



Program Team Member

Camp Iron Bluffs

Reports to: Program Director

Position Type: Seasonal

Overview

At Camp Iron Bluffs, we believe we were not created merely to survive, but to thrive. Our mission is to empower and equip people to build their lives on the firm foundation of God's Word so they can weather any storm and live lives of deeper meaning, significance, and fulfillment.

As a Program Team Member, you're one of the driving forces behind the energy, adventure, and excellence of Camp Iron Bluffs. You'll serve across a variety of areas, from leading games and facilitating activities to supporting logistics, worship, and guest experiences. Each day will look different, but every task is rooted in a single purpose: helping campers and guests encounter God through creation, community, and adventure.

Whether you're setting up a ropes course, helping at the lakefront, leading a hike through the hills, or hyping up a campfire worship night, you'll help create the moments that lead to transformation and joy.

Key Responsibilities

- **Assist with the daily camp program** including games, recreation, worship services, and special events.
- **Serve as a flexible team member**, supporting multiple areas such as adventure activities, waterfront, logistics, and camper experience.
- **Model Christ-centered living** in all actions, attitudes, and interactions.
- **Encourage campers and staff** through enthusiasm, teamwork, and servant leadership.

- **Help facilitate outdoor adventures** including ropes course, archery, lakefront activities, hiking, and team challenges.
- **Lead or assist** with group devotionals, prayers, and worship sessions when needed.
- **Provide logistical support** for events, theme nights, transitions, and camp-wide programs.
- **Ensure safety and excellence** in all program areas by following camp policies and risk management guidelines.
- **Work collaboratively with the counselor and leadership teams** to create a seamless, joy-filled camp experience.

Additional (and Fun!) Responsibilities

- **Bring the hype** to camp games, rallies, and evening events, no microphone required!
- **Join in skits, songs, and theme nights** to make camp unforgettable.
- **Be the “yes” person** by jumping into whatever role the day calls for with a smile and a servant’s heart.
- **Capture spontaneous fun moments** that remind campers it’s okay to be a little goofy for God’s glory.
- **Help keep camp running smoothly**, from filling water jugs to running sound checks to rescuing the occasional runaway canoe.
- **Cheer on campers and staff** as they face challenges, conquer fears, and thrive in new ways.

Qualifications

- A personal and growing relationship with Jesus Christ.
- A passion for ministry, discipleship, and adventure-based programming.
- At least 18 years old and one year out of high school (preferred).
- Willingness to serve in multiple areas and learn new skills.
- Strong communication and teamwork abilities.
- Positive, flexible attitude with a heart for service. Be ready to “Do what needs to be done.”
- Previous camp or outdoor ministry experience preferred but not required.

Required or Preferred Certifications

(Certifications can be obtained during staff training or prior to arrival)

- **CPR, AED, and First Aid Certification** (required)
- **Waterfront Lifeguard Certification** (preferred or required for those serving at the lakefront)
- **Ropes Course Certification** (preferred; training provided if needed)
- **Archery Certification** (preferred; training provided if needed)

Time Commitment

- **Seasonal Position:** Late May through early August
- Includes staff training, all camp sessions, and end-of-summer debrief

Compensation & Benefits

- Weekly stipend (based on experience and certifications)
- Room and board provided for the duration of employment
- Leadership development and discipleship training
- Opportunity to make an eternal impact while growing in faith and practical ministry

About Camp Iron Bluffs

Nestled on over 4,000 acres of majestic bluffs, rolling hills, and peaceful valleys in Boone County, Arkansas, Camp Iron Bluffs is a refuge, a place to lay down burdens, quiet the noise, and encounter God anew.

We believe that what we allow into our minds shapes who we become. Through the Cycle of Significance, campers and staff alike learn to reclaim their thoughts, renew their minds, and refocus their hearts on what truly matters. As the elements wear and refine the bluffs around us, God uses time in His creation to shape our character, revealing the strong, enduring faith within.

At Camp Iron Bluffs, every role, from the stage to the setup crew helps create the space for transformation. We don't just want you to survive the summer, we want you to thrive.