

Covenant Point Bible Camp

358 W. Hagerman Lake Rd Iron River, MI 49935

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October 2025

Dear Staff Applicant,

Thank you for your interest in serving at Covenant Point Bible Camp for the summer of 2025. We look forward to getting to know you during the application process as we discern God's plan for this summer's camping ministry at Covenant Point.

Our mission at CPBC is to present campers with the claims of Jesus Christ, and encourage them in their next step of faith. We come alongside campers of all ages, and through relationship-driven programs, share the reality of God's love and salvation through Jesus Christ. If you are excited about sharing your Christian faith to help kids both have fun and grow, then the Point may be the place for you to serve. If you wish to apply, please proceed as follows:

1. Fill out an online application in full, including all essay questions.
2. Upon submitting your application, you will receive an auto email from CPBC with instructions on completing your references. Forward the link you receive in the auto email to your **three references** for completion. References may not be relatives or peers. At least one reference must be from someone who can describe your faith journey.
3. Be prepared for a telephone, video, or in-person interview sometime this winter. We'll communicate by email to set up an interview day/time.

We may begin interviewing and hiring qualified people as early as November, as applications arrive. **Your application will not be considered until it is received in full, including references.** If you are selected, we will communicate by email to confirm your acceptance and follow up with an agreement form sent by mail. If you are not selected, you will also be notified. If you need to hear from us in order to decide between two jobs, please call or email and ask about your status at Covenant Point. We know that qualified applicants often have competing opportunities. Also, if you accept another position, we would appreciate being notified.

The dates of the Full Summer Staff Work Agreement this summer are:

Sunday, June 7 – Thursday, August 13, 2026

Leadership staff will need to be available at least one week earlier, depending on their role.

Please be familiar with appropriate certifications necessary for the roles that you are applying for:

- **Lifeguard Training** for those who need or desire to be certified will need to take place prior to your arrival at CPBC. Lifeguard certification is valid for 2 years.
- **CPR Training** (required for all staff) will be during our first week of staff training, or will be a blended option partially online prior to arrival and in-person after you arrive at CPBC. For those who are trained as lifeguards, CPR is included in Lifeguard Training, therefore anyone certified as a lifeguard already has CPR training and does not need additional certification.
- **Wilderness & Remote First Aid Training** at CPBC for Island Directors: Dates TBD, likely the week of June 1.
- **Wilderness First Responder Training** for Trip Guides: Dates & location TBD. Possibly beginning as early as mid-May. Guides **MUST** be present for this training.

Again, thank you for pursuing ministry at Covenant Point. Please contact us if we can be of further help.

In Christ,



Dustin Johnson
Associate Director



Rev. Erik Strom
Executive Director

Covenant Point Bible Camp

Summer Mission and Ministry Goals

CAMP MISSION:

To present campers with the claims of Jesus Christ and encourage them in their next step of faith.

GOALS FOR THE CAMPER

1. Present the Gospel

Challenge each camper with a clear presentation of the Gospel, and provide opportunities to explore the meaning of the Gospel with their counselor, camp pastor and peers.

2. Opportunity for Commitment

Provide campers with clear opportunities for decisive responses of life commitment to Christ as well as for growth and discipleship.

3. Faith Laboratory

Provide an environment where campers may increase their knowledge of their faith and be challenged to decide what it means for their immediate behavior and attitudes in every camp activity. Staff and program will encourage and reinforce these new ideas.

4. Community

Provide the camper the powerful learning opportunity to live in a community in which the total staff ^{model's} dependence upon God, and shows honest dealings with needs, conflicts, reconciliation and mutual commitment of a true covenant community.

5. Spiritual Growth Skills

Provide opportunities for developing skills in the use of scriptural resources, prayer, accountability and worship as resources for daily living.

6. Personal Growth

Provide the opportunity for each camper to grow in personal responsibility and motivation through assuming increasing responsibilities for self and others as appropriate to their age and ability.

7. Unique Experience

Provide an imaginative program offering the camper new challenges, adventure, discovery, fun and learning.

GOALS FOR CAMP STAFF

1. Mission Mindset

Hire staff who demonstrate a desire and ability to share their faith in Christ, who have a concern for and rapport with youth, and who desire to increase their personal skills for the achievement of the above goals.

