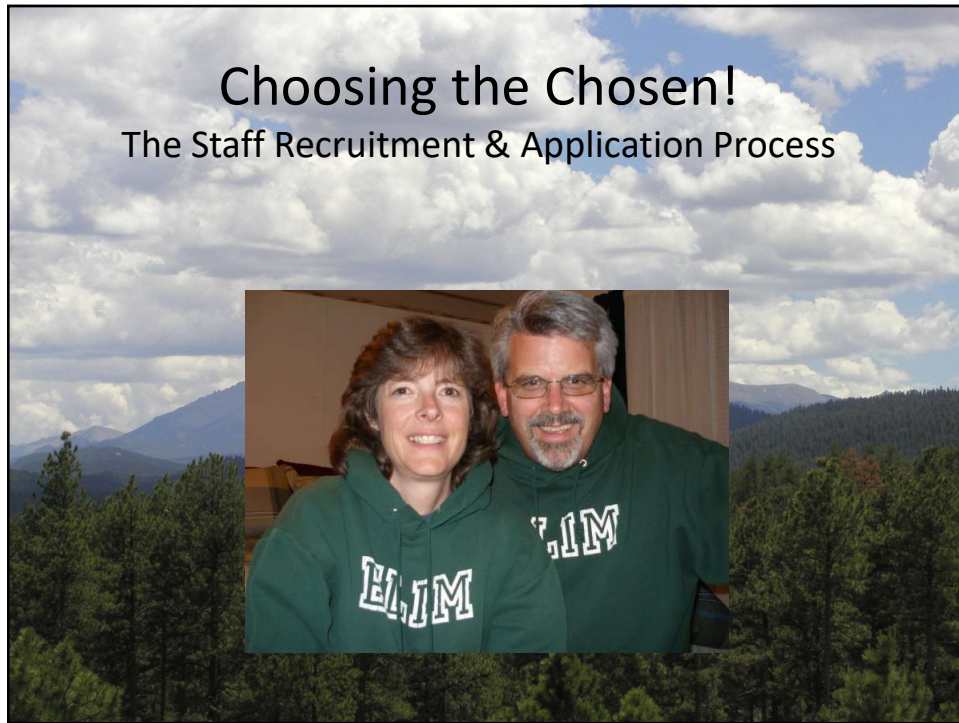




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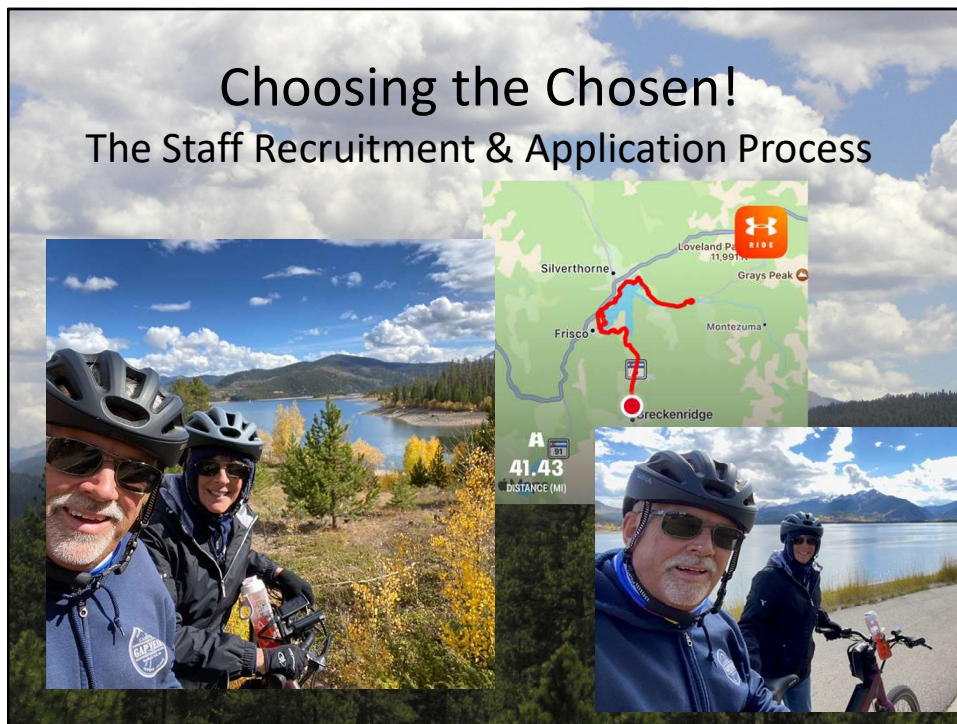
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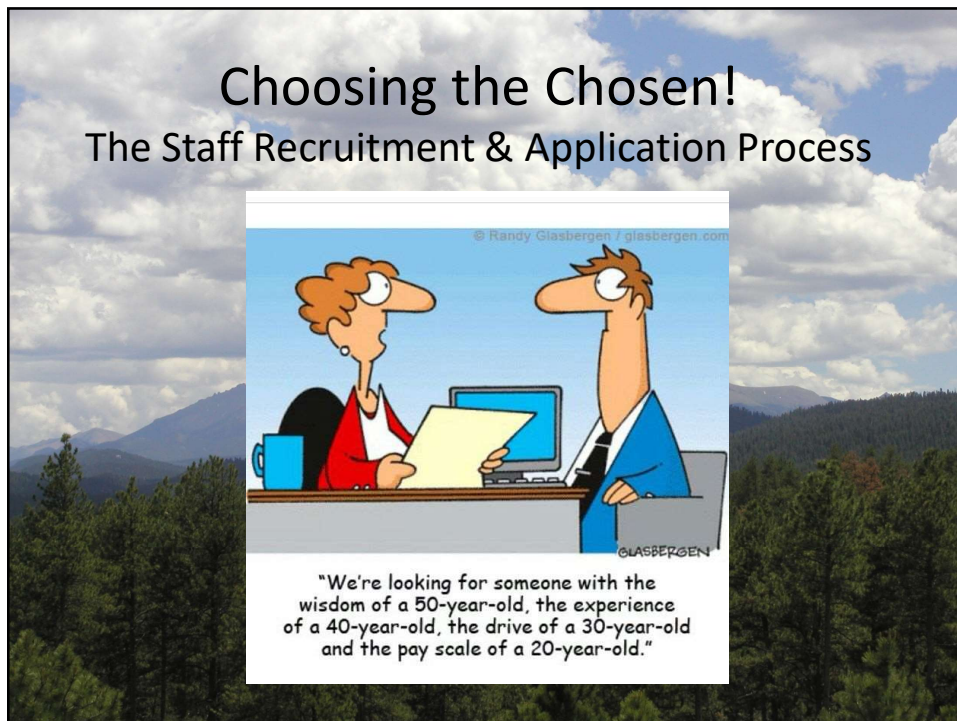
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Choosing the Chosen!

The Staff Recruitment & Application Process



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Choosing the Chosen!

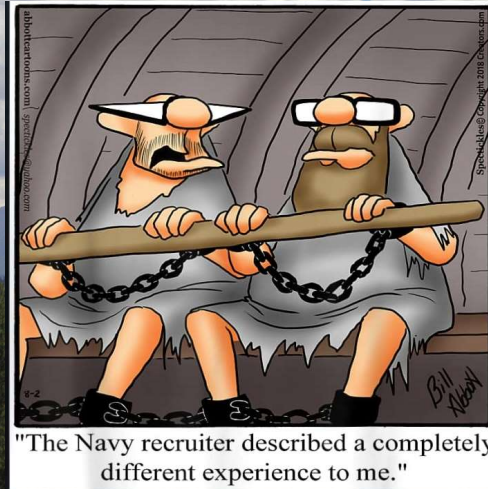
The Staff Recruitment & Application Process



10

Choosing the Chosen!

