



# CAMP POSITIONS

**Camp isn't just for counselors! We're scouting for photographers with an eye for fun, talented musicians, expert soccer players, sound-and-light whizzes, actors, archers, and more! Trying to figure all of this out can be overwhelming, so this guide can be a resource in navigating each of the positions offered at WinShape Camps.**

Some positions below may be required to drive camp vehicles to perform duties while at camp. Approved drivers must: hold or obtain a valid, non-expired driver's license; complete a Motor Vehicle Record (MVR) background check issued by WinShape Camps & have an acceptable driving record.

## OVERNIGHT CAMPS FOR BOYS

### Activities Assistant

- Assist in all of Activities including culture group games, aquatic activities, off campus activities, and managing equipment. Support camp teams through collaboration of logistics with culture group leaders.
- **Previous Training:** Comfortable with training and facilitating games and activities.

### Adventure Assistant

- Assist in all of Skills including camper placement, curriculum, training, inventory, and evaluation while specifically focusing on the Adventure Skills.
- **Previous Training:** Experience with children and comfortable around adventure Skills including rock climbing, archery, mountain biking, and aquatics.

### Counselor

- Provide leadership and supervision to a specific cabin of assigned campers within a designated age group, lead or assist in assigned Skill classes and camp events.
- **Previous Training:** Experience with children and some involvement/training with various Skills.

### Counselor for Outdoor Adventure Program - *WSCB MB ONLY*

- Provide leadership and supervision to a specific cabin of assigned campers in the 10th-12th grade.
- **Previous Training:** Experience with adult youth, adequate training in outdoor living/activities. Completion of at least two years of college required.

# OVERNIGHT CAMPS FOR BOYS (CONT.)

## Creative Assistant

- Assist in all of Skills including camper placement, curriculum, training, inventory, and evaluation while specifically focusing on the Creative Skills.
- **Previous Training:** Experience with children and comfortable around adventure Skills including painting, drawing, science, pottery, and wood working.

## Equestrian Guide - *WSCB MB ONLY*

- Assist in teaching all horseback Skills to campers of all ages; assist in daily barn chores.
- **Previous Training:** Adequate experience with children, horses, and barn care.

## Junior Counselor (“JC”) - *WSCB MB ONLY*

- For Graduated High School Seniors Only
- Provide assistance with numerous camp activities; rotate among various cabin groups within a designated age-group to provide leadership and supervision; lead or assist in assigned skill classes.
- **Previous Training:** Experience with children and involvement with various skills is desired.

## Lifeguard // Head Lifeguard

- To further the mission of camp by providing supervision and ensuring a safe environment at the camp’s pool. Assist in the management to the physical operation of the pool facilities and equipment.
- **Previous Training:** Current certification in lifeguard training or equivalent, current certification in first aid, CPR, CPRO, WSI preferred, but not required, and prior experience at an aquatic center similar to camp.

## Office Assistant

- Assist in all areas of camp office; must be organized, efficient and professional with the ability to work independently and well with a team. Individual must be detail-oriented, responsible with handling money, timely with communication (email/phone/fax) and is comfortable processing confidential forms and using office equipment.
- **Previous Training:** Familiarity with the basics of computer operations; previous office work experience is desired.

## Photographer

- Capture numerous high-quality, digital pictures on a daily basis; upload photos to camp website, and perform miscellaneous/other duties as assigned.
- **Previous Training:** Experience with photography.

# OVERNIGHT CAMPS FOR BOYS (CONT.)

## Pottery Instructor - *WSCB MB ONLY*

- Teach campers basic sculpting, throwing techniques, and basic functions in the firing process.
- **Previous Training:** Formal training in pottery; extensive experience in thrown pottery and hand-built pottery; basic knowledge of the use of electric firing and low fire glaze.

## Production Assistant

- Responsible for assisting in preparation and execution of the technical side of all programmed events.
- **Previous Training:** Experience with a Mac, capable of using ProPresenter, basic familiarity with a sound board, and ability to perform well under pressure.

## Sports Assistant

- Assist in all of Skills including camper placement, curriculum, training, inventory, and evaluation while specifically focusing on the Sport Skills.
- **Previous Training:** Experience with children and comfortable around Sports Skills including football, soccer, basketball, lacrosse, and wiffle ball.

