



What does it mean to be a part of the *Courage* team?

We're so glad that you are interested in joining the *Courage* team! This document is meant to provide you with a comprehensive guide to who we are and what we are looking for in our 2026 Staff.

Note: The information provided in this document is subject to change.

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WHO WE ARE

Our Mission

Teaching the future generation how to be courageous in their faith with Jesus Christ.

We seek to accomplish this through grounding all we do in God's Word, praying for our campers and those who lead them, and making relationship building a priority.

Our Vision

The future generation is boldly living their lives for Jesus, having the wisdom to know what is right and having the courage to do what is right, even when it is hard.

Foundational Verses

Despite highlighting these specific verses, we believe that the entirety of the Bible is our foundation.

Adventure Camp:

“Be strong and courageous. Do not be afraid; do not be discouraged, for the LORD your God will be with you wherever you go.” *Joshua 1:9*

Life Group:

“Imitate me as I imitate Christ.” *1 Corinthians 11:1*

“Be kind to one another, tenderhearted, forgiving one another, as God in Christ forgave you. Therefore be imitators of God, as beloved children. And walk in love, as Christ loved us and gave himself up for us, a fragrant offering and sacrifice to God.” *Ephesians 4:32-5:2*

Staff:

“I appeal to you therefore, brothers, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship. Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect.”

“Let love be genuine. Abhor what is evil; hold fast to what is good. Love one another with brotherly affection. Outdo one another in showing honor. Do not be slothful in zeal, be fervent in spirit, serve the Lord. Rejoice in hope, be patient in tribulation, be constant in prayer. Contribute to the needs of the saints and seek to show hospitality.”

Romans 12:1-2, 9-13

STAFF REQUIREMENTS

Summer Schedule

- June 4-6 (*Staff Training Retreat*)
- June 8-11
 - Mon: 9am-3pm (*Staff Empowerment/Training*)
 - Tues-Thurs: 8:15am-12:30pm (*Adventure Camp at LeRoy Oakes*)
- June 15-18
 - Mon: 9am-3pm (*Staff Empowerment/Training*)
 - Tues-Thurs: 8:15am-12:30pm (*Adventure Camp at LeRoy Oakes*)
- June 22-25
 - Mon: 9am-3pm (*Staff Empowerment/Training*)
 - Tues-Thurs: 8:15am-12:30pm (*Adventure Camp at LeRoy Oakes*)
- Week off July 4th!
- July 6-9
 - Mon: 9am-3pm (*Staff Empowerment/Training*)
 - Tues-Thurs: 8:15am-12:30pm (*Adventure Camp at LeRoy Oakes*)
- July 13-16
 - Mon: 9am-3pm (*Staff Empowerment/Training*)
 - Tues-Thurs: 8:15am-12:30pm (*Adventure Camp at LeRoy Oakes*)
- July 20-23
 - Mon: 9am-3pm (*Staff Empowerment/Training*)
 - Tues-Thurs: 8:15am-12:30pm (*Adventure Camp at LeRoy Oakes*)
- July 27-30
 - Mon: 9am-3pm (*Staff Empowerment/Training*)
 - Tues-Thurs: 8:15am-12:30pm (*Adventure Camp at LeRoy Oakes*)
 - Thurs after camp-Friday evening: (*Staff end of the year camping trip*)**

** = optional

Example Camp Day in the Life

Schedule

8:15AM-8:20AM	Courage counselors and volunteers arrive at Leroy Oakes, St. Charles IL or Johnson's Mound, Elburn IL
8:20AM-8:45AM	Morning Talk (overview of camp day, groups, questions, comments, prayer)
8:50AM-9:00AM	Groups go to their discussed designated spots to await arrival of campers
9:00AM-9:25AM	Drop-off/campers' arrival & playing small group games
9:25AM-9:30AM	Head to amphitheater
9:30AM-9:45AM	Group Game
9:50AM-10:10AM	Bible Lesson
10:10AM-10:30AM	Small Group Discussions
10:30AM-10:35AM	Groups head to designated spots
10:35AM-11:05AM	1st-4th grades: Creek 5th-8th grades: Crafts/Games
11:05AM-11:10AM	Groups head to designated spots
11:10AM-11:40AM	1st-4th grades: Games 5th-8th grades: Creek
11:45AM-11:55AM	Groups head to amphitheater
11:45AM-11:55AM	Closing remarks
11:55AM-12:00PM	Leave amphitheater
12:00PM-12:15PM	Pick-up/campers' departure

Example Monday Staff Development

9:00-9:20	Prayer and Worship. Music starts right at 9
9:20-9:35	Announcements/Celebration
9:40-11:00	Theology: Who is Jesus, discussion based
11:10-12:10	Biblical Interpretation, personal
12:10-1:10	Lunch/Break
1:10-2:10	Spiritual Disciplines, discussion based
2:15-2:45	Plan for the week
2:45-3:00	Worship and Prayer

Commitments

- Attend the Staff Training Retreat June 4-6
- Attend Staff Training/Empowerment every Monday from 9am-3pm.
- Adventure Camp at LeRoy Oakes every Tues, Wed, & Thurs from 8:15am-12:30pm.
- Meet with your assigned life group once a week for at least an hour.
- Meet with CLT for mentoring for at least an hour bi-weekly.
- Complete the required readings each week.