The Staff Recruitment & Application Process



"The Navy recruiter described a completely different experience to me."

11

Choosing the Chosen!

The Staff Recruitment & Application Process



"I said at the interview I was honest and hardworking - I never said I was competent."

12



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Choosing the Chosen!

The Staff Recruitment & Application Process

Camp Elim's Staff Model

25 programs, 55 guest groups

- 10 full-time staff
- 5 part-time staff
- 17 GAP students

All volunteer summer & weekend staff

Staff Scholarship Fund – college-age, 3 weeks +

Staff come for 1-10 weeks

SLT required for first time staff

140 campers = 24-26 counselors, 15 year-round staff
and 45 non-counseling staff

15



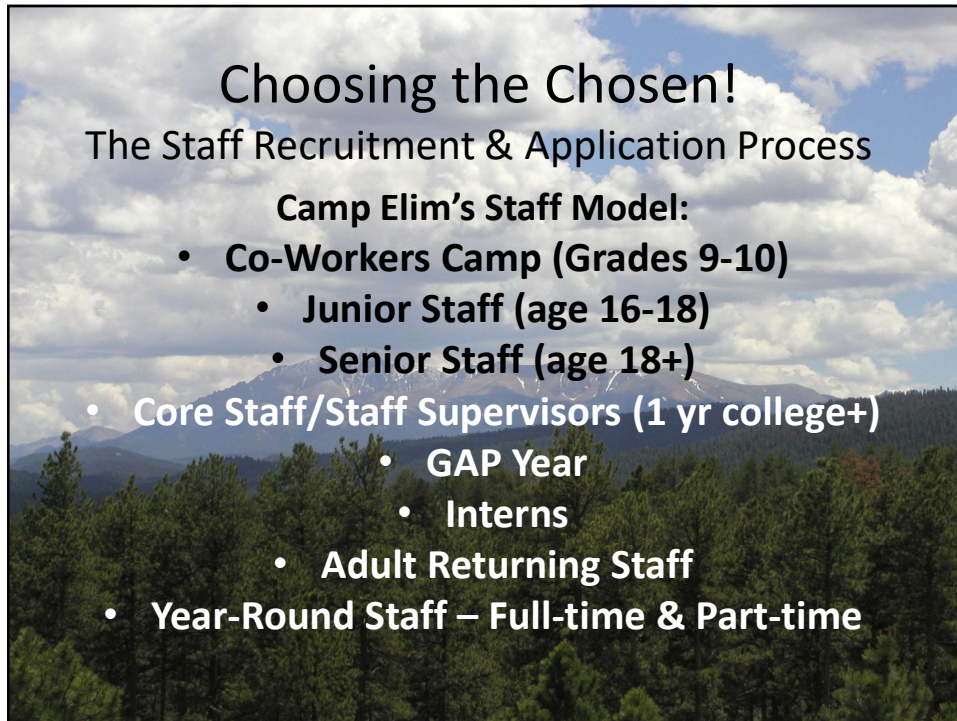
Choosing the Chosen!

The Staff Recruitment & Application Process

Camp Elim's Staff Model

Kitchen (6-10)	Dining room(4-5)
Dishwashing (1)	Office/Store ()
Video (2)	Art & Crafts (2)
Maintenance (4-6)	Speaker (1)
Program (5)	Worship/Chapel (2)
Head Counselors (2)	Grandparents (2)
Medical (1-2)	Lifeguards (2)
Counselors (24-26)	Assistant Counselors

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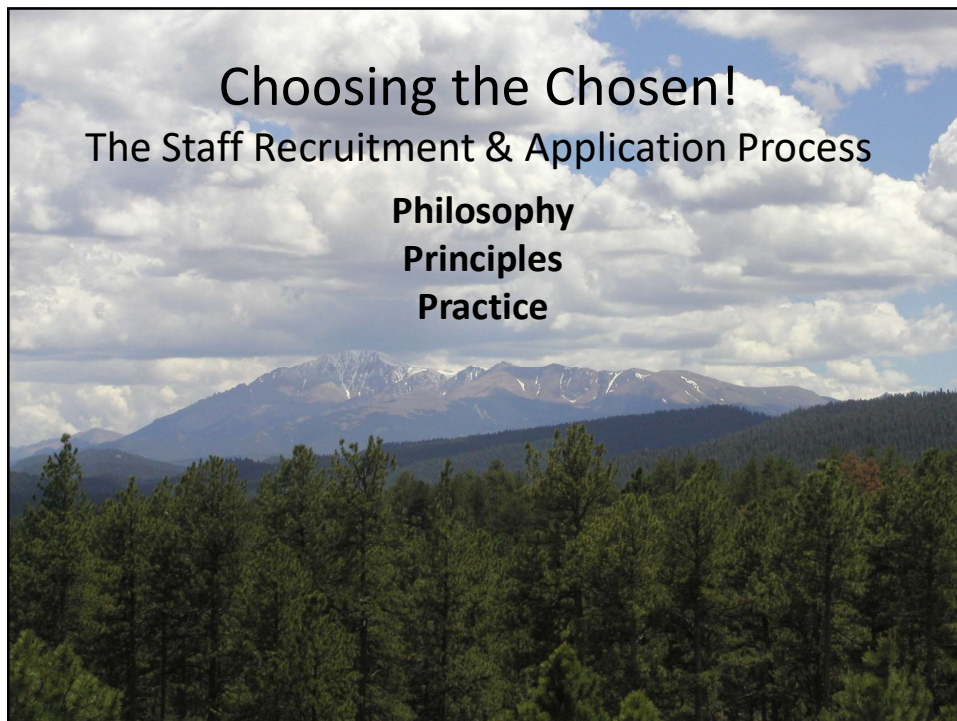
Choosing the Chosen!

The Staff Recruitment & Application Process

Camp Elim's Staff Model:

- **Co-Workers Camp (Grades 9-10)**
 - **Junior Staff (age 16-18)**
 - **Senior Staff (age 18+)**
- **Core Staff/Staff Supervisors (1 yr college+)**
 - **GAP Year**
 - **Interns**
 - **Adult Returning Staff**
- **Year-Round Staff – Full-time & Part-time**

17

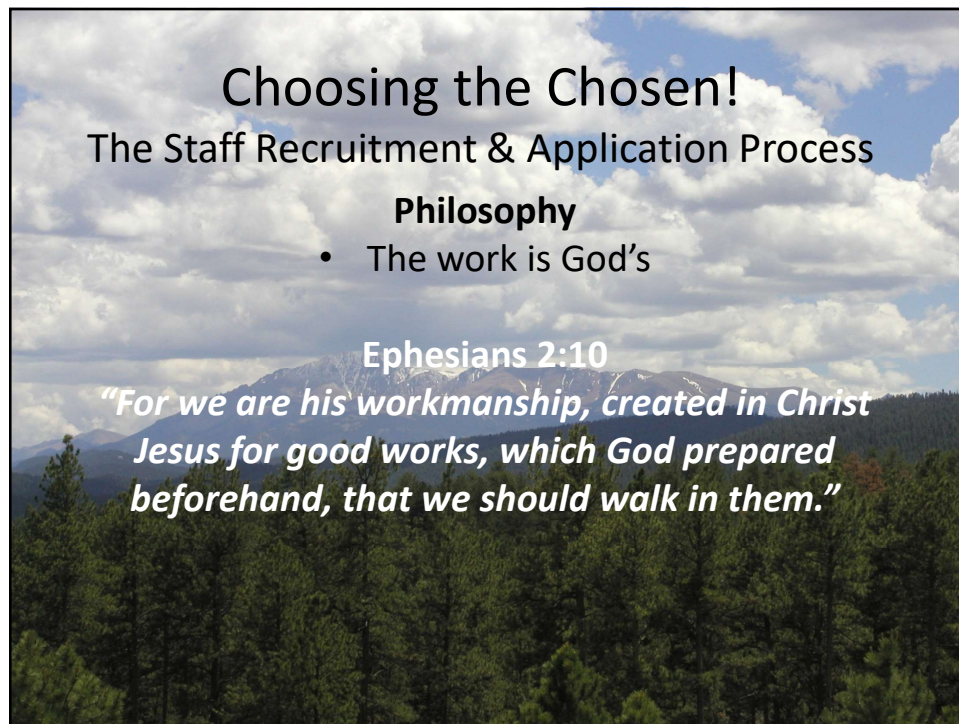


Choosing the Chosen!

