



**12500 Prang St  
Jones, MI 49061**

269-244-5193 | blbc.com

**Experience  
Life-Changing  
Relationships**

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What is the Apprenticeship Program?

## Apprenticeship Program

The BLBC Apprenticeship Program is a year-long, work-based discipleship program for young Christian men and women (generally aged 18-22). Our program, which includes a focused track with a specific role and a general track, is designed with the following young believers in mind. Consider applying for an Apprenticeship if you:

- Have taken ownership of your faith and are hungry to grow spiritually.
- Are willing to be stretched personally, professionally, and spiritually as you work and serve in an intense ministry setting.
- Want the chance to live on your own in a semi-structured environment.
- Are trying to discern God's calling or next steps in life.
- May or may not be interested in vocational ministry, but understand all Christians are called to help build God's Kingdom.
- Want to gain experience in camping ministry, regardless of whether you are interested in making it a career.
- Want to gain experience in a specific role, regardless of whether you are interested in using this experience in a Christian camping setting.
- Are **not** looking for or in need of intensive counseling. *We are simply not equipped to provide that sort of counseling through this Program.*
- Are **not** looking for an internship for college credit. *Our Program is not accredited at this time.*
- Are **not** looking for a Bible school or Bible institute. *While we spend time together studying the Bible and learning spiritual truth, this is a work-based Apprenticeship Program, not an academic program.*

Apprentices live on BLBC grounds in community with each other and with our year-round staff, which allows many opportunities for great relationships to form and life-on-life discipleship to occur.

# Why Does BLBC Have an Apprenticeship Program?

We believe the biblical model is “life-on-life” discipleship that includes a holistic approach to life, including our work and our social lives (see, e.g., Acts 18:1-3). Christian camping provides one of the few settings in modern America for this type of discipleship to take place. Our heart is that iron-sharpening-iron discipleship will occur at all levels in everything we do at BLBC with our staff, our campers, our volunteers, etc. We recognize that only so much discipleship can happen during a weekend or even a full week, so we love that our Apprenticeship Program gives us a full year to do life together with our apprentices. Over the apprenticeship year, with the challenges, hardships, opportunities, and blessings that a year of ministry and life together will inevitably bring, we can train, mentor, coach, and do true life-on-life discipleship. Past apprentices have told us the growth they have experienced and the relationships they have formed have been transformational!

## Specific Apprentice Roles

All successful Christian camping professionals know the importance of being flexible and embracing a “whatever it takes to accomplish the mission” attitude. As an apprentice, you will need to embrace this attitude as well. If you are assigned to a specific role, you will *primarily* serve in that role for the entire twelve months of the program. However, you will undoubtedly also be expected to serve in areas outside your assigned role, especially in our busy summer camp and retreat seasons.

If you are a General Apprentice, you will serve in a variety of positions, with approximately three-quarters of your time spent serving in our Operations Department doing maintenance, housekeeping, and kitchen support duties and one-quarter spent serving in our Program Department facilitating Adventure Challenge Education (ACE) activities such as zipline and rock climbing, setting up for BLBC events and guest groups, and serving campers and guests through other programmed activities. Qualified and interested apprentices will be trained as lifeguards.

All apprentices help clean and “turnover” Camp regularly (generally weekly, but sometimes more or less).

As an apprentice, you will work to accomplish a series of milestones laid out for you. Click on a specific role to preview the milestones for that position.

- [Program](#)
- [Maintenance](#)
- [Food Service](#)
- [Office](#)
- [General](#)

## What Are the Key Components of BLBC's Apprenticeship Program?

### **Applied Skills Development**

- Time management skills
- Goal-setting and accomplishment
- Growth in professional experience and life skills, such as resume building, networking, vocational skills, conflict resolution, etc.

