

## GENERAL INFORMATION

Each year we assemble by God's direction the best staff possible for the rigorous summer camp ministry. Thank you for your interest in working at Miracle Bible Camp. Most of our summer paid staff positions are counselors/program staff, but we sometimes hire kitchen help and maintenance personnel as well. All staff need to be suitable candidates to step into the cabin counselor role if necessary. We offer fantastic ministry opportunities and provide an encouraging atmosphere to develop your God given skills. You will find summer camp ministry a challenging, life-changing experience.

We pray for God's guidance as you prayerfully consider the ministry opportunities at Miracle Bible Camp and we trust God's direction as we review many applications and hire the most qualified and experienced applicant. MBC advertises staff openings at area colleges and churches, through the internet, and through connections with the Christian Camp and Conference Association. MBC is an attractive ministry setting for many reasons, including its physical setting, its non-denominational status, leadership opportunities and fellowship with other staff focused on sharing the love of Christ. If, after prayerfully considering where God is leading, you believe MBC should be in your plans, please fill out the New Summer Staff Application to tell us about yourself. We look forward to hearing from you!

Please do not hesitate to call or e-mail with any questions concerning camp positions or the status of your application. *Seek God's guidance and join us in a summer of growth!*

### Objectives:

1. To glorify God by helping kids come to know Him or to know Him better.
2. To work as part of a team with the rest of the staff in all the activities required to provide kids with a positive and uplifting camp experience.
3. To provide mentorship and an example to the campers, while at the same time growing in your own personal walk with Christ; this ministry extends to Teen Volunteers and others you might work with during the summer.
4. To do everything possible to ensure a safe and enjoyable camp experience for all of the campers.
5. To contribute your unique set of gifts and talents, personality traits, and God-given leadership abilities to help make camp an exciting and memorable experience for all the campers.
6. To help you by experience to see how God might wish to use you in future ministry opportunities at camp, church, community or elsewhere.

## POSTION DESCRIPTION

### All Summer Staff Positions:

*Employment Status:* Paid, Temporary

*Length of Service:* Late May through early August (specific dates set each year), including staff training

*Employment Compensation:*

- Room and board
- Starting weekly salary \$225 (\$25 increases annually for second and third years), opportunity to increase salary by camp-sponsored personal mission fund-raising.
- Lifeguard certification bonus \$25/week

*Essential Qualifications:*

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- A committed follower of Jesus Christ
- Growing relationship with God
- A credible Christian testimony
- Sufficient spiritual and emotional maturity to lead campers and cope with the stresses of counseling
- Showing good judgment
- Good health
- Agree with MBC's Statement of Faith and Staff Lifestyle Standards
- Able to communicate in verbal and written forms, as well as able to adjust communication to appropriate age levels, good interpersonal skills
- Able to keep to a schedule

## APPLICATION PROCESS

1. Review the position description (above) to determine if this ministry would be a good fit for you. Contact the camp Program Director if you have any questions.
2. Answer the questions on the New Summer Staff Application to the best of your ability. Please be open and do not just give us the answers you think we want.
3. Identify and provide contact information for three references, then send them copies or links to the Staff Reference form:
  - a. Your Pastor (If you are related, use a youth worker or other church leader).
  - b. Two non-related adults who are able to comment on your personal character and conduct (e.g. youth pastor, youth leader, Sunday school teacher, etc.). Additional references may be requested.
4. A formal interview is required before hiring, preferably in person. Under some circumstances it may be conducted by telephone or on-line. You will be notified as early as possible if you are in consideration for the position so that you may make plans accordingly.
5. As part of the application, please sign the Staff Lifestyle Standards and Statement of Faith documents below (annual signature required). Bring these forms with you for your file if hired.
6. An additional "Child Protection" questionnaire will be required for applicants selected for interview. An on-line training module will be provided and is required for successful applicants. Additional training will be conducted during staff team building.

***Summer 2024 Season***

*Start: Tuesday, May 28*

*End: Saturday, July 27*

**MBC Staff is expected to follow**, to the best of their ability with the aid of the Holy Spirit, a Christian way of life including but not limited to the following:

- **Love** for all people demonstrated consistently.
- **Joy** in their relationship with Christ and in their ministry at Miracle Bible Camp.
- **Peace** rather than agitation in the face of the many difficulties associated with camp life and group living.
- **Kindness** especially to those who need help and encouragement.
- **Goodness**, that is, Christ-likeness.
- **Faithfulness** in carrying out all responsibilities to God and to the ministry of Miracle Bible Camp.
- **Gentleness** in speech and in all dealings with campers and staff.
- **Self-control** in temper, tongue and body.
- **Honesty**, never speaking anything but the truth.
  