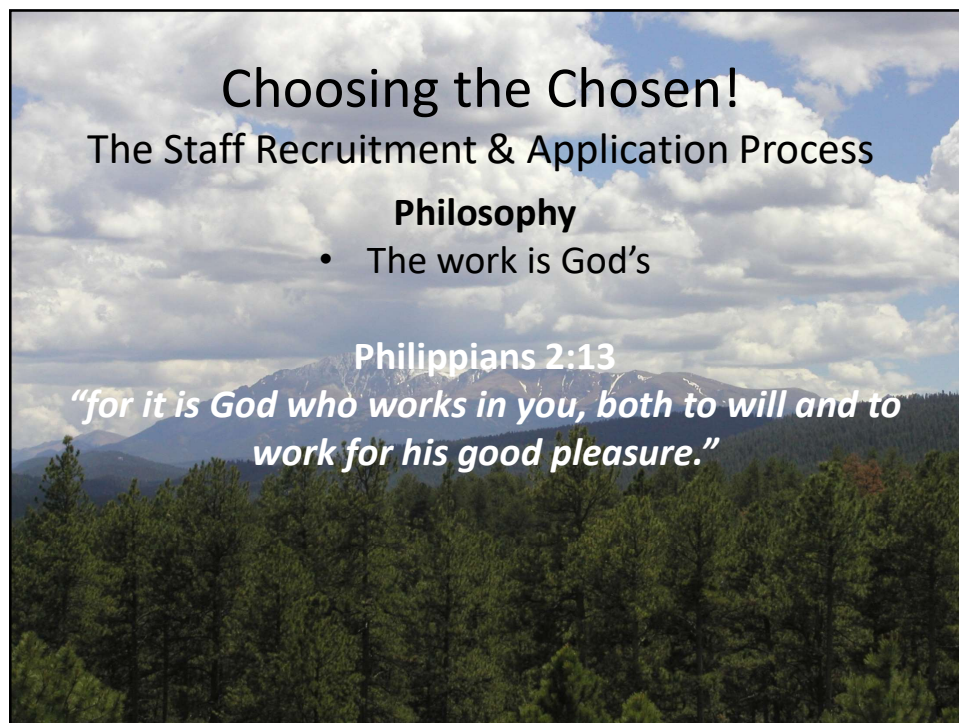
The Staff Recruitment & Application Process

