



SUMMER STAFF OPPORTUNITIES

It is our mission to share the Gospel of Jesus with children and youth through relationships and fun camp experiences.

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“The mission of Camp Shamineau is to share the Gospel of Jesus with children and youth through relationships and fun camp experiences. Every summer, a dedicated team of 300 staff members comes together to share the love of Jesus and create an unforgettable experience. Camp Shamineau offers a variety of roles for every personality type, and we’d love for you to be part of our mission. Apply now to join us in making a difference!”

HOW TO APPLY

- 1. FILL OUT AN APPLICATION**
- 2. GET THREE REFERENCES**
- 3. WE WILL CONTACT YOU FOR A PHONE INTERVIEW**

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What is the best part of being on Summer staff?

“THE AMAZING STAFF! I would not be able to do this without any of them! They are some of the most encouraging and inspiring and joyful people I’ve ever met! I have met so many of my bestest life long friends here and it’s the best! Also I ADORE watching all the campers sing their hearts out at worship. It's just so amazing!! I LOVE CAMP!” (Summer staff 2025)



COUNSELING STAFF

Assistant Counselor – As an Assistant Counselor, you'll play a key role in supporting a lead counselor with a cabin of campers! Your responsibilities will include supervising the cabin group, facilitating fun activities, leading Bible studies, and assisting with evening chapels. Occasionally, you might also take on various roles around camp. To apply, you'll need to attend staff training. Applicants must be completing at least 9th grade. These staff members will receive \$200 per week with the opportunity for bonuses for working most of the summer. It's a rewarding opportunity to make a difference this summer!

Lead Counselor – As a Lead Counselor, you'll have the opportunity to work with a cabin of campers and help them experience the joy of the Gospel of Jesus while having a blast at camp! You'll be guiding campers ages anywhere from 1st to 12th grade. Your responsibilities will include leading & supervising the cabin group, facilitating fun camp activities, preparing & leading Bible studies, and helping out during evening chapels. To apply, you'll need to attend staff training. Applicants must be completing at least 9th grade. These staff members will receive \$250 per week with the opportunity for bonuses for working most of the summer. Get ready for a summer of growth, fun, and unforgettable memories!

Cabin Coordinator – As a Cabin Coordinator, you'll have the rewarding responsibility of overseeing a group of 4-6 cabins each week, playing a vital role in supporting and empowering the counselors to thrive in their positions. You'll assist individual campers as needed, facilitate devotions and Bible studies, provide coaching for the counseling staff, and help meet various needs around camp. This position is an excellent opportunity to fulfill a ministry or leadership internship requirement while gaining valuable experience. To apply, you'll need to attend skills and staff training and commit to at least six weeks of work over the summer. Applicants must be completing at least 9th grade. These staff members will receive \$235 per week with the opportunity for bonuses for working most of the summer.

What is your favorite camp memory from this Summer?

- “Leading my first camper to Christ.”
- “Making so many friends even when I came to camp knowing no one.”
- “Worshipping with my campers/friends.”

(Summer Staff 2025)

PROGRAM STAFF

The program staff is composed of responsible individuals who are given the task of forming and running the summer programs at Camp Shamineau. Program members display a desire to see God use them in important leadership roles. Throughout the summer, Program Staff members will be called on to serve as counselors in cabins as needed. These staff members make a commitment to Shamineau from mid-May through mid-August. These staff members will receive \$235 per week with the opportunity for bonuses for working most of the summer.

Summer Program Director – The Summer Program Directors will have diverse responsibilities, including chapels, games, and activities. They should be creative, team-oriented, and foster a fun yet professional atmosphere centered around Jesus. As the main hosts for campers, they need to be organized, well-prepared, and practice before leading activities.

Tenderfoot Director – Tenderfoot Directors design and run the daily schedule for Tenderfoot camps (for campers finishing 1st to 3rd grade). They lead fun activities, host lively chapel sessions, and support both counselors and campers, all while creating a joyful, Christ-centered atmosphere where kids can thrive and have a blast!

Island Director - Island Directors organize and lead week-long camps on Shamineau's 22-acre island. In this role, they manage activities, facilitate chapel, support counseling staff and campers, and strive to create a fun, Christ-centered environment.

Staff Director – Staff Directors oversee collegiate and high school staff, focusing on intentional weekly meetings. They will organize schedules, plan staff events, lead devotions, and address any conflicts that arise. A relationship-oriented mindset and a passion for investing in and developing others are essential.

Summer Program Coordinator – Summer Program Coordinators are responsible to make sure every other program position has the support and supplies they need to ensure their job is done to the best of their ability. This includes keeping storage spaces organized and stocked, helping set-up and tear down various events, and shopping for the needs of camp. They must be organized and self-starting.