### **Spiritual Growth**

- Understand how to study scripture
- Explore basic Christian doctrine
- Develop a Christian worldview
- Build spiritual disciplines

### **Mentorship & Guidance**

- Personal and spiritual coaching and mentoring
- Cultivation of sustainable habits that are life-giving
- Professional guidance from experienced Christian camping professionals

### **Community Living**

- Community housing with other apprentices
- Meals shared with camp staff and their families, volunteers, and other guests
- Live life within a supportive camp community

# 4 Essential Elements

*These four essential elements are woven together to form our Apprenticeship Program*

## **Work**

A significant aspect of the Apprenticeship Program involves practicing our faith in serving alongside one another. Together we learn what it means to work to the glory of God, to serve with excellence, and to understand work as a gift!

## **Coaching**

As an apprentice, you will be supported in your personal and professional growth through purposeful mentorship, regular check-ins, and as-needed support with our Discipleship Coordinator. You can use these times to ask questions and seek advice about life in general, work, faith, whatever! We aim to help you develop a biblical worldview and explore issues of the heart, as we point you to Christ in these interactions.

## **Equipping**

We have designed our Apprenticeship Program to give you the spiritual and practical tools necessary to thrive in your faith and vocational calling wherever God ultimately leads you. Bible and book studies with group discussions will help to sharpen your beliefs. Our goal is for you to move beyond the classroom by learning to apply these beliefs in real-life experiences, such as your work, social, and community life.

## **Life Together**

Our Apprenticeship Program is designed to function as a community within a community. We were created to live in relationship with those around us. You will have the opportunity to grow in your relationships with your fellow apprentices as you live in close proximity with them, and with the greater BLBC community as you work alongside our staff and live in our staff community. Healthy community living doesn't just happen but takes practice and effort. You will have the chance to grow in the practices of gratitude, promise-keeping, and hospitality, as well as the many other "one another" commands of Scripture God has designed for his people.

# Rhythms of our Program

## Seasonal Rhythms

BLBC is a year-round camp and conference center. We stay busy and work hard throughout the year but have seasons that are busier than others because of the demands of serving campers and guests week after week. You will arrive in August at the end of our very busy summer camp season at the time when we are transitioning to a very busy fall retreat season. Therefore, while we will do our best to onboard you well, you will also be expected to hit the ground running! During our fall retreat season, you will have the chance to see, experience, and serve at Labor Day Family Camp, Teen Fall Retreat, our Fall Men's and Women's Retreats, as well as serve our mid-week and weekend guest groups (typically school and church groups who rent our facilities to run their own retreats). Our pace typically doesn't start to slow down until after our Homecoming event in mid-November.

From mid-November until the first of the year, your focus as an apprentice will shift from primarily helping serve campers and guests to helping maintain our facilities. This is a time to prepare our facilities and programs for winter, deep clean spaces, and work on other projects that require downtime.

After the first of the year, we ramp right back up to serving guest groups and hosting four weekends of Winter Blitz. Our busy winter season typically lasts through the end of March. The pace picks back up at the end of April with our Spring Men's Retreat and continues rolling into our busy spring guest group season, which then takes us to summer. If you've never experienced a summer at BLBC, you will have the chance to experience the "Bible Camp" ministry we are best known for: eight weeks of summer camp. Seven of these weeks are kids and teen overnight camps for campers entering 3rd through 12th grade, with the remaining week a family camp. We offer a day camp for local campers all eight weeks. During our summer camp season, all of our staff works Sunday through Friday, with Saturdays off. Since campers begin arriving at 3:00 pm on Sundays, we have chapel services on the grounds at 10:00 am to allow our staff to worship together as we prepare to start our camp weeks and to ensure everyone is in place to receive incoming campers.

## **Weekly Rhythms**

In the non-summer season, you will generally work Tuesday through Saturday, with some Sundays required due to retreat schedules. We aim to limit and space out Sunday work to ensure you stay connected to a local church. We strongly believe in the value of local church involvement, so you will be expected to get involved in a local church while you are here.

Our Apprenticeship Program involves a minimum of 45 hours a week, including at least five hours for personal and spiritual development. Most days start with morning prayer and devotions, and weeks typically include Bible or book studies. Tuesdays are for cleaning and preparing facilities ("Turnover Tuesdays"). Wednesday mornings feature Bible Study and staff meetings or worship, while afternoons and the rest of the week focus on your service area and guest group support.