## SWAT

- Assists with various programming set-up, take down, and occasional facilitation throughout the camp session.
- **Previous Training:** Experience with children or youth; experience leading games or activities preferred.

## Video Producer

- Film, edit, and produce videos that capture staffer and camper experience.
- **Previous Training:** Experience with video production and sound equipment.

## Worship Leader

- Lead music on a daily basis for camp-wide gatherings; provide leadership assistance in various camp-wide worship experiences and at the closing program.
- **Previous Training:** Teaching experience in music with children and youth, strong leadership qualities, ability to sing and play the guitar or keyboard well enough to learn camp songs and make worship time enjoyable and meaningful.

## OVERNIGHT CAMPS FOR BOYS (CONT.)

### Worship Speaker

- Provide leadership in all aspects to the spiritual development of either the JR Camp or SR Camp family, be an energetic, polished, speaker to creatively communicate the summer's theme and God's word to both campers and staff, assist in the coordination of staff worship services, teach Bible related Skills, co-coordinate Sunday worship agenda and participate in other camp-wide activities.
- **Previous Training:** Some work experience with children, some camp and seminary training is desired. Ability to communicate effectively and comfortably from stage is essential.

### Worship Team Member

- Serves as a member of the Program Staff specializing in executing the musical worship element of camp.
- **Previous Training:** Flexible and creative; loves to plan with a purpose while organizing indoor/outdoor worship services for the entire camp, centered on the camp theme.

## OVERNIGHT CAMPS FOR GIRLS

### Actress - *WSCG MB, WSCG YH ONLY*

- Creates an atmosphere of creativity and enthusiasm during camp-wide events. Serves as a part of our production team by executing all actress moments.
- **Previous Training:** Flexible and creative; enjoys and has experience being on stage.

### Aquatics Assistant - *WSCG MB ONLY*

- Provides support to lifeguards and assists with logistics and scheduling of aquatics program.
- **Previous Training:** Certified Lifeguard

### Bonus Counselor

- Provides support to the staff and campers within a designated age group by executing daily tasks, assisting in activity set up, and investing in the lives of campers for the purpose of building intentional relationships. Also teaches assigned Skill classes. May assume all responsibilities of a Counselor as needed.
- **Previous Training:** Experience with children or youth, and some involvement/training in various Skills.

### Color Crew Assistant - *WSCG CS ONLY*

- Set up and lead large group recreation games for high school girls.
- **Previous Training:** Experience with children or youth; experience leading games or activities preferred.

# OVERNIGHT CAMPS FOR GIRLS (CONT.)

## Counselor

- Leads, supervises, and invests in a specific group of 5-7 campers within a designated age group; leads campers in daily Devos and in assigned Skill classes.
- **Previous Training:** Experience with children or youth, and some involvement/training in various Skills.

## Counselor for Outdoor Adventure Program - *WSCG MB ONLY*

- Leads, supervises, and invests in a specific group of assigned campers who have completed grades 11 and 12. Spends one week of each 2-week Session off campus participating in Outdoor Adventure elements with campers.
- **Previous Training:** Experience with older high school girls; adequate experience with or training in outdoor living and adventure activities; previous experience serving on staff with WinShape Camps is preferred, but not required.

## Equestrian Guide - *WSCG MB ONLY*

- Assist in teaching all horseback Skills to campers of all ages; assist in daily barn chores.
- **Previous Training:** Adequate experience with children, horses, and barn care.

## Event Assistant

- Assists the Event Leader in leading and executing all camp-wide events. Also, serves as the Stage Manager on the Jump Start/Worship team.
- **Previous Training:** Experience with public speaking; experience with Event Planning & executing preferred (EXA: RA on campus).

## Lifeguard - *WSCG MB & WSCG YH ONLY*

- Provide supervision and ensure a safe environment at the camp's pools and lakes. Assist in the management of the physical operation of the pool facilities and equipment.
- **Previous Training:** Current certification in lifeguard training or equivalent, current certification in first aid, CPR, CPRO, WSI preferred, but not required, and prior experience at an aquatic center similar to camp.

