

# OUTFITTERS

A Discipleship Program  
of  
Bair Lake Bible Camp

## *Getting Acquainted with the Program*

Matthew 28:19 says, “Therefore go and make disciples...” Jesus’ command was for all of His followers. There is great need for discipleship among the 18-25 year olds and therefore, this age range is the focus group of this program. Through Bair Lake Bible Camp’s 50+ years of existence, we see evidence of the need to disciple those transitioning into adulthood. As a result, we will partner with the body of Christ (parents, mentors, pastors, etc.) in Jesus’ great commission.

Our mission statement at Bair Lake Bible Camp is to exist as a launching pad for all people to make Jesus Christ known in their community, country and world. As we seek to help launch this age group into the world, we will do so according to God’s word as laid out in 2 Timothy 3:16-17 which says, “All scripture is God breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the man of God may be thoroughly equipped for every good work.” Launching equipped young adults for Kingdom work is the greatest desire and ultimate goal of **OUTFITTERS**. This will be accomplished through service, structured and intentional instruction, discussion, and programs that incorporate teaching, rebuking, correcting and training based on and formed by God’s word.

Specifics of the program will help the young adults as they train themselves to be Godly (1 Timothy 4:7). Though we will establish Biblically based boundaries, we will also intentionally leave opportunities for the participants to make ongoing, wise decisions.

The commitment level required for this program to be effective is significant for all involved. The coordinators of this program along with the participants themselves must commit to an excellent pursuit of making and being Disciples of Christ. We will also seek to find supporting individuals such as parents, mentors, pastors, etc. who will commit to engage in the discipleship process with us.

## *Program Specifics*

*The goal of OUTFITTERS is to be part of the equipping process for young adults so that they might live holy lives in Jesus Christ and be effective for His Kingdom.*

OUTFITTERS has three main components:

1. Spiritual development will be pursued through:

- weekly Bible study
- weekly chapel/teaching
- corporate prayer
- weekly individual mentor meetings
- weekly group topical teaching
- monthly book club
- regularly scheduled solitude

2. Career and Ministry development through experiences in:

- guest services
- food service
- housekeeping
- office operations
- site and facility maintenance
- Adventure Challenge Education
- programming
- assistance in pursuing domestic or international missions
- assistance in developing a trade
- assistance in pursuing education

3. Personal responsibility improvement through training in:

- finances
- physical fitness
- time management
- personal care issues
- relationships

**These three areas represent approximately 30 hours of work/service and 20 hours of training/instruction per week.**

## *Results*

As the participant serves in various departments at Bair Lake Bible Camp, **OUTFITTERS** will invest greatly in them. The desired result of the program is to equip individuals for Kingdom work. Therefore, during the two years in **OUTFITTERS**, participants will receive ongoing teaching and training times which will equip them to:

- discover personalized career and ministry opportunities
- study God's word effectively
- formulate and live according to a Biblical worldview
- establish an effective prayer life
- embrace God's best for their lives.

## *Timeline*

**OUTFITTERS** is designed to be a two year discipleship program which will begin September 1<sup>st</sup> each year. Ideally, the participants will serve as a member of the Senior Staff team during the summer prior to beginning the program, though this is not required. The first year in the program will conclude with the participants taking on leadership responsibilities during the summer. The second year will conclude with a summer of individualized service in order to follow the Lord's leading in their lives. This may include continued service at Bair Lake Bible Camp, or it may involve other ministry opportunities such as urban ministry, international missions or employment. **OUTFITTERS** will serve as a resource for them during this final summer as well as a means of prayer support.

## *Commitment*

In addition to teaching and training, **OUTFITTERS** commits to provide the participants with the following:

- Housing
- Meals\*
- Utilities
- Materials (all books, studies, etc.)
- Service Project supplies and transportation
- Conference registration fees and transportation
- Assistance with mission trip (national and international) costs

\*Meals provided when guests and/or campers are being served as well as leftovers when available

We ask that the participants commit to the following:

- perseverance in study and service
- flexibility in scheduling
- completion of weekly/monthly assignments
- attendance to all\* **OUTFITTERS** scheduled events, meetings and gatherings
- adherence to the Bair Lake Bible Camp Code of Conduct
- submission to those in authority
- completion of the **OUTFITTERS** Discipleship Program
- responsibility for personal expenses

\*Appropriate absences (illness, etc.) will be excused.

## *Joining OUTFITTERS*

We believe that the Lord has uniquely positioned us at Bair Lake Bible Camp to provide excellent service, training, and development opportunities for young adults who desire to be discipled and to disciple. Our hope is that many lives would be impacted and transformed by Jesus Christ in this generation. If you would like to inquire about becoming a part of **OUTFITTERS**, please complete the attached application. Numbers are limited.

For further information please contact:

Trevor Wickes, Camp Director

(269) 244-5193 ext. 204

Or e-mail [trevor@blbc.com](mailto:trevor@blbc.com)

# OUTFITTERS Application

The goal of **OUTFITTERS** is to be part of the equipping process for young adults so that they might live holy lives in Jesus Christ and be effective for His Kingdom.