Philosophy
Principles
Practice

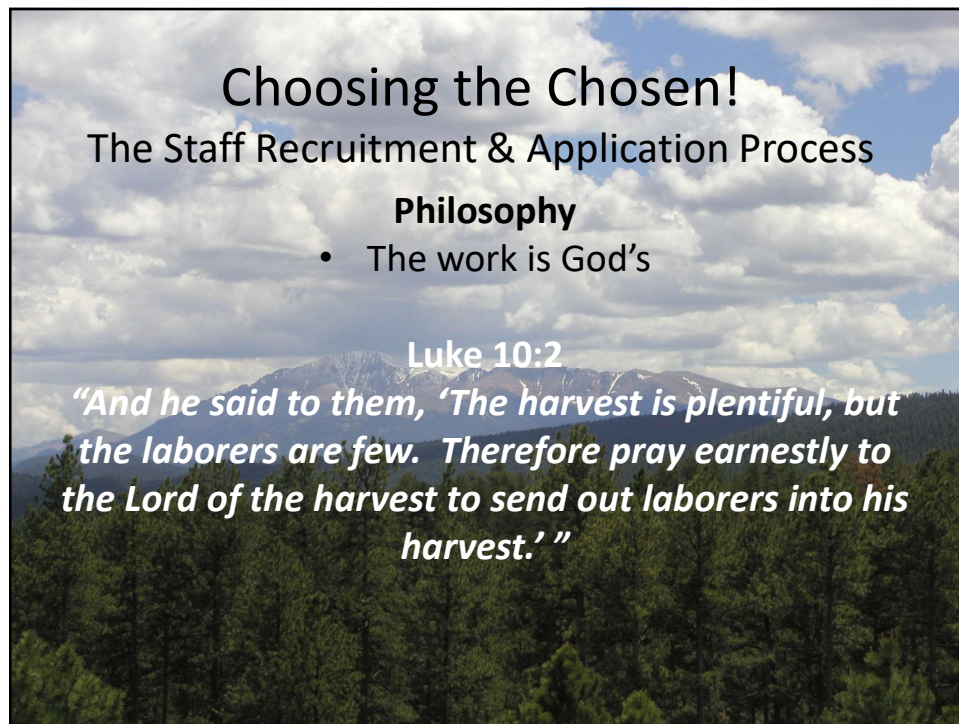
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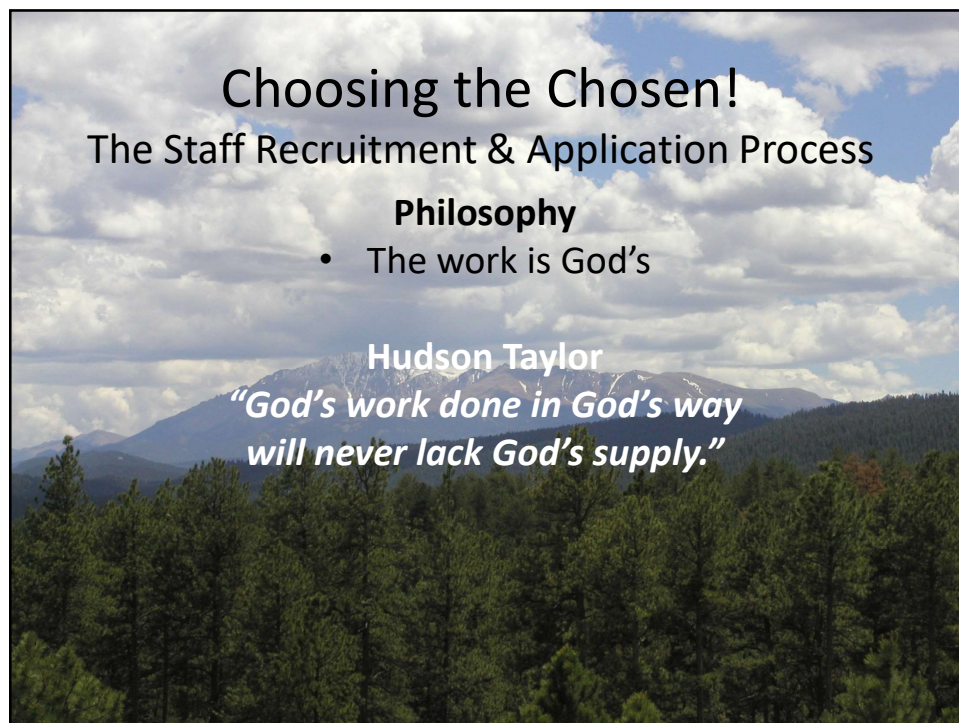
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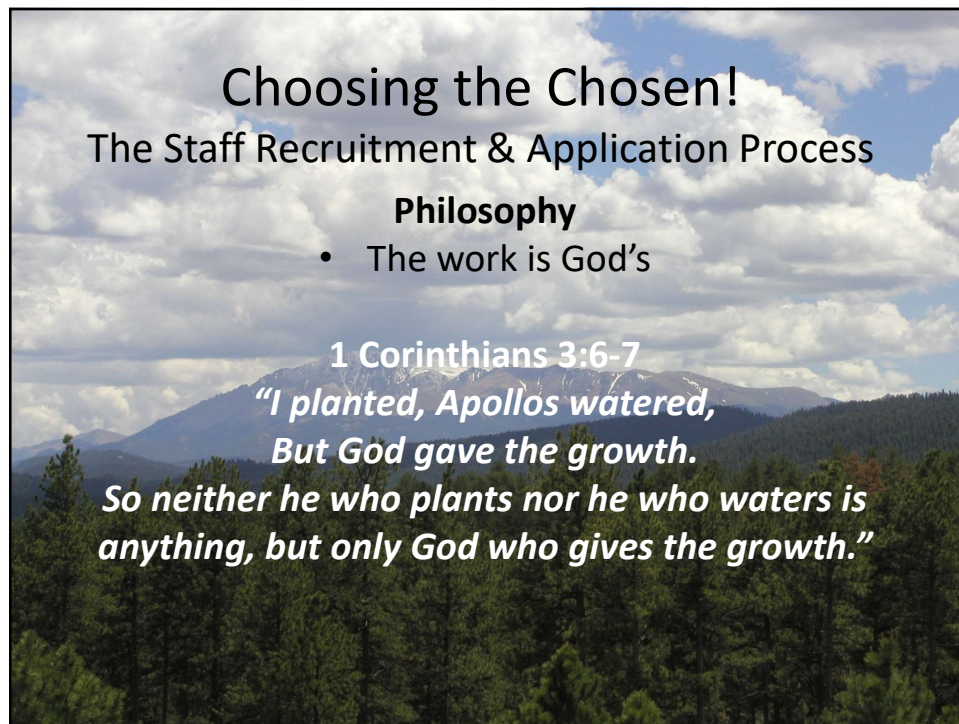
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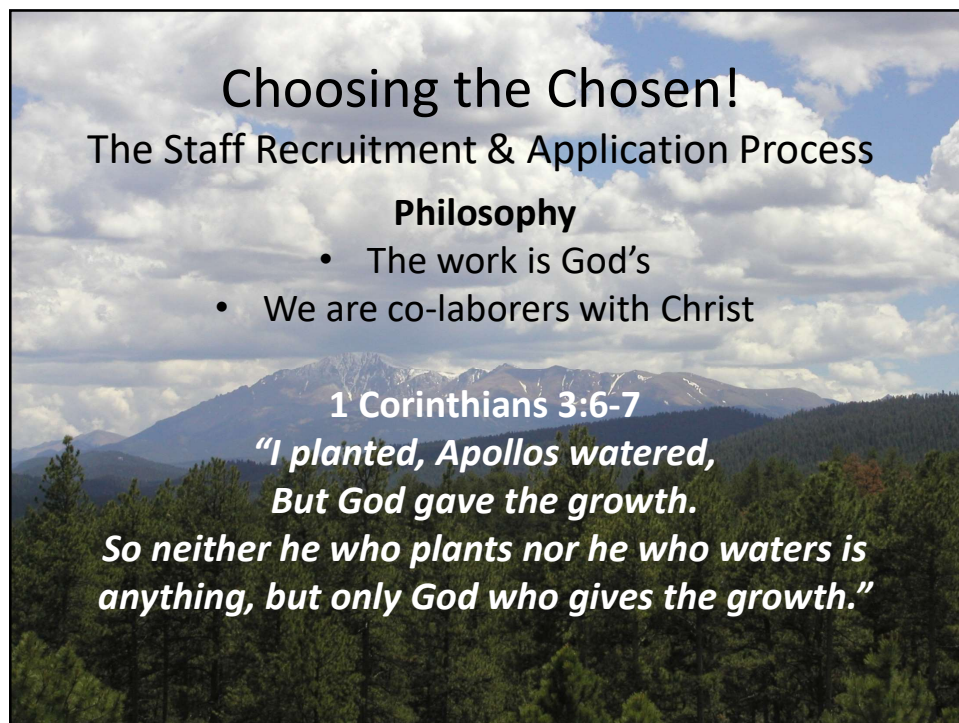
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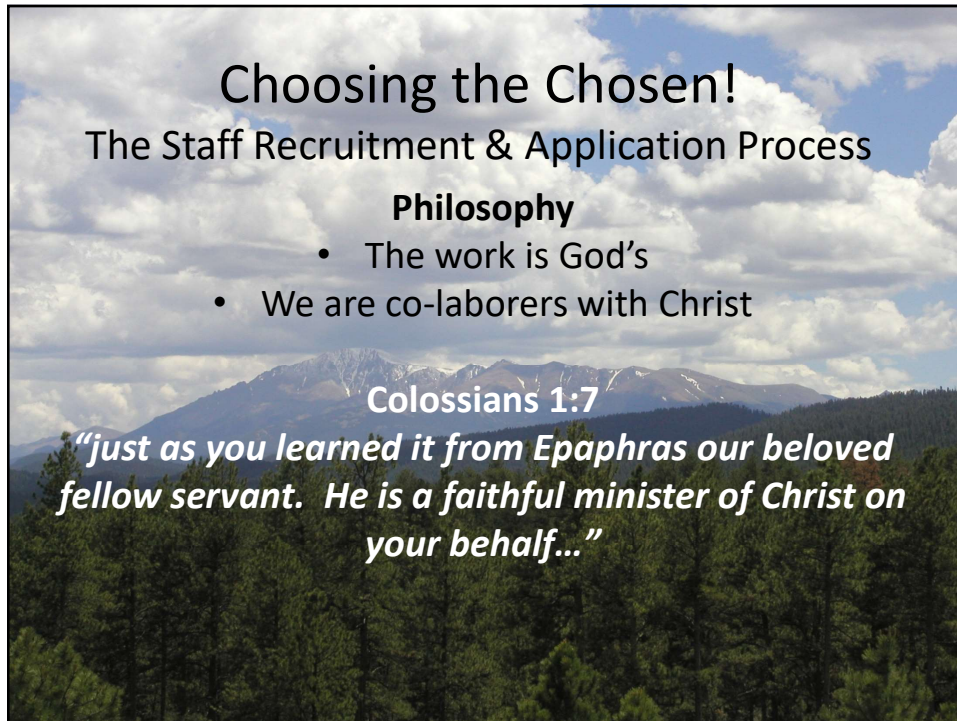
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Choosing the Chosen!

The Staff Recruitment & Application Process

Philosophy

- The work is God's
- We are co-laborers with Christ

Colossians 1:7

"just as you learned it from Epaphras our beloved fellow servant. He is a faithful minister of Christ on your behalf..."

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Choosing the Chosen!

The Staff Recruitment & Application Process

Philosophy

- The work is God's
- We are co-laborers with Christ

2 Corinthians 8:23

"As for Titus, he is my partner and fellow worker for your benefit. And as for our brothers, they are messengers of the churches, the glory of Christ."

