

Seasonal Summer Camp Positions FAQs

When?

The roles typically start early June and end around mid-August. There can be some flexibility about the end date due to programmatic needs.

What?

We are a Minnesota based non-profit organization that provides experiences including camp, respite, retreats, team building, therapy and adaptive riding, and travel for children and adults with disabilities. We hire 250-300 seasonal staff in a variety of roles to help provide the best experience possible for our campers while they attend any of our 4 summer camp locations.

Send campers down ziplines, cook specialized meal plans, capture the True Friends experience through photography and videography, and visit our beautiful horses at therapy and adaptive riding with campers. If you love being outdoors and helping to provide fun, memorable experiences for others, True Friends is the place for you! To learn about our opportunities, visit our website [here](#).

Summer Camp Positions:

-Camp Roles

- Cabin Counselor
- Activities Counselor
- Camp Nursing Assistant
- Counselor-in-Training (ages 16-17)

-Marketing & Communications Roles

- Camp Photographer
- Marketing & Communications Intern
- Digital Media Intern

- Administration Roles

- Human Resources Assistant
- Transportation Coordinator
- Office Coordinator
- Canteen Manager

- Food Services Roles

- Lead Cook
- Prep Cook
- Dishwasher

Duties of Job?

To learn more about the different roles and their responsibilities visit www.truefriends.org/jobs

Where?

We have 4 sites where staff members work. We ask staff to have flexibility in the location of their work based on our overall program needs and where we have campers signed up each week. Transportation opportunities are provided for on site employees going to another location. For those living off site, we will do our best to work with you and accommodate location requests to minimize your commute. It may be that staff get the opportunity to work at one site for some weeks and at other site(s) for other weeks.

Training?

Orientation is a combination of online modules that are completed before staff arrive at camp, plus in person training for about 1-2 weeks before campers arrive. Training will vary based on the type of position. All training includes various policies and procedures, specific duties, and team building activities. Roles that directly support individuals will also receive training in how to support the care needs of campers, and training in behavior management.

Pay?

Exempt roles are paid a daily rate that includes food and housing accommodation throughout the summer. Non-exempt summer roles are paid hourly, and if living on site will have food and housing deducted from their paychecks. Staff members that work more than a certain number of weeks are eligible for a bonus. The amount of the bonus increases based on the number of weeks worked. If you work for 7 or more weeks, you would be eligible to receive a bonus of \$60 or more per week. AND staff members are eligible to earn a sign on bonus!

Time off?

Time off varies depending on the position you are in. Some staff work for a set 8 hours a day and have lunch breaks with weekends off. Direct support staff are able to enjoy a break over some of the weekend, plus some down time during the week of program.

Why?

The easiest question for last – to see the smiles on the faces of campers and see the joy of them getting to do something that they might not otherwise get to do. Seeing a camper climb who might never have thought they could, or catch a fish for the very first time, as well as making some of the best friends for life are all highlights of this experience. You will also learn a lot of valuable skills and experience for your career!