If you have read the **OUTFITTERS** overview and are interested in participating in the program, please submit the following:

- Bair Lake Bible Camp Staff Application
- Resume
- Essay -Should include the following:
  - Personal Testimony
  - Personal goals
  - Definition of discipleship
  - Reasons for interest in the program
- 3 References -using our reference sheets

Thank you for your interest in **OUTFITTERS**. We will prayerfully review your application, resume, essay, and references.



## Outfitters Application

The Mission of Bair Lake Bible Camp is to exist as a launching pad for all people to make Jesus Christ known in their *community, country, and world.*

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### **Personal:**

Name \_\_\_\_\_  
*Last First Middle*

Home Phone ( ) \_\_\_\_\_ Cell Phone ( ) \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ E-mail \_\_\_\_\_

Myspace/Facebook/web/ect. \_\_\_\_\_

Age \_\_\_\_\_ Birthdate \_\_\_\_\_

Church attending \_\_\_\_\_ City or location \_\_\_\_\_

Date available to begin work: \_\_\_\_\_ Finish work: \_\_\_\_\_

**PRACTICAL EXPERIENCE:**

Employment (list current or most recent first)

Employer \_\_\_\_\_ Dates:from \_\_\_\_\_ to \_\_\_\_\_

Employer \_\_\_\_\_ Dates:from \_\_\_\_\_ to \_\_\_\_\_

Employer \_\_\_\_\_ Dates:from \_\_\_\_\_ to \_\_\_\_\_

Camping Experience: previous experience, position (s) \_\_\_\_\_

\_\_\_\_\_

Other: (Sunday School, clubs, etc.) \_\_\_\_\_

\_\_\_\_\_

**QUALIFICATIONS/CERTIFICATION**

First Aid \_\_\_\_\_ Exp. Date \_\_\_\_\_ CPR \_\_\_\_\_

Exp. Date \_\_\_\_\_

Waterfront \_\_\_\_\_ Exp. Date \_\_\_\_\_ Other \_\_\_\_\_

\_\_\_\_\_ Exp. Date \_\_\_\_\_

**Additional Information**

Have you ever been convicted of anything other than a minor traffic violation? **Yes** \_\_\_\_\_ **No** \_\_\_\_\_

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

\_\_\_\_\_

Have you committed or ever been accused of any act of child abuse or criminal sexual conduct?

**Yes** \_\_\_\_\_ **No** \_\_\_\_\_

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

Camp life and work is very physical in nature and very strenuous. Do you have any limitations that would prevent you from fulfilling duties and responsibilities at camp?

**Yes**    **No**    If yes, please explain \_\_\_\_\_

## **STATEMENT OF FAITH**

Please read the following Statement of Faith for Bair Lake Bible Camp:

- We believe the Bible is the inspired, infallible, authoritative Word of God.
- We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.
- We believe the Lord Jesus Christ to be both truly God and truly man. We believe in His virgin birth, His sinless life, His miracles, His vicarious and atoning death through His shed blood, His bodily resurrection, His ascension to the right hand of the Father, and in His personal return in power and glory.
- We believe that every person is fallen, sinful and lost. We firmly maintain that no one is saved by an act of his own will alone. The Holy Spirit affects the new birth and works in the soul of the sinner, convicting him of sin, repentance toward God and faith in our Lord Jesus Christ.
- We believe in the present ministry of the Holy Spirit, by whose indwelling a Christian is enabled to live a godly life.
- We believe that the Gospel should be proclaimed to every person on earth, and that the responsibility of all who hear the Gospel is to repent of their sins and rebellion against God, to believe on the Lord Jesus Christ and receive justification and the forgiveness of sins.
- We believe that redemption is wholly by the blood of Christ; that salvation is by grace through faith in our Lord Jesus Christ; and that every true child of God possesses eternal life and will never perish.
- We believe in the resurrection of both the saved and the lost; those who are saved unto the resurrection of life, and those who are lost unto the resurrection of damnation.
- We believe that the universal church, a living organism known as the body of Christ, is composed of all true believers of every age since its inception at Pentecost.
- We believe that Christ is the head of the church and is Himself its Savior.
- We believe that local churches are composed of believers in any community who assemble in Christ's name.

I understand that in signing below I acknowledge my support of the statement of faith set forth by Bair Lake Bible Camp. I also represent that all of the information given in this application for employment is true and complete.

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

Name: \_\_\_\_\_

Print

## **AREAS OF SERVICE:**

Name: \_\_\_\_\_

The nature of Camping requires people that are very flexible, and love the challenge of something different every day. Listed below are a number of areas that our Staff have the opportunity to serve in.

Please prioritize the areas that most interest you for the summer by labeling 1, 2 etc.

### **Counselors:**

Works under the supervision of the program director and are responsible for the direction and guidance of 10 campers each week. A counselor and a junior counselor live in each cabin with the campers and use every opportunity to interact with them on spiritual topics through Bible study, fellowship time, one-on-one time and daily living situations.