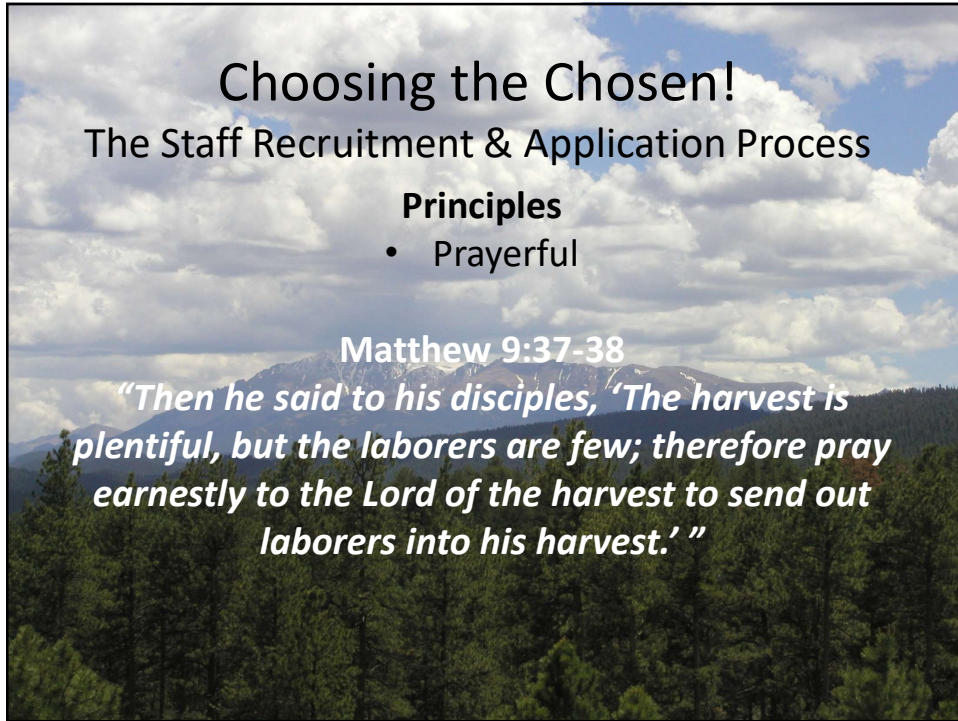
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Choosing the Chosen!

The Staff Recruitment & Application Process

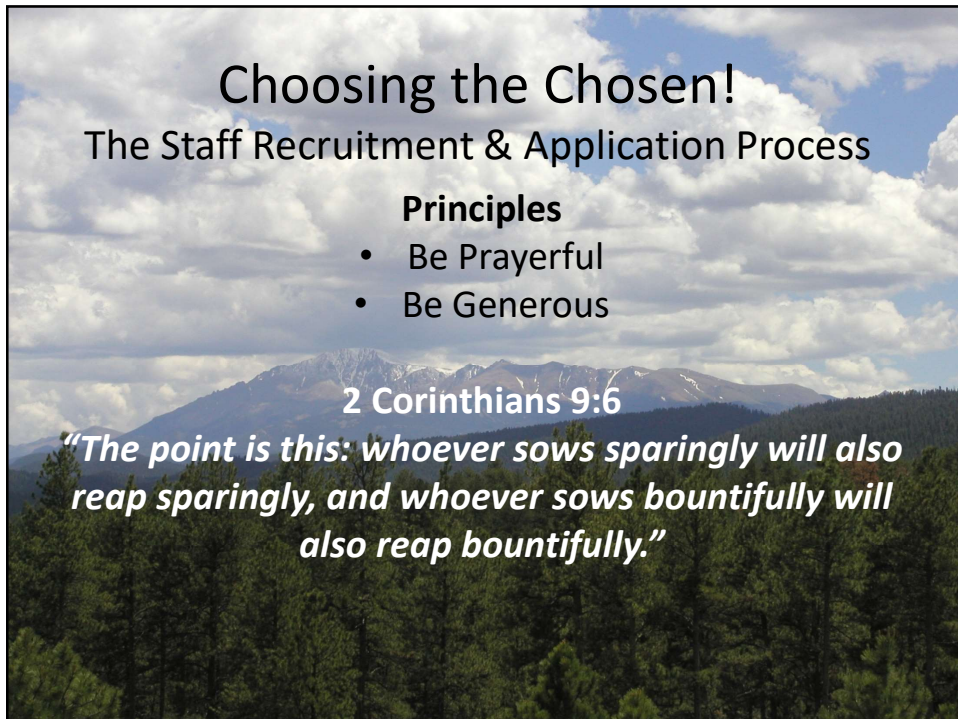
Principles

- Prayerful

Matthew 9:37-38

“Then he said to his disciples, ‘The harvest is plentiful, but the laborers are few; therefore pray earnestly to the Lord of the harvest to send out laborers into his harvest.’ ”

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Choosing the Chosen!