2. Mission Training

Provide both an intensive pre-camp training for all staff to equip them for their position and daily in-service resource to unite them in prayer and concern for campers as well as for one another.

3. Mission Community

Develop a total staff team united in the purpose and function of their ministry.

Summer Staff Covenant

(Updated 11/2019)



The ministry of Covenant Point is reliant upon the quality of the staff who carry the gospel message, model healthy Christian living, create a community where campers and guests thrive, and deliver outstanding programs. We highly value our staff. We recognize the unique role and responsibilities of staff, both full-time and summer staff, as the key agents for ministry effectiveness.

The journey of discipleship, particularly for young adult staff, is a dynamic, developing adventure. While we desire that our staff demonstrate maturity in all areas of personal life and character, we also recognize that young adults are still being formed spiritually, emotionally, intellectually and socially. This ongoing formation best occurs in a healthy, accountable environment – the kind of environment provided by Christian community.

We look to the example of the apostle Paul and his young disciple, Timothy, who although young, was yet deemed capable by his mentor. “Don’t let anyone look down on you because you are young,” Paul writes to Timothy, “but set an example for the believers in speech, in conduct, in love, in faith and in purity.” (I Tim. 4:12). This is the model we seek for all our staff.

In this spirit, we ask staff to agree to the following covenant, which addresses express behaviors expected from staff who engage our campers and guests, and focuses on actions emanating from a heart of faith in Christ, so staff set an example in speech, in life, in love, in faith and in purity. Applicants who cannot in good conscience agree to the covenant are welcome to continue in conversation with camp leaders, or to seek employment elsewhere.

- **CPBC staff members willingly submit to the mission of the camp.**
 - I understand that personal matters (such as dating relationships, sexuality, fashion, theological convictions, political leanings, etc.) have the potential to distract from the ministry and a clear presentation of the Gospel.
 - I have done a thorough inventory of how my faith in Jesus transcends my own individuality, and I will serve alongside fellow staff members with integrity to that reality.
 - I am committed to being flexible and ready to serve beyond my particular job description.
- **CPBC staff members seek to live in ways that align with biblical teaching in all areas of personal and community life.**
 - I am committed to practicing personal disciplines (prayer, accountability, worship, etc.) that nurture my own walk with Christ, sharing Christ through both my actions and my words.

- I am committed to healthy interpersonal relationships that reflect Christ's teachings:
 - I will not practice or tolerate gossip, slander, malicious humor, offensive or profane language, bullying or divisive behavior.
 - I will seek to see Christ in each person, respecting his or her individuality, experience, perspective, gifts and background.
 - I will speak the truth in love, communicate clearly, believe the best about one another, and allow room for mistakes.
 - I will not practice or tolerate any form of racism, sexism, cultural insensitivity, hazing, abuse or harassment.
- I am committed to self-discipline:
 - I understand that the abuse of alcohol, marijuana, or use of any legal or illegal non-prescription drugs will be cause for dismissal.
 - I understand the use of alcohol or tobacco products on Covenant Point property is prohibited.
 - I understand that possession or use of pornography in all forms is prohibited.
 - In matters of sexual behavior, I will abide by the expectations of the Evangelical Covenant Church with regard to its position on human sexuality: practicing and teaching fidelity in heterosexual marriage and celibacy in singleness.
 - I understand that the way I present myself in social media matters – both for my own relationships as well as for the ministry of Covenant Point – and I will therefore present myself in a manner befitting of Covenant Point's Christian mission in all online media.
 - I understand that cell phone reception, use, and WIFI availability is extremely limited - both by intention (to preserve CP as a set-apart community and experience) and by location (due to CP's remoteness). I agree to leave my cell phone off and in my room unless using it during acceptable times and locations - outlined in staff training. I will obtain a watch to keep myself on time.

As a member of the Covenant Point staff, I understand my unique role and responsibility in modeling a life of discipleship to Jesus Christ for campers and guests. As an indication of my understanding and willingness to honor Christ and the camp's mission above all, I agree to abide by this Summer Staff Lifestyle Covenant and am willing to be supportive of the expectations of the Evangelical Covenant Church as long as I am employed by the camp.

Questions, concerns or comments are welcome - and may be directed to
Erik Strom, Executive Director:

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