) each week at participating churches. These churches are primarily within a 4 hour driving distance from camp. This includes communication with the local directors at participating churches prior to the week of Day Camp to make sure everything is in order, get final numbers, etc. It also includes preparing all day camp supplies prior to departure (i.e. skit props, craft supplies, etc.). The goal is to create a unified staff team, who are flexible and responsible to adapt to the leading of the Holy Spirit and campers' needs and who prayerfully support each other and campers. Day Camp Leaders are privileged to let God work through them in this outreach ministry of the camps as we seek "To know Jesus Christ and to make Christ known to all."

Program Director/: \$275/wk

The summer Program Directors at both Ingham and Okoboji help full-time leadership lead staff training, including announcements, transitions, giving talks during training sessions, organizing activities, etc. They are also the key people to lead summer staff through each week of on-site programming. These individuals help oversee and ensure quality programming and appropriate behavior among staff and campers. The goal is to create a unified staff team, who are flexible and responsible to adapt to the leading of the Holy Spirit and campers' needs and who prayerfully support each other and campers. Program Directors are privileged to let God work through them to disciple staff and impact campers so they may "know Jesus Christ and make Christ known to all."

Ingham Okoboji Lutheran Bible Camps

Summer 2021 Leadership/Returning Staff Application

IOLBC, 1203 Inwan St. Milford, IA 51351 (712)337-3306

-please type or print-

Name: _____ Cell Phone #: (____) _____

Will you be 18 years old or older by 5/23/21? Yes/No _____ E-mail address: _____

Will you be 21 years old or older by 5/23/21? Yes/No _____ SEX: Male / Female _____

Permanent Address: _____ Phone#: (____) _____

City: _____ ST: _____ ZIP: _____

School or Alternate Address: _____ Phone#: (____) _____

City: _____ ST: _____ ZIP: _____

Home Church and Town: _____ Pastor: _____

Current Church and Town: _____ Pastor: _____

(if different than home church and town)

EDUCATION: _____ HS/College _____ Major Subjects _____ # of Years Completed _____ Degree _____

CAMP EXPERIENCE: _____ Camp Name _____ Camper or Staff _____ # of Years Experience _____

CHRISTIAN EDUCATION: (check all that apply)

☐ Independent Bible Study ☐ Campus Ministry Involvement ☐ Bible School
☐ Small Group Bible Study ☐ College Course(s) ☐ Seminary

Dates you are able to work: _____ to _____ *(Starting on May 29 with 2 weeks of Staff Training. Camp runs through August 15)*
**Leadership on May 23.*

Time Off Request(s) and Reason: _____

For office use only:

Rec'd: _____

Int: _____

CS: _____

CR: _____

After viewing the job description, are you physically able to perform the duties of the position for which you are applying, including on-site housing? _____

For what position(s) would you like to be considered? *(check all that interest you)*

Summer Staff Roles

☐ Counselor ☐ Kitchen / Maintenance / Housekeeping ☐ Office Assistant ☐ Volunteer

Summer Leadership Roles

☐ Day Camp Leader ☐ Ingham Program Director Team ☐ Okoboji Program Director Team
☐ J.C. Coordinator ☐ Social Media Manager ☐ Paintball/Rec Director
☐ Waterfront Director

(keep in mind these roles may be combined into different positions. Each role may not represent separate positions.)

****Please fill out ALL pages of this application and e-mail or send it in as soon as possible.****

Are you a certified Lifeguard? _____ **Expiration Date:** _____

If no, would you be willing to get lifeguard certified? (*training is free and is the week before staff training*) _____

Summer staff works on a rotating basis for at least 4 weeks on Day Camp, in the kitchen or maintenance. How do you feel about serving in this way?

Please tell us about any awards or recognition in either high school or college you have received. Also, please talk about any gifts you possess in areas not mentioned above:

In order of preference, please rank the activities that you would prefer to help lead. Note that all options would include an orientation.

Crafts _____	Challenge Course/Team Building _____	Archery _____
Canoeing _____	Photography/Videography _____	Escape Room _____

Please List any skills or hobbies that you feel would benefit the camping ministry:(example: lifeguard, guitar, piano, miming, etc.) _____

Please type or write a paragraph about each of the following on a separate sheet of paper and return it with your complete application:

1. Why do you want to return as a Summer Staffer to Ingham Okoboji Lutheran Bible Camps?
2. If applying for one or more leadership positions, please explain why you desire the position and how your gifts and talents match the selected position.
3. Knowing that there are a limited number of leadership positions, are you willing to serve again as a counselor?
4. What are 3 ways you feel you most contributed to the ministry the summer(s) you have been on staff?
5. Please share your personal goals if you are to be hired again this summer.
6. How was your faith impacted during your time as a staff member at camp?
7. In what ways have you grown since you left camp at the end of the summer last year?
8. Please share about any experience you have working with or participating in challenge courses, ropes courses, or other unique recreation opportunities.
9. Have you ever been convicted of a felony? If yes, please explain. (Please note that a conviction will not automatically disqualify a candidate from consideration)

Applications for leadership roles must be completed and received by November 15.
Summer staff selection will be completed as applications are completed and received.



Applicant Statements and Agreed Code of Conduct

Please initial each of the following statements:

_____ I declare that all statements contained in this application are true and that any misrepresentation or omission is cause for rejection of my application, or dismissal from my employment or ministry involvement.

_____ I understand that my references and contacts from prior ministries or non-ministry related work with children, student, or disabled adults may be contacted and that an appropriate criminal background check will be conducted. I authorize investigations of all statements contained in this application and I specifically authorize Ingham Okoboji Lutheran Bible Camps (IOLBC) to undertake a criminal background check of my past.

_____ I understand that I must be interviewed and recommended by a member of the IOLBC staff before I begin my ministry or employment position.

_____ I understand that I can withdraw from the application process at any time.

_____ I understand that IOLBC has a policy of ZERO TOLERANCE FOR ABUSE and takes all allegations of abuse seriously. I further understand that IOLBC cooperates fully with the authorities to investigate all cases of alleged abuse. Abuse of any kind is grounds for immediate dismissal from my employment and possible criminal charges.

_____ I declare that I am not a pedophile or child molester. I have not perpetrated physical abuse, sexual abuse, emotional abuse or neglect against a child, a student or disabled adult, and I have never been accused of these acts.

_____ I understand and agree that false statements and/or omissions regarding past conduct and/or present situations may be grounds for denial of this application for employment, and that refusal to inform IOLBC of the contents of a sealed criminal record will result in the automatic denial of the application.

_____ If employed, I agree to read and abide by all Policies and Procedures provided to me by IOLBC concerning my conduct and behavior toward children, students or disabled adults participating in IOLBC programs.

_____ I have a strong desire to serve in a Christian community, to know Jesus Christ, and to make Christ known to all!

Signature: _____ Date: _____

Please send in completed application to:

Ingham Okoboji Lutheran Bible Camps
Attn: Summer Staff
1203 Inwan St.
Milford, IA 51351

**Summer staff selection will be completed as applications are completed and received.

**Our policy for staff is to be chemical free (tobacco, drug and alcohol) during the summer season. Non-compliance is grounds for dismissal.

**Additional information, interviews, and references may also be sought and utilized before summer positions are offered.

**Positions offered will be contingent upon satisfactory background checks and disclosure statements.

The selection process is a difficult one—please join us in prayer for the preparation of this summer's team.

Thank you for your interest in our Bible Camps.

God Is With You!



Dan Antoine
Director of Programs

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dan@okoboji.org