## Office Assistant

- Assist in all areas related to the camp office; must be organized, efficient and professional with the ability to work independently and well with a team. Individual must be detail-oriented, responsible with handling money, timely with communication (email/phone/fax), and is comfortable processing confidential forms and using office equipment. Due to insurance requirements associated with driving foundation vehicles while conducting office errands, preference will be given to candidates who are 21 years or older.
- **Previous Training:** Familiarity with the basics of computer operations, previous office work experience is desired.



# OVERNIGHT CAMPS FOR GIRLS (CONT.)

## Operations Leader

- Champion foundations for lasting impressions by leading the Operations team, assisting the Operations Coordinator and managing the Camp Store. Participate in programmed activities, event set-up and tear-down, and staff meetings as schedule allows.

## Photographer

- Capture numerous, high-quality digital pictures on a daily basis. Uploads photos to camp website and performs miscellaneous other duties, as assigned.
- **Previous Training:** Experience with photography.

## Pottery Instructor - *WSCG MB ONLY*

- Teach Skill classes to campers of all ages, including basic sculpting, throwing techniques, and basic understanding of the firing process.
- **Previous Training:** Formal training in pottery; extensive experience in thrown pottery and hand-built pottery; basic knowledge of the use of electric firing and low fire glaze.

## Production Assistant

- Assists the Production Leader in executing all production elements at camp. This includes preparing and executing the technical side (graphics, audio, and lighting) of all programmed auditorium elements and camp-wide events.
- **Previous Training:** Experience with a Mac, capable of using ProPresenter, basic familiarity with a sound board, and ability to perform well under pressure.

## Program SWAT - *WSCG YH ONLY*

- Assists the Production Leader in executing all production elements at camp. This includes preparing and executing the technical side (graphics, audio, and lighting) of all programmed auditorium elements and camp-wide events.
- **Previous Training:** Experience with a Mac, capable of using ProPresenter, basic familiarity with a sound board, and ability to perform well under pressure.

## Puppy Handler - *WSCG MB ONLY*

- Oversee the care of camp puppies; includes feeding, training and playing with puppies regularly; teach campers how to properly care for puppies.
- **Previous Training:** Adequate experience with dogs and children.

## Skill Breakout Assistant - *WSCG CS ONLY*

- Assist in the setup and execution of the Skill Breakout program. Give feedback to Skill Instructors, order and replenish supplies, etc.
- **Previous Training:** Experience with children or youth; good organizational skills.

## SWAT

- Champion foundations for lasting impressions by possessing competencies in all areas of camp and providing support as needed. A true jack of all trades, having the ability to adapt quickly in a variety of situations. No day will look the same for this role as they will go where the need is to provide problem-solving, extra man-power, or an eye for visual appeal. At any point this person may be called upon to surrender their SWAT duties and fill a vacant role in camp.

# OVERNIGHT CAMPS FOR GIRLS (CONT.)

## Video Producer

- Films, edits, and produces multiple videos that capture Summer Staff and camper experiences.
- **Previous Training:** Experience with video production and sound equipment.

## Worship Leader

- Leads music on a daily basis for camp-wide gatherings. Assists in various, camp-wide worship experiences throughout the camp session. Supervises and provides leadership to the Band.
- **Previous Training:** Teaching experience in music with children and youth, strong leadership qualities, ability to sing and play the guitar or keyboard well enough to learn camp songs and make worship time enjoyable and meaningful.

## Worship Speaker

- Leads and teaches Theme content on a daily basis at our morning production. Creatively communicates God's Word to girls of all ages.
- **Previous Training:** Experience with speaking and/or teaching young girls in small and/or large group settings; effective communication skills, especially in large group setting; ability to relate with young girls (completed grades 1-5) and/or older girls (completed grades 6-11); willingness to exceed expectation in order to better communicate.

## Worship Team Member

- Serves as a member of the Program Staff specializing in executing the musical worship element of camp.
- **Previous Training:** Flexible and creative; loves to plan with a purpose while organizing indoor/outdoor worship services for the entire camp, centered on the camp theme.

# FAMILY CAMP

## Activities Instructor

- Lead activities and interact with families during Family Free-for-All each day. Assist in other areas of camp.
- **Previous Training:** Experience with children or youth.

