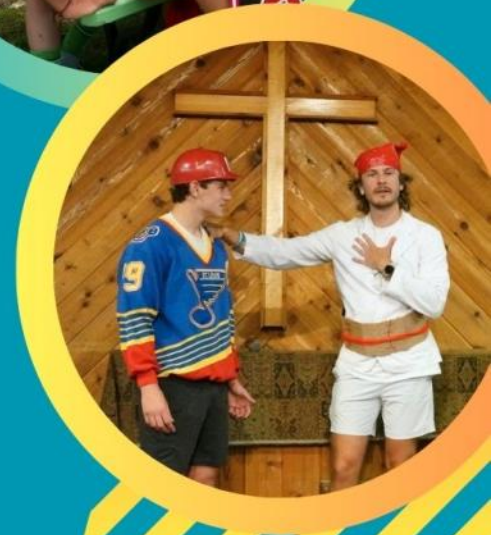


APPLY FOR SUMMER STAFF '26

RETURNING/LEADERSHIP
APPLICATION FORMS

APPLY TODAY!





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!

Preparations are being made to hire the staff for the upcoming summer ministries. 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 2026 Summer Theme will be determined sometime this fall.

We also want to remind everyone that we always need lifeguards. You can be certified FREE if you come to lifeguard training May 18-22, the week before staff training. Simple prerequisites for lifeguard training include a 300yd swim, brick retrieval, and treading water. (The costs for the week of lifeguard training are paid for by the camp). *Lifeguards also receive a \$275 bonus (\$25/wk) for 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 staff application is also the application for leadership positions. I encourage everyone interested in serving in a specific leadership or support position to apply for it. Knowing that there are a limited number of 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 October 1 to be considered for the first round of positions being offered.**

First year Senior Staff members will earn a **NEW INCREASED SALARY** of \$3,850 for the summer (\$350/week). Returning Senior Staff members will make \$4,125 (\$375/week). Day Camp Leaders and Program Directors earn up to \$4,800 (\$400/week). Staff are hired for 11 weeks, beginning with staff training on May 23, and ending on August 9. Leadership training begins May 18.

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.

In His Service,

Dan Antoine

Dan Antoine
Director of Programs
Ingham Okoboji Lutheran Bible Camps

dan@okoboji.org
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: \$350/wk in first year, \$375/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 Director and Recreation Director: \$350/wk in first year, \$375/wk returning

The Paintball Director is responsible 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. The 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. These roles are 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: \$400/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: \$400/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."

***As part of our hospitality to guests, all staff members participate in cleaning and maintaining the camp at the beginning and end of every week of camp. This team effort requires positive attitudes, encouragement for team members, and a hard work ethic. It makes a big difference in creating a welcoming atmosphere for guests.*

Ingham Okoboji Lutheran Bible Camps Summer 2026 Returning / Leadership 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 5/18/26? Yes/No _____ E-mail address: _____

Will you be 21 years old or older by 5/18/26? 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 _____

Time Off Request(s) and Reason: _____

***Staff Training starts on May 23, 2026, and Leadership Training begins May 18, but we often look for a few staff to start early to help prep the camp facilities for summer. Please indicate earliest available start date.
**Camp ends August 9. Camp often keeps a small number of staff on for a few weeks to help finish out our summer ministry. Please indicate your latest available end date.)

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 Director
____ Waterfront Director _____ Rec Director

(Please check all that apply. As a returner, you might envision yourself in a number of different roles, even if there is one you would most hope for. Please select every position for which you are willing or interested to serve recognizing that some of the roles may be combined into one position if the gifts and passions match.)

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

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?

Yes / No

Serving on camp staff requires mental and emotional fortitude. Long hours and constant giving of yourself to others can be taxing. Counselors receive a one hour break each day, and at least 24 hours off most weekends for rest and refreshment. Knowing this, do you believe you are mentally and emotionally capable of this kind of role?

Yes / No / Unsure (I'd like to visit more about this)

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*) _____

As part of our hospitality to guests, all camp staff will participate in cleaning/maintaining the camp at the beginning and end of each camp week. This takes anywhere from 2-3 hours, and requires teamwork and full participation. I agree that I will do my part and work hard with a positive attitude to help guests have the best experience possible. (*Please indicate so by placing an X in the blank*) _____ I agree

Counselors work on a rotating basis between Family Camps, Youth Camps, and Day Camps (traveling VBS teams), including up to 2 weeks in a support role (kitchen, housekeeping or maintenance). How do you feel about this?

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 (1-4), please rank the activities that you would prefer to help lead. Note that all options would include an orientation.

Crafts _____ Archery _____ Canoeing _____ 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. How was your faith impacted during your time as a staff member at camp?
6. Please share about any experience you have working with or participating in challenge courses, ropes courses, or other unique recreation opportunities.
7. 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 October 1.
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

712-337-3306 (ext. 119)
dan@okoboji.org