### **Day Camp Counselors:**

Works under the supervision of the day camp director to bring a daily program of activities and Bible lessons to day campers. A counselor and junior counselor will build relationships with kids during the day and serve in other capacities in the evenings.

### **Waterfront Personnel:**

Works under the supervision of the program director and are responsible for overseeing all waterfront activities, including Pool, Lakefront, and Boating. Must pass Red Cross certification. (Training provided by the Bair Lake).

### **Programming:**

Works directly with the week's program director setting up and running activities specific to that week's camp. Communicates the needs and schedule of the director to the other staff.

### **Maintenance:**

Works under the supervision of the Facilities Director to provide services in grounds keeping and building / vehicle maintenance. Works closely with junior staff in a managing/discipling role.

### **Housekeeping:**

Works under the supervision of the Housekeeping Manager to keep the facilities clean and inviting for the campers. Works closely with junior staff in a managing/ discipling role.

### **Adventure Challenge Education:**

Works under the supervision of the Program Manager to run all adventure activities for the summer camp programs. Be trained and proficient in the proper techniques of small group facilitation.

(Training provided by the Bair Lake)

### **Kitchen:**

Works with Food Service Manager and Head Cook to manage junior staff in the running of the dining room and dish room. Prepping tables, keeping food refilled, clean up, and dishes. Works closely with junior staff in a managing/ discipling role

### **Audio/Visual:**

Works with marketing on supplying the A/V needs of each weeks camps, including sound systems, production of weekly videos and photos. Previous experience desired.

**Outfitters Reference**

Bair Lake Bible Camp  
12500 Prang St., Jones, MI 49061  
Phone 269-244-5193 FAX: 269-244-5016

(if already applied for Sr Staff, must be 3 different people)

**Applicant fill out:**

Name: \_\_\_\_\_ Position applied for: **Outfitters**

*I hereby release any individual, firm, partnership, corporation, public official or public entity from any liability on any theory whatsoever, for providing information on my previous employment, my authenticity, my skills and/or abilities to Bair Lake Bible Camp.*

Applicant's Signature \_\_\_\_\_ Date: \_\_\_\_\_.

**Reference fill out:**

It is our desire to hire a young people who are trustworthy and capable representing Bair Lake Bible Camp on many fronts. It is imperative that all of our discipleship participants be positive spiritual role models for our campers (ages 5-17) and for our guests. Please evaluate the applicant as you have seen him/her in daily life, at work or in church settings. Your opinions and feedback **will not be shared with the applicant** and will become part of the applicant's confidential file. Your time and effort is greatly appreciated!

1. How long have you known the applicant and in what capacity?
  
2. Does the applicant demonstrate a life-style committed to spiritual growth and moral integrity?
  - Always
  - Usually
  - At Times
  - Seldom

Comments:
  
3. What do you consider to be the applicant's most outstanding characteristic and skill? What one challenge would you give the applicant for his/her personal growth?

Outstanding characteristic/skill:

Challenge:

4. Does the applicant exhibit problems when being subject to or working under authority?
  - Never
  - At Times
  - Usually

Comments:
  
5. If you had a child of camper age, would you feel comfortable leaving your child in the care of the applicant?
  - Yes
  - Maybe
  - No

Comments:

Please grade the applicant to the best of your knowledge. A “1” is the lowest on the scale or “never.” A “10” is the highest on the scale or “always.” Circle NK for no knowledge or insufficient information.

Positive Attitude	1	2	3	4	5	6	7	8	9	10	NK
Christ-like Life-style	1	2	3	4	5	6	7	8	9	10	NK
Motivation	1	2	3	4	5	6	7	8	9	10	NK
Sense of Humor	1	2	3	4	5	6	7	8	9	10	NK
Temper Control	1	2	3	4	5	6	7	8	9	10	NK
Tact	1	2	3	4	5	6	7	8	9	10	NK
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Leadership Ability	1	2	3	4	5	6	7	8	9	10	NK
Stamina	1	2	3	4	5	6	7	8	9	10	NK
Judgment	1	2	3	4	5	6	7	8	9	10	NK
Dependability	1	2	3	4	5	6	7	8	9	10	NK
Enthusiasm	1	2	3	4	5	6	7	8	9	10	NK
Flexibility	1	2	3	4	5	6	7	8	9	10	NK
Honesty	1	2	3	4	5	6	7	8	9	10	NK

Do you have any comments on the above categories?

In recommending this applicant for the position applied for, I would:

- Highly Recommend
- Recommend with Reservation
- Recommend
- Not Recommend

Name (please print) \_\_\_\_\_

Signature: \_\_\_\_\_

Phone Number: (        ) \_\_\_\_\_ E-mail \_\_\_\_\_

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Name (please print) \_\_\_\_\_

Signature: \_\_\_\_\_

Phone Number: (        ) \_\_\_\_\_ E-mail \_\_\_\_\_