- **Modesty** in appearance, clothing and actions. **MBC Staff is expected to avoid:**
  - Drugs (including alcohol and nicotine) which have not been prescribed by a physician.
  - Stealing from people or from Miracle Bible Camp.
  - Sexual immorality.
  - Critical conversation which hurts individuals or weakens the ministry of MBC. If you have a complaint, voice it to the person involved, the program director or the camp director and to no one else.
  - Dating and public displays of affection during camp. These can distract counselors from their primary ministry and can be badly misunderstood by imaginative campers. (Counseling staff that are married are exempt from this, as tasteful display of affection can be healthy modeling.)
  - If there is a serious breach of a counselor's responsibility in job or lifestyle and reasonable efforts have been made to resolve the problem by the program director, the camp director and the individual involved, the counselor may be relieved of his or her responsibility and asked to leave.

### **Personal Appearance:**

These principles were created with considerations of individual expression, professionalism, and perspectives and comfort of guests. Staff members are expected to contribute to the fulfillment of Miracle Bible Camp's mission by maintaining job-appropriate the following standards.

- **Proper personal hygiene**, which includes routine mouthcare (e.g. toothbrushing), regular bathing, and daily use of deodorant. Hair is to be clean, groomed, and colored in natural tones (exceptions include skits and theme costuming). For men, hair longer than shoulder length is to be pulled back in a pony-tail, and facial hair in beards, mustaches, and sideburns is to be neatly trimmed.
- **Body alterations**, such as cosmetics, jewelry, and tattoos may be displayed if non-excessive and in a manner that does not convey or imply messages or lifestyles that contradict camp's mission. With the exception of earrings for females, jewelry may not be worn in any visible body piercing.
- **Uniform and appearance standards.** Clothing that is regarded as inappropriate for all employees includes short shorts, words on the butt, halter or tube tops, tight or midriff-baring shirts, spaghetti straps, Goth styling, and two-piece or otherwise immodest swimwear. Undergarments (e.g. bras, boxers, underwear) are to be kept covered. Shirt graphics must not convey, imply, or promote messages or lifestyles that contradict camp's mission. Unless involved in waterfront events or male-only recreation or work activities, men are to keep their shirts on when on the grounds.
- Summer staff members are not to undergo major or radical body altering changes in hair coloring, hair styling, tattoos or in body piercings from the time of hire through the end of summer employment.



All staff, including Teen Volunteers, participate in an on-line child protection training program.

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TO CAMP WITH YOU

- The program director will be responsible in interpreting and enforcing these standards. In sensitive topic areas, when practical, the general practice will be for senior male staff to address issues with male staff or TV's, and for female senior staff to address issues with female staff or TV's. In matters of dispute, camp's Board of Directors has charged the camp director with the final say in determining what is appropriate. In view of the subjectivity, individuality, and diverse cultural preferences in matters of dress and appearance, camp's leadership is grateful for employee cooperation and support as we work together to provide the best possible experience for our guests.

I have read and agree with the lifestyle and personal appearance standards of the camp (or have noted any reservations or differences). I also agree that if hired by Miracle Bible Camp, I will abide by any rules and policies of the camp.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
(Applicant)

## STATEMENT OF FAITH

We accept the following Biblical Doctrines:

- The *verbal inspiration* of the original texts of the Bible, both Old and New Testaments.
- The *personality* of the God of Creation, Government, Redemption, and Judgment.
- The substance of One God in *three equal persons*: Father, Son and Holy Spirit.
- The *Essential Deity* and the true humanity of the Lord Jesus Christ.
- The *inherent depravity of humanity*, through the disobedience of Adam, and sinfulness of all man by choice.
- The complete satisfaction made for sins of mankind by the *Substitutionary Death* of Jesus Christ on the Cross.
- The necessity and possibility of *repentance and faith* in Christ as atoning Savior, these graces wrought alone by the Holy Spirit with human consent.
- The *bodily resurrection* of Christ and all men.
- *Justification* from all sin *through faith alone* in Christ.
- The *personality* of the Holy Spirit.
- The *eternal salvation* of the saved.
- The *unending conscious punishment* of the unsaved.
- The *personality of Satan*, the Devil.
- The imminent pre-Millennial *return of Christ* to judge the world and establish divine rule.

I have read and agree with the doctrinal statement of the camp (or have noted any reservations or differences).

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
(Applicant)