Servants With A Task (SWAT) Coordinator – SWAT Coordinators oversee our program for high school aged volunteers. These students volunteer for two or three weeks during the summer. SWAT Coordinators provide leadership in work projects, working on crews, team building times, and Bible studies. They will also have the responsibility of being counselors to the SWAT team.

Summer Activities Manager – The Summer Activities Managers lead the activities staff and oversee the waterfront, ropes course, and other camp activities. They support their team by providing guidance, training, and encouragement to ensure everyone feels confident and empowered. Their goal is to create an exciting and enjoyable environment where kids can have a great time!

Summer Maintenance Coordinator - The Summer Maintenance Coordinator directly oversees the summer maintenance staff as they work together on various tasks and projects around camp. Activities include anything from splitting wood for campfires, to grounds work, to housekeeping tasks, to building projects.

Rock Ridge Program - The Rock Ridge Program team serves as the summer leadership for Camp Shamineau's Rock Ridge, a rustic camp experience in Ely, MN. Responsibilities include running camp programming at Rock Ridge, facilitating chapel times, and leading week-long canoeing trips.



SUPPORT STAFF

These staff members are the backbone of our ministry and keep camp running smoothly. We are looking for willing, dedicated, and hardworking people to fill these roles. While each role has primary responsibilities in a specific area, all are responsible to ensure that the summer program of Shamineau is carried out. Throughout the summer, support staff members will regularly sleep in cabins overnight and will be called on to serve as counselors in cabins as needed. Must be completing at least 9th grade to apply. These staff members will receive \$200 per week for lead roles and \$175 per week for assistant roles with the opportunity for bonuses for working most of the summer.

Summer Music Director – Join us as the Summer Music Director and help create a joyful atmosphere at our camp chapels! You'll have the chance to lead worship during daily chapel sessions for our Voyager, Trailblazer, and Tenderfoot campers. Your role will involve coordinating a fun band, organizing practice sessions, and putting together song lists and playlists. If you have some musical experience and love to share your passion for music, this is a fantastic opportunity to make an impact. Plus, when you're not leading worship, you'll have the chance to take on other fun roles around camp. Come be part of an uplifting experience! These staff members make a commitment to Shamineau from early June through mid-August.

Health Center Coordinator – Join our team as the Health Center Coordinator and play a vital role in ensuring our campers stay happy and healthy! You'll oversee the Health Center, administering first aid, managing camper medications, and keeping everything organized and running smoothly. Don't worry if you don't have prior medical experience, your strong organizational skills are what we're looking for! Plus, you'll be working alongside our amazing weekly volunteer nurses, making it a collaborative and supportive environment. This is a fantastic opportunity to make a real difference in campers' lives while enjoying a fun and engaging summer! These staff members make a commitment to Shamineau from early June through mid-August.

Media Staff – Join our Media Staff team and help capture the magic of camp! You'll play a key role in collecting and editing weekly photos and videos that highlight the fun and fellowship experienced by our campers. This is a great opportunity to express your creativity while showcasing the community at Shamineau. Bring your passion for storytelling and help us share the unforgettable moments of summer with everyone! These staff members make a commitment to Shamineau from early June through mid-August and must serve in their role at least 6 weeks.

Summer Office Staff – Join us as a Summer Office Assistant and be at the heart of the action in the main office! You'll play a vital role in making camp run smoothly by helping with Sunday registration, compiling cabin packets, managing daily banking, sorting mail, and serving as the friendly receptionist. This is a fantastic opportunity to gain valuable office experience while contributing to the camp community. These staff members make a commitment to Shamineau from early June through mid-August and must serve at least 6 weeks.

Summer Camp Nanny – Join us as a Lead Nanny and be a crucial support for our full-time camp staff! You'll get to care for young children, creating fun and engaging experiences while giving parents peace of mind. You will be assigned 1-2 staff each week to provide activities and care each day. If you have a passion for working with young kids and love the camp environment, this is the perfect opportunity for you to make a real impact. These staff members make a commitment to Shamineau from early June through mid-August and must serve at least 6 weeks.

Maintenance Staff – Join our team as a Maintenance Staff member and help keep the camp running smoothly! You'll be involved in a variety of exciting tasks, from lawn care and grounds maintenance to tackling fix-up projects and setting up meeting spaces. You'll play a vital role in creating a welcoming atmosphere for campers and staff alike. This is your chance to make a difference, perfect for those who love hands-on work and want to contribute to an unforgettable summer experience!

Gift Shop Assistant – Join our team as a Gift Shop Assistant and be part of the vibrant heart of the camp! You'll have the exciting opportunity to help run the gift shop, interact with campers and staff, and help create memorable experiences through our fun merchandise. Dive into a lively atmosphere where you can showcase your creativity and customer service skills. If you love engaging with people, this is the perfect role for you!