The Staff Recruitment & Application Process

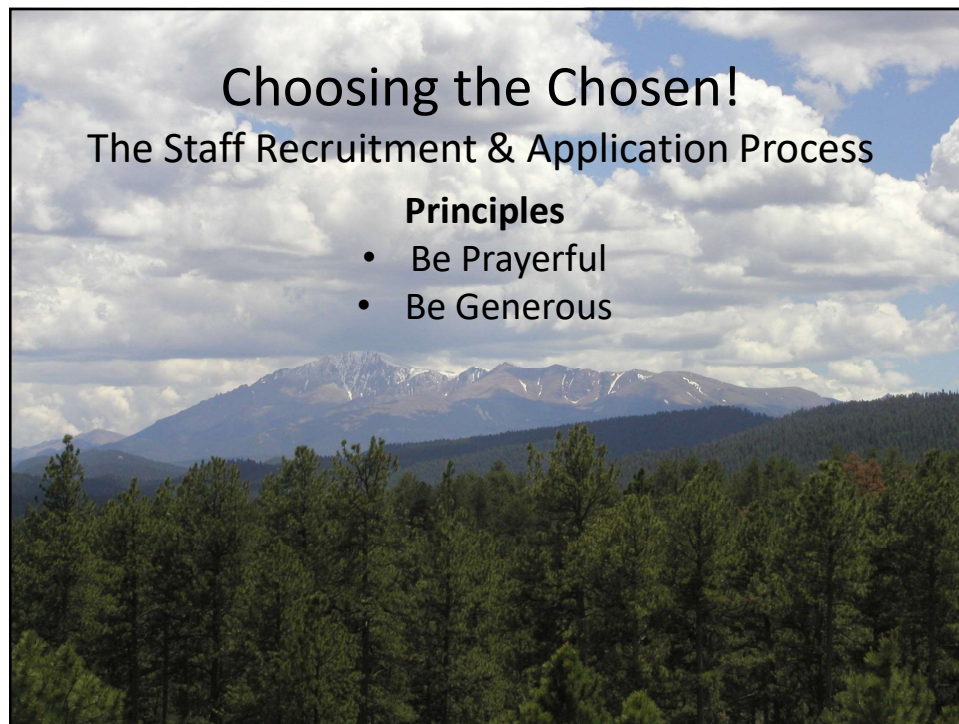
Principles

- Be Prayerful
- Be Generous

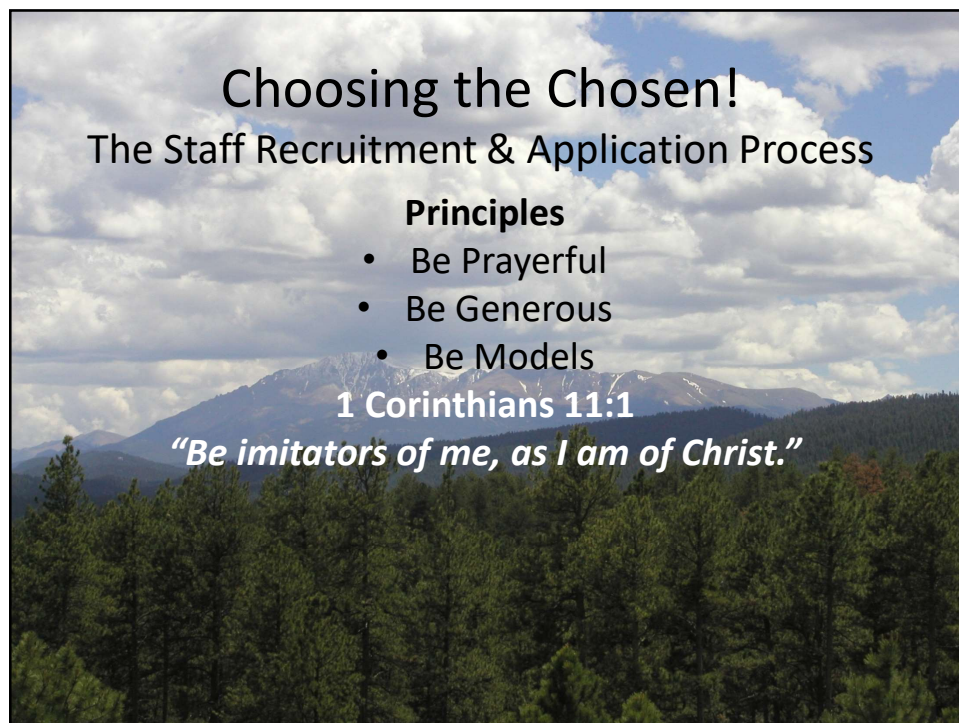
2 Corinthians 9:6

“The point is this: whoever sows sparingly will also reap sparingly, and whoever sows bountifully will also reap bountifully.”

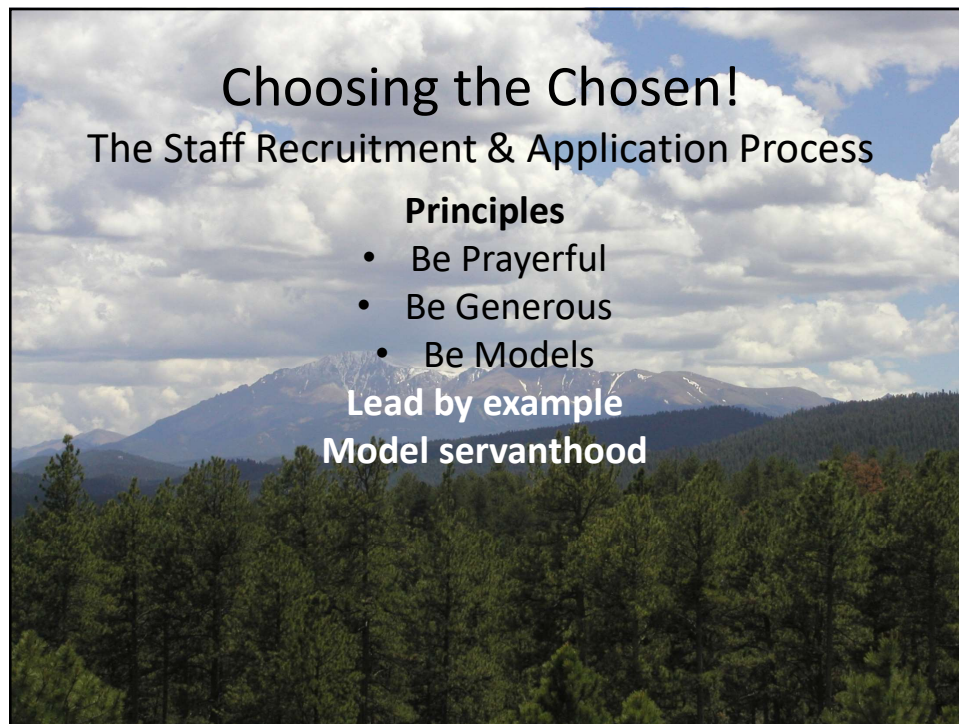
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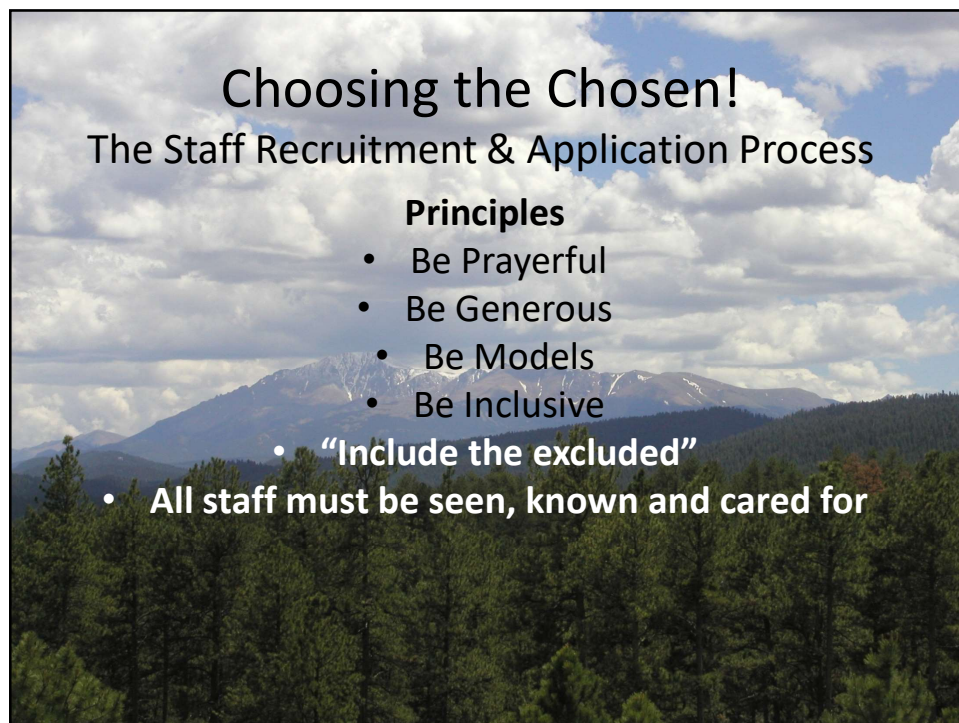
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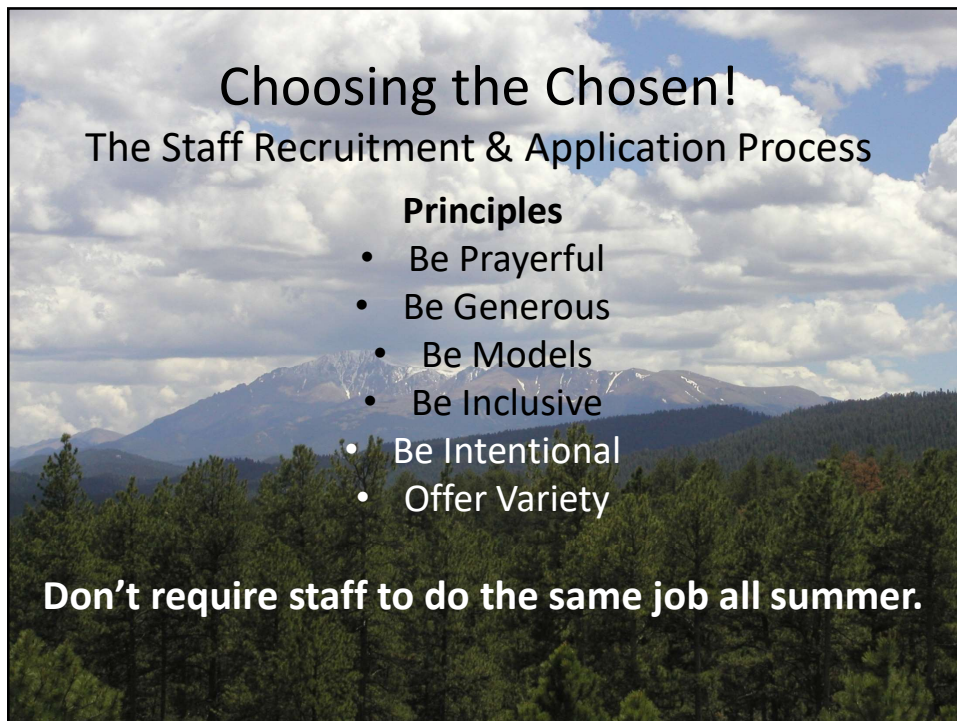
Choosing the Chosen!