## Lifeguard

- Provide supervision and ensure a safe environment at the camp's lake. Assist in the management of the physical operation of the aquatic equipment.
- **Previous Training:** Current certification in lifeguard training or equivalent, current certification in first aid, CPR, CPRO, WSI preferred, but not required, and prior experience at an aquatic center similar to camp.

# FAMILY CAMP (CONT.)

## Worship Team Member

- Serve as a band member and help lead families in worship through daily worship services.
- **Previous Training:** Experience playing musical instruments.

## Host

- Serve as a personal contact to several families. Communicate with them regularly and assist them in any way they need.
- **Previous Training:** Experience with children or youth.

## Production Assistant

- Assists the Production Leader in executing all production elements at camp. This includes preparing and executing the technical side (graphics, audio, and lighting) of all programmed auditorium elements and camp-wide events.
- **Previous Training:** Experience with a Mac, capable of using ProPresenter, basic familiarity with a sound board, and ability to perform well under pressure.

## Photographer

- Capture numerous, high-quality digital pictures on a daily basis. Uploads photos to camp website and performs miscellaneous other duties, as assigned.
- **Previous Training:** Experience with photography.

## Office Assistant

- Assist in all areas related to the camp office; must be organized, efficient and professional with the ability to work independently and well with a team. Individual must be detail-oriented, responsible with handling money, timely with communication (email/phone/fax), and is comfortable processing confidential forms and using office equipment. Due to insurance requirements associated with driving foundation vehicles while conducting office errands, preference will be given to candidates who are 21 years or older.
- **Previous Training:** Familiarity with the basics of computer operations, previous office work experience is desired.



# TRAVELING DAY CAMPS

## Activities Director - *RETURNING STAFF ONLY*

- Formerly entitled “Recreation Director”.
- Leads all-camp recreation each day. Oversees both indoor and outdoor skills to ensure an excellent experience. Ensures all activities equipment is well stewarded. Leads the Activities Specialist. Teaches two skills a day. Leadership position.
- **Previous Training:** Understanding of camp games and atmosphere, has experience talking on a mic, and overall ability to lead and communicate to a team well.

## Activities Specialist

- Works alongside Activities Director to ensure both indoor and outdoor activities are excellent. Leads the Village Training crew. Procures inventory for skills. Assists the setup and tear down of all-camp recreation each day.

## Actor/Actress (+ Counselor)

- All responsibilities of a Counselor (“Team Time Leader”). Perform the given script in all auditorium elements.
- **Previous Training:** Enjoys and has experience being on stage.

## Camp Director - *RETURNING STAFF ONLY*

- Leadership of a day camp team; responsible for working with church hosts, communicating with parents, leading the team, giving performance reviews, navigating camper/staff issues, and casting vision for the team. Leadership Position.
- **Previous Training:** Must be a strong leader and strong communicator; able to multi-task and make hard decisions. Almost always someone who has served previous summers with WinShape Camps.

## Counselor (Elementary Leader)

- Lead a skill three times a day; lead a Team Time (small group) for a specific age group of campers, and participate in and lead throughout each programmed camp element. A crucial part of carrying out the camp day, but also in setting up and tearing down camp each week.
- **Previous Training:** Experience with children, some involvement/training with various skills, and experience being on a team.

## Counselor (Middle School Leader)

- All responsibilities of a Team Time Leader but for campers who have completed 7th-9th grade; leads alongside camp leadership to facilitate village culture, spiritual development of campers, and some evaluation.
- **Previous Training:** Experience with youth and some involvement/training with various skills.

# TRAVELING DAY CAMPS (CONT.)

## Media Specialist (+ Counselor)

- Capture the camp experience through photography and video; posts the required daily number of photos to the WinShape website for campers' families to view and curates a daily video for each camp day; possibility of leading a Team Time and/or skills during larger camp weeks.
- **Previous Training:** Experience with video production and photography equipment.

## Operations Director - *RETURNING STAFF ONLY*

- Formerly entitled "Office Director".
- Handles camp finances and registration for campers. Responsible for camper rosters and maintains the budget. Coordinates travel logistics for the team. Leads the Operations Specialist. Leadership Position.
- **Previous Training:** Strong organizational skills and great customer service.

