



#### **Camp Oak Hills...**

...is located on the picturesque shores of Lake Marquette in northern Minnesota.

#### **Our Mission...**

...is to develop and equip life-long followers of Jesus Christ through quality Christian camp experiences using loving, trained, service driven staff.

#### **Our Vision...**

...is to be a year-round camp ministry to the youth, adults, and families of northern Minnesota and beyond.

#### **Our Ministries...**

Day & Overnight Youth Camps  
Fall, Winter, Spring Retreats  
Monthly Children's Bible Club



### **Summer Staff Opportunities** Ages 16 and Older



*a summer you  
won't forget*  
**campoakhills.org**

# **Summer Missionary** *more than a job...it's a MISSION!*

Serving as a summer missionary at Camp Oak Hills is hard work but has many rewards, including: spiritual growth, lasting friendships, leadership experience, and job skills.

#### **Qualifications we look for in a summer missionary:**

- Sincere love for Jesus, growing walk with God, and belief in the Bible.
- Love for children and a desire to see them come to know and grow in Jesus.
- In agreement with Camp Oak Hills' philosophy, policies, and guidelines of conduct.
- Hard-working, eager to learn, self-starters, and willing to serve the needs of the campers and staff.
- Committed to raising a financial and prayer support team.



## **Summer Leadership Staff**

**Summer Leadership Staff** are at least one year out of high school and have prior camp or other ministry experience. A nine week commitment is required. Guaranteed salary is \$2,750 up to \$7,500 with support raised.

#### **• Head Counselors**

The head counselors provide oversight and support to the cabin counselors, are the overnight counselors for the Jr. Staff, and help with program activities as needed. A head counselor must have at least one summer of camp counseling experience. One male and one female head counselor will be hired.



#### **• S.O.S. (SERVING OTHERS SELFLESSLY) Team Leader**

The S.O.S. team leader provides direction in daily work duties, leads devotions, and plans recreation activities for the S.O.S. team. This team is composed of high school students who work behind the scenes to provide for the physical needs of the campers and staff.

#### **• Activities Director**

The activities director keeps the camp on schedule. They emcee chapel and meal times, plan and run group games, and oversee program activities.

#### **• Head Lifeguard**

The head lifeguard works alongside the waterfront director in providing oversight of all activities at the waterfront and leads the lifeguard team and helps in other areas of camp when the waterfront is closed. Lifeguard certification and previous experience is required.

## **Cabin Counselors**

The **Cabin Counselors** are the primary spiritual leaders and mentors to the campers. Each counselor is responsible for the safety and well-being of a cabin group of 8 – 10 campers and will be supported by one program team member. Counselors are high school graduates. An eight week commitment is expected. Guaranteed salary is \$2,250 up to \$6,500 with support raised.





OHCC Student Scholarship  
\$1,500 after your 1st summer on staff!  
\$2,000 after your 2nd summer on staff!  
Staff who apply and are hired by April 1st  
receive a free 2026 sweatshirt!

**Program Team** — This team runs the camp’s activities and skills classes. Each program team member will stay in a camper cabin and support the cabin counselor whenever they are not scheduled in a program area. An eight week commitment is expected. Minimum age is 16.

- **Program Specialist**  
Will be assigned to teach and facilitate one or more of the following: hand crafts, shooting sports, boating, fishing, challenge course, outdoor education, field games, archery tag, etc.  
Guaranteed salary is \$1,200 up to \$5,500 with support raised.
- **Lifeguard**  
Works under the head lifeguard to provide supervision of the waterfront during morning and afternoon activities. Lifeguard certification is required (camp is able to provide training).  
Guaranteed salary is \$2,000 up to \$6,000 with support raised.  
(Day Lifeguard Option—\$32 per 4 hr. shift.)

**Support Team** — This team runs the essential operations of the camp.

- **Head Cook** (Minimum age is 18)  
Works under the food service director and is responsible for one meal a day. A nine week commitment is expected starting May 26. Guaranteed salary is \$2,750 up to \$7,500 with support raised.
- **Kitchen Assistant** (Minimum age is 16)  
Assists cooks in preparing and serving meals. An eight week commitment is expected.  
Guaranteed salary is \$1,200 up to \$5,500 with support raised.
- **Camp Store Manager** (Minimum age is 16)  
Runs the camp store and keeps it clean & stocked, and helps out in other areas of camp as needed. An eight week commitment is expected. Guaranteed salary is \$1,200 up to \$5,500 with support raised.
- **Media Specialist** (Minimum age is 16)  
The camp photographer: creates daily and weekly slideshows with pictures and video taken, uploads pictures daily for parents, and updates camp social media. An eight week commitment is expected. Guaranteed salary is \$1,200 up to \$5,500 with support raised.
- **Office Manager** (Minimum age is 18)  
Responsible for processing camper registrations and other office tasks such as answering the phone, responding to emails, and word processing. An eleven week commitment starting May 18th is expected. Guaranteed salary is \$2,250 up to \$6,500 with support raised.
- **First Aid Director** (Minimum age is 18)  
Gives first aid and basic medical care for all campers and staff on site each week. Must have first aid & CPR certification. Advance medical training preferred.  
A nine week commitment is required. Guaranteed salary is \$2,750 up to \$7,500 with support raised.
- **Maintenance Assistant** (minimum age is 18)  
Assists the Facilities Director with mowing and trimming of the camp grounds, basic maintenance repairs, waterfront weed removal, supervising junior staff projects, and building closings. A nine week commitment is expected. Guaranteed salary is \$2,250 up to \$6,500 with support raised.

Room and board is provided with all positions.  
Average support raised per person in 2025 was \$1,560.  
\*Prior experience on junior staff preferred for 16 year old staff.

**Summer Schedule**

**Summer Leadership Team**  
Leadership training ..... May 26 — 29

**All Summer Missionaries**  
Training Session ..... June 1 — 11  
Work Session ..... June 14 — July 24  
Cabin Staff Canoe Trip..... July 25 — 26  
End of Summer Staff Campout ..... July 26 — 28

Weekly days off are Friday from about 5:00 pm through Sundays at 5:00 pm during the work session (exception — Open House on June 14, work begins at 2:00 pm).

**Summer Missionary Fund Raising**

Camp Oak Hills provides a guaranteed salary plus each summer missionary has the opportunity to raise additional salary through fundraising up to a salary cap based on position.

- The process:**
- Read through the support raising training.
  - Submit 30-70 names of friends, family members, and churches to COH.
  - Write a letter using the COH template and submit a picture.
  - COH will format, print, and mail out support letters.
  - Meet with your home church missions board to present your summer ministry.

**How does the salary work?**  
Example salary for 8 weeks:  
\$2,250 in guaranteed salary plus -  
\$2,000 in donations preferred for summer missionary’s ministry at COH.  
- \$100 – 5% Administration Fee on donations  
- \$295 – 7.65% Employer Payroll Tax  
\$3,855 – possible summer salary

**Apply Online Today!**  
at



Brian Eastling, Program Director  
(218) 444-4085  
brianeastling@oakhills.edu