The Staff Recruitment & Application Process

Principles

- Be Prayerful
- Be Generous
- Be Models
- Be Inclusive
- Be Intentional
- **Staff Ministry Plan**
- **Assistant Counselors**
- **Ministry to staff is as important as ministry to campers**

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Choosing the Chosen!

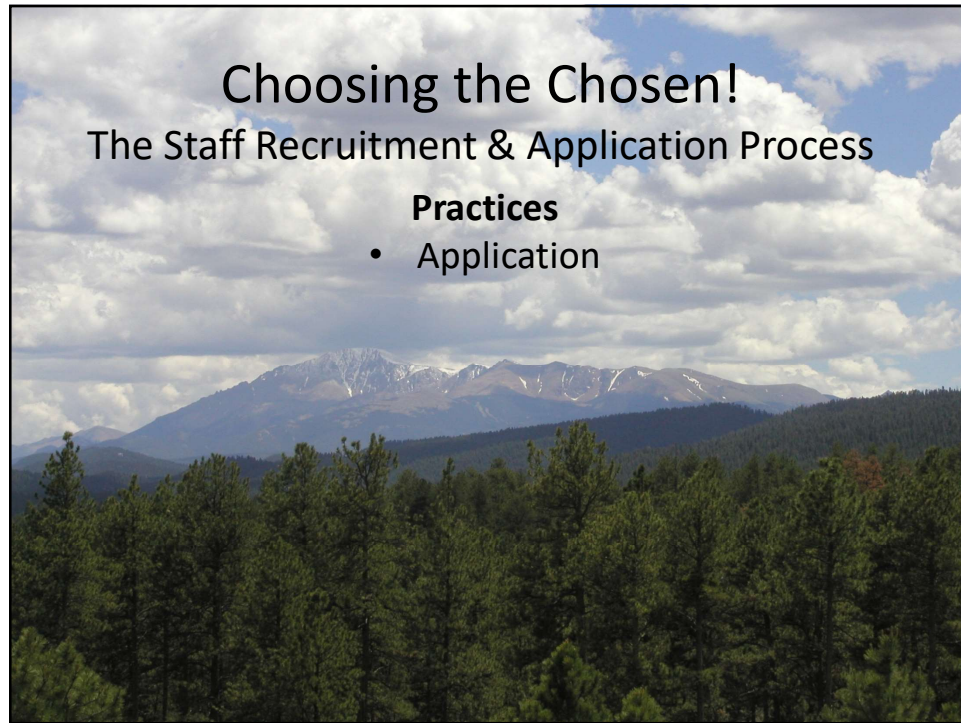
The Staff Recruitment & Application Process

Principles

- Be Prayerful
- Be Generous
- Be Models
- Be Inclusive
- Be Intentional
- Offer Variety

Don't require staff to do the same job all summer.


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Volunteer




Relationships - that's what we are about at Camp Elim. Through relationships, we preach Jesus Christ as Savior. If you love the Lord Jesus and want to have a lasting impact in the lives of others, consider volunteering at Camp Elim. God has chosen to glorify Himself with volunteers from the start. Relationships have been a key part of our vital ministry since 1960, when Camp Elim was first established.

We need many volunteers. If you are age 16 or older (or will be 16 in the calendar year) we would love to talk with you more about joining our summer staff. We have many positions that need filled, including:

Arts & Crafts, Lifeguard, Counseling, Maintenance, Dining Room, Medical Services, Dishwashing, Office, and Kitchen... to name a few!

www.campelim.com/staffapply [Apply Now!](#)



Paperwork

Because we are licensed as a child care center by the Colorado Department of Human Services, we do require three reference forms and a background check for all of our summer staff. Contact us at office@campelim.com for more information or call us at (719)687-2030.

[Online Reference Form.](#)

Staff Scholarship


A modest scholarship is available to staff members who will be attending college in the fall immediately following summer camp. To qualify, you must volunteer at least 3 weeks. The amount given through the Staff Scholarship Fund varies depending on the size of the Staff Scholarship Fund at the time of disbursement. Funds are raised throughout the year from individuals and churches who donate money specifically for those college bound volunteers.

To donate to our Staff Scholarship Fund, visit our [online donation page!](#)

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Camp Elim 2023 Volunteer Staff Application

5567 Painted Rocks Rd, Woodland Park, CO 80863
volunteer@campelim.com | www.campelim.com | 719-687-2030



Full Name *

First Name Middle Name Last Name

Birthdate * **Age ***

- -

Month Day Year

Gender * **T-Shirt Size ***

Home Address *

Street Address

City State / Province

Zip Code Country

Primary Phone *

###-###-####

E-mail Address *


Years of Education Completed *

Degree, if any?

Attending College in Fall 2023? *

☐ Yes
☒ No

Home Church *



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Spiritual Preparation

Each question below is required. Answer the following questions honestly; these questions help us get a feel for who you are.

- Describe your personal spiritual journey, including how you became a Christian. Give examples of how Jesus is involved in your everyday life. Write out a testimony so a non-Christian could understand and believe. *
- Do you have a regular devotional time with God? Describe what you do in these devotional times and how regular they are. Explain your beliefs concerning Jesus Christ and the Bible. *
- How did you hear about Camp Elim? How do you think you can best serve Christ through your ministry at Camp Elim? What would Camp Elim gain by having you on staff? *
- What do you think kids should learn and experience at camp, and how would you help them attain that experience? *
- Explain the importance of authority and describe how you respond to those in authority over you. How would you deal with leaders you don't like or rules you don't agree with? *

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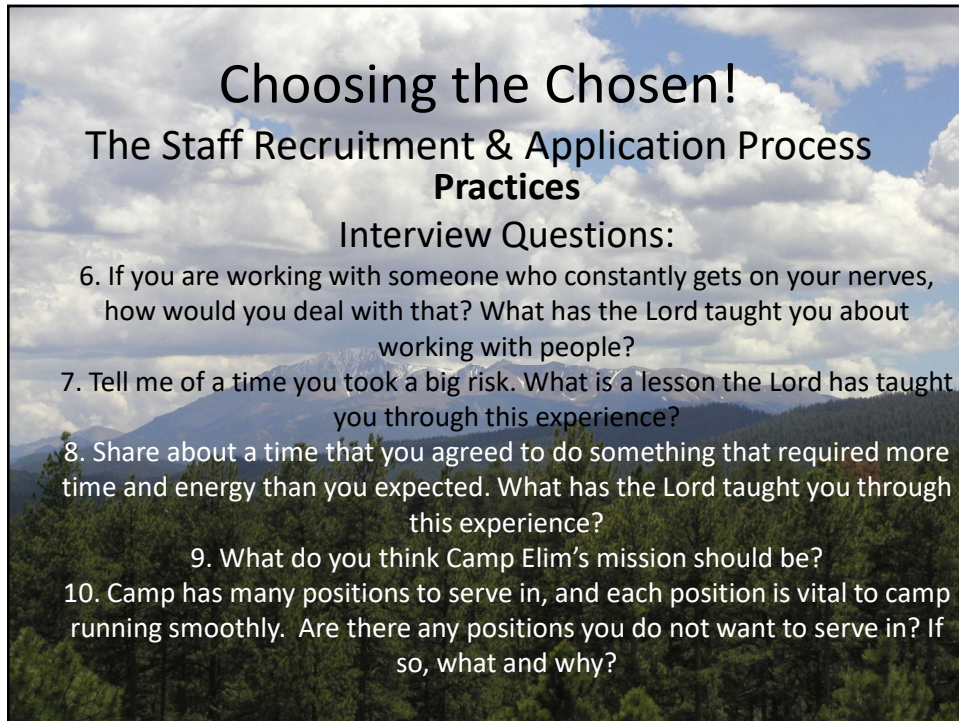
Choosing the Chosen!