## Operations Specialist

- Works alongside the Operations Director to ensure camp runs smoothly and effectively. Leads the Camp Store team. Procures camp inventory for activities. And assists in other operational areas around camp.

## Production Director

- Works closely with the Worship Leader and the Worship Speaker to create an auditorium environment that captures camper's attention and helps share the theme of the week. Works with a production team including sound, lights, and video graphics. Oversees the setup of the auditorium each week. May also lead a camper small group if needed. Leadership position.
- **Previous Training:** Understanding of production, capable of using a Mac and ProPresenter, experience with sound and/or light equipment.

## Theme Director

- Partner with worship leader and production director to execute auditorium experiences for campers. Speak during large group elements, lead a Skill three times a day, evaluate staff Team Times, provide spiritual leadership for the camp and the team, work alongside the Leadership Team, and all other responsibilities assigned by home office or the camp director. Leadership Position.
- **Previous Training:** Some work experience with children; some camp and seminary training is desired but not required. Ability to communicate effectively and comfortably from stage is essential.

## TRAVELING DAY CAMPS (CONT.)

### Village Leader (+ Counselor)

- All responsibilities of a Team Time leader, additional leadership and influence on a camp team. They facilitate village culture and supports other Team Time leaders in their roles with their prior camp experience.
- **Previous Training:** Experience with children and some involvement/training with various roles.

### Volunteer Director - *RETURNING STAFF ONLY*

- Works closely with volunteers from the local community to help facilitate anything from making lunches to assigning skills and small groups into which volunteers can be integrated. Leadership Position.
- **Previous Training:** Very relational; has a knack for organization and detail; has strong character and can help cast vision and lead on the team alongside other Leadership Team members.

### Worship Band Member (+ Counselor)

- Has the same responsibilities as a Team Time leader in addition to leading in all program elements; leads camp in worship and all auditorium experiences.
- **Previous Training:** Strong leadership qualities; ability to sing and play an instrument; ability to lead worship with motions.

## INTERNATIONAL CAMPS (RETURNING STAFF ONLY)

**\*Summer 2022 Hiring Requirement: All Summer Staff hired to work with WinShape Camps International (Brazil and Costa Rica) will be required to show proof of a COVID-19 Vaccination prior to Staff Training May 2022.**

### Activities Coordinator\* - *RETURNING STAFF ONLY*

- Oversee the training, execution, and clean-up of all camp-wide activities. This role plays a major part in creating a culture of fun and excitement for campers, volunteers, and staff during the camp week. Oversee overall Skill management of assigned Skill during the camp week. Leadership and Skill Leader position.
- **Previous Training:** Recreation equipment management skills, and effective at decision-making and communicating with others.

### Logistics Coordinator\* - *RETURNING STAFF ONLY*

- Oversee camper logistics, inventory, and weekly reports while providing support to overall camp experience. Leadership position.
- **Previous Training:** Detail-oriented, task delegation, and organizational skills.

# INTERNATIONAL CAMPS (CONT.)

## Media Specialist\* - *RETURNING STAFF ONLY*

- Capture the camp experience through photos and videos, create a daily recap video, and upload photos and video content to camp website.
- **Previous Training:** Photography and videography skills, editing software experience, and time management skills.

## Production Specialist\* - *RETURNING STAFF ONLY*

- Lead auditorium elements in setup and execution of Large Group, and works with camp A/V equipment for various aspects of the camp day. Oversee overall Skill management of assigned Skill during the camp week. Serves as Skill Leader.
- **Previous Training:** Basic understanding of audio/visual elements, sound boards, and ProPresenter.

## Skill Leader\* - *RETURNING STAFF ONLY*

- Oversee overall Skill management of assigned Skill while partnering with community leaders and volunteers to execute an excellent camp experience.
- **Previous Training:** Experience with children and being on a team.

## Volunteer Coordinator\* - *RETURNING STAFF ONLY*

- Oversee all volunteer communication and training. This role plays a major part in equipping, leading, and empowering local leaders and volunteers to connect with their community in a new and powerful way. Leadership position.
- **Previous Training:** Relational, organizational, and strong communication skills.

## Languages

- **WSC Brazil:** Portuguese (preferred but not required)
- **WSC Costa Rica:** Spanish (preferred by not required)