Kitchen Staff – Join our Kitchen Staff and help ensure that campers are well-fed throughout the day! You'll assist in preparing and serving meals, along with providing evening snacks. You'll also help maintain the cleanliness of the kitchen and dining hall. It's a great chance to be part of a team and contribute to the camp experience while creating a welcoming atmosphere for everyone!

Rock Ridge Kitchen Staff - As part of the Rock Ridge Kitchen Staff, you'll assist with planning, preparing, and serving meals for groups of around 50 people. From managing ingredients to coordinating support staff, you'll help create a smooth, welcoming dining experience that keeps campers energized for all God has in store.



ACTIVITIES STAFF

The Shamineau Activities Staff are responsible for running the various activities around camp. Throughout the summer, activities staff members will regularly sleep in cabins overnight and will be called on to serve as counselors in cabins as needed. Must be completing at least 9th grade to apply. These staff members will receive \$200 per week for lead roles and \$175 per week for assistant roles with the opportunity for bonuses for working most of the summer.

Assistant Activities Facilitator – As an Assistant Activities Facilitator, you'll help create an unforgettable camp experience! You'll assist in running exciting activities like marksmanship, laser tag, the climbing wall, and ropes courses. Join us in making camp a fun and lively place for everyone! These staff members must commit to working at least two weeks and two family camp weekends.

Lead Activities Facilitator – As a Lead Activities Facilitator, you'll be in charge of running a variety of exciting camp activities! Your role will include facilitating marksmanship, overseeing laser tag, belaying at the climbing wall and high ropes course, managing low ropes, and assisting at the waterfront. Help create an action-packed and enjoyable environment for all campers! These staff members must commit to working at least three weeks and three family camp weekends.

Lifeguard – Lifeguards run waterfront skills pods in the mornings and lifeguard in the afternoon. Prior lifeguard certification is not necessary. (At the beginning of the summer, Waterfront Staff will be given the opportunity to obtain their Life Guarding Certification. If they pass and serve at Camp Shamineau for the summer, Camp Shamineau will cover the costs of the certification.) These staff members must commit to working at least three weeks and three family camp weekends.

Boat Driver – The boat driver is responsible for driving the boat during free time for tubing. When they are not performing these duties, they will be assigned to another position. These staff members make a commitment to Shamineau from early June through mid-August.





RANCH STAFF

Shamineau Ranch Staff are primarily responsible for caring for the horses at the Shamineau Ranch and helping campers with horse-related activities. Throughout the summer, support staff members will regularly sleep in cabins overnight and will be called on to serve as counselors in cabins as needed. These staff members will receive \$200 per week for lead roles and \$175 per week for assistant roles with the opportunity for bonuses for working most of the summer.

Assistant Wrangler – Assistant Wranglers are students who live and work at Shamineau Ranch. You'll assist with Sunday night training, lead devotions, and inspire both campers and staff in their spiritual journeys. Working closely with the Wranglers, you'll help teach skills classes, lead trail rides, assist in the Leather Shop, and engage in a variety of exciting ranch activities. This is a fantastic opportunity to make a difference while enjoying a fun and rewarding summer! A commitment of at least four weeks and three family camp weekends is required.

Wrangler – Join our team of Wranglers and dive into Shamineau's exciting horse program! You'll teach horsemanship classes, lead trail rides, and help with corral chores. It's a fantastic opportunity to share your passion for both Christ and horses while enjoying the great outdoors! These staff members make a commitment to Shamineau from the end of May through mid-August.

Ranch Maintenance Coordinator – The Ranch Maintenance Coordinator is responsible for general building upkeep, maintaining the barnyard's overall appearance, helping with horse care (including trimming hooves), basic vehicle care (includes tractors and other equipment) as well as working on various ranch projects. These staff members make a commitment to Shamineau from the end of May through mid-August.

Tell a cool story of something God did this Summer?

- “This kid was really shy and never talked but at the end of the week he was dancing at chapel.”
- “God has drawn me a lot this summer to reflect on his goodness and the intricate way in which he made the world.”

(Summer Staff 2025)



VOLUNTEER STAFF

Servants With A Task (SWAT) - The SWAT Team provides students (8th grade and above) with a two- or three-week staff experience. The program is intended to help students make the transition from camper to staff member. SWAT works in a variety of jobs including grounds, kitchen, maintenance and program. Applicants should expect to work hard, get dirty and give 100%. Time will also be spent building a strong cohesive team. The SWAT Team Coordinators serve as project coordinators as well as spiritual leaders. Team members will be involved in daily Bible studies along with their various tasks and evening activities.

Wranglers In Training (WIT) - The WIT program makes every effort to train students (8th grade and older) to grow in horsemanship knowledge and experience. These individuals join the Wrangler staff in daily devotions and staff meetings. They are supervised by a WIT Coordinator who trains and instructs in safety and proper horse handling. WITs help Wranglers teach lessons and run trail rides each day. The WIT program is a one week experience.