The Staff Recruitment & Application Process Practices

Interview Questions:

- Why do you want to serve at Camp Elim?
 - If applicable* What do you think the biggest challenge will be transitioning from camper to staff and how will you deal with that?
- Tell me how you became a Christian and what your walk with the Lord looks like, especially this past year. How have you been involved in your local church and/or para church ministries?
- Tell me something specific you think (reference name) would say about you.
- Explain the Gospel to me, as you would explain it to a camper.
- Tell me about a time when you did not follow through on a commitment. What has the Lord taught you through this experience?

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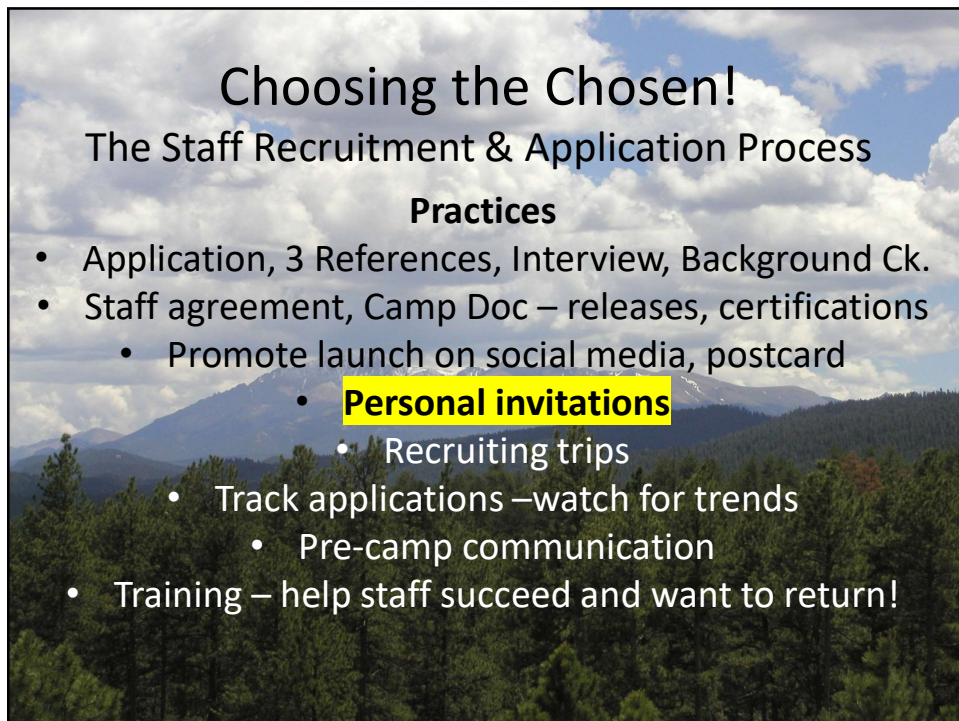
Choosing the Chosen!

The Staff Recruitment & Application Process Practices

Interview Questions:

6. If you are working with someone who constantly gets on your nerves, how would you deal with that? What has the Lord taught you about working with people?
7. Tell me of a time you took a big risk. What is a lesson the Lord has taught you through this experience?
8. Share about a time that you agreed to do something that required more time and energy than you expected. What has the Lord taught you through this experience?
9. What do you think Camp Elim's mission should be?
10. Camp has many positions to serve in, and each position is vital to camp running smoothly. Are there any positions you do not want to serve in? If so, what and why?

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Choosing the Chosen!

The Staff Recruitment & Application Process Practices

- Application, 3 References, Interview, Background Ck.
- Staff agreement, Camp Doc – releases, certifications
 - Promote launch on social media, postcard
 - **Personal invitations**
 - Recruiting trips
- Track applications –watch for trends
 - Pre-camp communication
- Training – help staff succeed and want to return!

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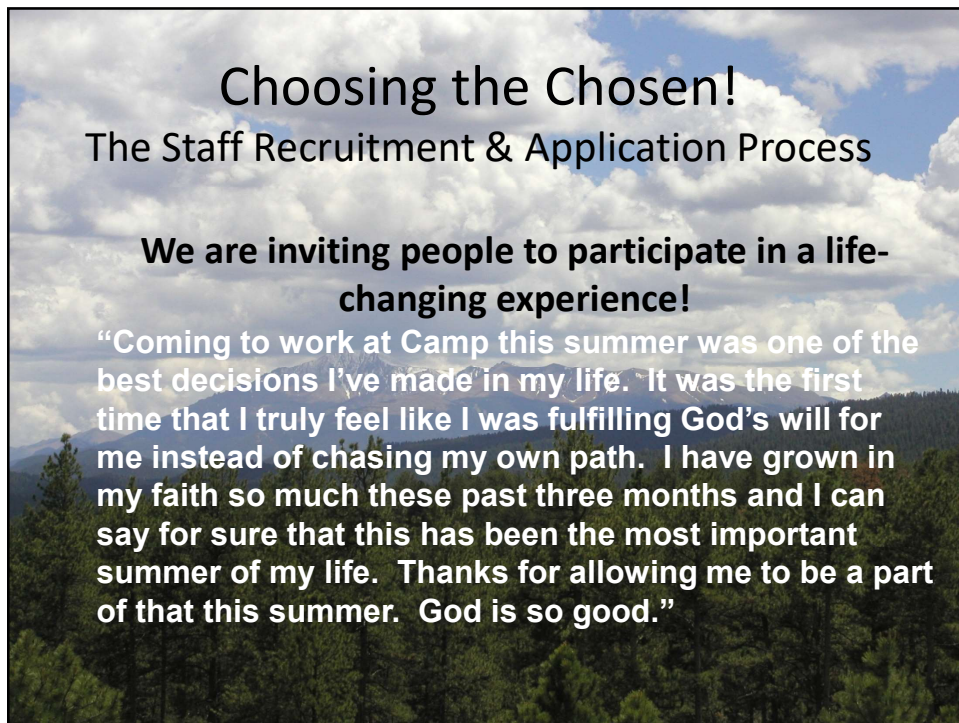
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Choosing the Chosen!

The Staff Recruitment & Application Process

We are inviting people to participate in a life-changing experience!

“The big boys are home and recovering from several weeks with you all. We just wanted to say a special thank you to all of you for your love, care, investment in their lives over the years. You all patiently endured some trying years (maybe there are a few years left) but they never felt unloved or unwelcome. Because of that, Camp Elim has become a very special place for them where they feel welcomed and where we see them growing in their knowledge and love for the Lord. There are very few special places like that anymore, so we thank you for partnering with us in raising children to love and follow the Lord.”

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Choosing the Chosen!

The Staff Recruitment & Application Process



The photograph shows a winter scene at a camp. In the foreground, there is a snow-covered ground with some rocks. In the middle ground, there are several wooden buildings with snow on their roofs. A flagpole with an American flag stands in the center. The background is filled with tall evergreen trees under a blue sky with some clouds.

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