Characteristics

We are seeking to hire a staff who exhibits these qualities:

- Clearly prioritizes their relationship with the Lord
- Humility
- Great with kids
- Team-player
- Confidence
- Teachable/Seeking Growth
- Communicative
- Enthusiastic

Special Requirements

(Unless receiving special permission)

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- Must be going into at least junior year of high school in Fall 2026.
 - Juniors are welcome to apply, though we generally prioritize hiring older students.
Incoming juniors should be aware of this as they consider applying.
 - Must attend the Staff Training Retreat (June 4-6).
 - Must attend 6 out of the 7 weeks of Adventure Camp.

REPRESENTING COURAGE

Courage Statement of Beliefs

1. We believe the Bible to be the only inspired, trustworthy and true, without error, Word of God. *(2 Timothy 3:16-17)*
2. We believe there is only one God who eternally exists in three persons: Father, Son and Holy Spirit. *(Matthew 28:19, Luke 3:21-22, John 15:26)*
3. We believe that God the Father is fully God. He orders and directs all things according to his purpose and pleasure. He has created humanity to bring him glory and honor, through His grace. He is transcendent, but also actively involved in his creation, offering an eternal relationship with us through his Son Jesus Christ. *(Matthew 6:9; John 5:19-24; Ephesians 1:3-10; 2:1-10)*
4. We believe Jesus Christ, the Son, is fully God. He made the choice to lay aside his divine authority, take the form of a servant, and be made in the likeness of man, thus being fully human. He was conceived of the Holy Spirit, born of the virgin Mary, lived a sinless life, and His substitutionary death on the cross made provision for the redemption of humankind from sin through his perfect atonement. He is raised from the dead and is now seated at the right hand of the Father, and He will return in power and glory. *(John 1:1, Philippians 2:6-11, Matthew 1:18, Matthew 2:1, 1 Peter 2:22, Hebrews 4:15, Hebrews 9:11-28, 1 Corinthians 15:3-4, 1 John 2:1-6, Revelation 22:12)*
5. We believe that the Holy Spirit is fully God. He indwells the believer, sanctifying them, guiding them, and enabling them to live in a Christ-like manner. He is the seal and guarantee of our faith and inheritance in heaven. *(John 16:7-15, Ephesians 1:13-14)*
6. We believe that humanity was created in the image of God, after His likeness, but the whole human race fell in the fall of the first Adam. All of humanity, until they accept the Lord Jesus as their personal Savior, are lost, darkened in their understanding, alienated from the life of God through the ignorance that is in them, hardened in heart, morally and spiritually dead through their trespasses and sins. They cannot see, nor enter the Kingdom of God until they are born again of the Holy Spirit. *(Genesis 1:26-27, Romans 3:23, Ephesians 4:18, Ephesians 2:1-3, John 3:5-6)*
7. We believe in eternal life, and that through faith in Jesus Christ as the Son of God, we spend eternity with the Lord in Heaven. All those who receive Jesus Christ as their Savior and their Lord become children of God and receive eternal life. Salvation comes from the grace of God alone, nothing of our efforts or works. *(John 3:16, Romans 10:9, Ephesians 2:8-9)*
8. We believe that those who reject Jesus Christ as Lord and Savior will receive eternal suffering in hell. *(2 Thessalonians 1:6-9)*

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9. We believe in a personal devil, who has cunning and power. He can exert vast power only so far as God allows him to do so. He shall ultimately be cast into the lake of fire and shall be tormented day and night forever. (*1 Peter 5:8, 2 Corinthians 11:3, Job 1:8-12, Revelation 20:10*)
 10. We believe in the spiritual unity of believers in our Lord Jesus Christ that all believers are members of His body, the church, and the bride of Christ, who Christ has loved and given Himself for. (*Ephesians 4:15-16, Philippians 2:1-4, Ephesians 5:25-27*)

Personal Statement of Beliefs

1. I have realized that I am a sinner and can do nothing of my own merit to save myself or make myself right with God.
2. I believe that Jesus Christ died on the cross for my atonement of my sins, taking on the wrath that I deserve and canceling my debt before God.
3. I believe that Jesus Christ rose from the dead in victory over death, and that I will be raised with him to eternal life.
4. I believe that the Father, through his grace and my repentance, has saved me, and I believe that the Holy Spirit is at work in my life, sanctifying me day by day to become more like Christ.
5. I agree to living each day of my life striving to be Christ-like in my actions and pursuing Him in my lifestyle, through the strength of the Holy Spirit.

Community Values

At *Courage*, we believe that we are called to be living as imitators of Christ (Ephesians 5:1). We need to be demonstrating, through the way we live our lives, that we live differently because of our desire to be obedient to the authority of God's Word. We seek not to conform to culture but to create culture. Additionally, as members of a Christian non-profit, all members of the *Courage* team acknowledge that they are held to a higher standard because they represent what it means to be a believer. We strive to do our best, through our words and actions, to reflect what a follower of Jesus looks like. Our goal is to empower our community to pursue a relationship with God.

Code of Conduct

We expect our *Courage* employees to abide by the expectations and policies explained in our *Courage* Code of Conduct. Not abiding by these rules is grounds for dismissal.

COMPENSATION & HIRING

Payment

As part of the *Courage* staff, you would be paid by fulfillment of a contract. The base weekly payment would be \$240. You would receive compensation bi-weekly.

Working for *Courage* is a ministry-centered job, meaning the financial compensation should not be the sole priority of a staff member.