



2025 Summer Staff

2026 HIRING INFORMATION & FAQs

Dates of Employment: May 25 - August 8

Camp Ewalu offers an incredible variety of summer youth programs and a fantastic staff to support you! Our summer staff “return rate” is top-notch, reflecting a healthy community and morale.

This is a place where God will guide your growth as a leader and your personal sense of calling. At Ewalu, you’re not limited to one program or age group; you’ll enjoy different adventures all summer!

EWALU 
Camp & Retreat Center



Be part of how God is changing lives at Ewalu!

MISSION STATEMENT

“Ewalu serves all people as a place to connect the world of God with the Word of God.”

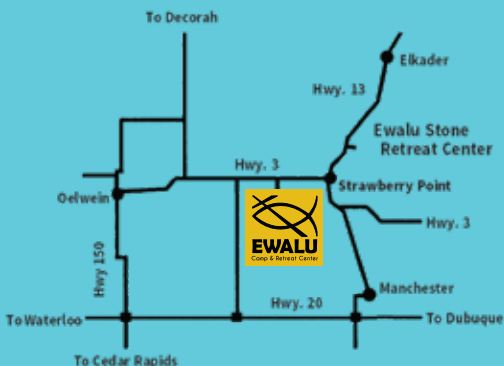
Camp Ewalu is a year-round Christian ministry that primarily serves over 200 Lutheran congregations in Eastern Iowa, with over 800 youth participating in our summer programs and nearly 1,000 more off-site in our Day Camp program. We also see 1,500 environmental education students and hundreds more youth and adults who come to renew and grow in their faith the rest of the year.

What makes Camp Ewalu's summer ministry unique is our **decentralized, small-group camping environment**. Our camp facilities allow powerful ministry and support an awesome Christian community, where you have a role in lifelong faith formation through small group ministry. As part of Ewalu's staff, with God's help, ***you will change kids' lives for the better***, make lifelong friends, practice leadership skills, and grow personally.



Q: What does it mean to work for an ACA-accredited camp?

A: The American Camp Association's nationally recognized standards focus primarily on the health, safety, and risk management aspects of a camp's operation. Ewalu is ACA-accredited, which means you can rest assured that safety for you and your campers is being taken seriously in all aspects of life at camp.



Our Location

Ewalu's main site is in scenic Northeast Iowa, within 1-1½ hours of Cedar Falls, Decorah, Waverly, Cedar Rapids, and Dubuque. Our main site has over 500 acres of woods and prairie, with 2.3 miles of river, a high ropes course and a pool.

HOW TO APPLY



Scan
the
code!

Start an application at our web site:

www.Ewalu.org/Summer-Employment



Are you ready to make a BIG positive difference in people's lives, with God's help? Consider your calling to serve at Camp Ewalu. We have a truly top-notch, highly gifted summer youth ministry staff with a variety of passions and fields of study. In addition to camp counselor roles, 15+ different leadership positions are available, as well as internships for many college majors.



"Being a camp counselor at EWALU prepared me for the real-world business environment better than any other singular experience I had while in college."

Blake Flores
Innovation Team Leader,
Hormel Foodservice



As God's chosen ones,
holy and beloved,
clothe yourselves with
compassion, kindness,
humility, meekness,
and patience.

COLOSSIANS 3:12



Summer 2026 theme

Love, much like clothing, has a journey. Rooted in God's love, it's woven into our lives, connecting us to others and guiding our actions. As Paul writes to the Colossians, love binds us together through virtues that we'll explore each day. In daily Bible study, campers will discover stories of individuals embodying Christ-like virtues that illustrate God's love in action.

FAQs

Q: When does camp begin and end?

A: Summer staff commit to serving from May 25–August 8. Coordinator positions start May 22 and also include a spring work weekend April 24-26. High Ropes training for coordinators interested in being certified occurs in the spring. The summer begins with two weeks of paid training followed by eight weeks of camp.

Q: What are the ages of the campers?

A: Ewalu serves campers of all ages! Overnight campers are grades 1-12, and family and grandparent campers can be any age. Day Camp kids are grades 1-6.

Q: What will my salary be?

A: Weekly salaries start at \$325 for counselors and \$335 for coordinators, with a \$10 weekly bonus for each summer you return. Staff have minimal expenses as room and board are provided, and there are bonus opportunities during the summer. We are happy to work with those looking for an internship.

Q: Do I need to be Lutheran to serve?

A: You do not need to be Lutheran to work at Ewalu. We provide a Lutheran theology session during staff training to prepare staff for the summer. Many of our campers and staff do not come from a Lutheran background.

Q: What about time off and weekends?

A: The camp week runs from noon Sunday to 6 p.m. Friday. Staff are required to work one weekend during the summer. The week of June 27 is a break week and staff come back together on Friday, July 3, for a renewal weekend. Staff are welcome to stay at camp during weekends off, and some staff are hired to work during the break week. Ewalu seeks to employ people who can serve the entire summer, but some exceptions may be arranged ahead.

DAILY SCHEDULE

Not sure what to expect? No day, week, or summer program is ever exactly the same at Ewalu. Here's a sample day to show you what camp is like:

Wake Up

Breakfast

Alpha

Start your day with God through song and prayer with campers.

Discovery Center

Your Coordinator takes charge of your campers — time for a break!

Bible Study

Hike to a rock formation with your campers for Bible study while you enjoy God's creation.

Canteen

Take a break for snacks and ice cream at the Canteen!

Dinner

Campfire

Worship with your village, or the whole camp, around a blazing campfire.

Bed Time

Morning Activity

Perhaps you'll catch critters while creek stumping, or take a ride on the zip line. You might even visit animals at the farm!

Lunch

Pool Time

Cool off or play water basketball at the Ewalu Pool.

Afternoon Activity

Try your hand at archery, arts and crafts, and more!

Evening Activity

Options include group games, a night swim, or your village's special event for the week.

Omega

End your day with God through stories and prayer.

What do summer staff say about working at Ewalu?

"I can confidently say outdoor ministry and Ewalu specifically has transformed me! ***What kept me coming back to Ewalu each summer was, and still is, the community that is alive and active in these woods.*** The relationships that I have formed with other summer staff members will last a lifetime!"



"Every week this summer held its own unique magic. Perhaps it was a particularly great Bible study, or Wednesday night campfire, or a game with the campers, or worship service, or encounter with wildlife, or a discussion with another counselor that placed each week in my heart. One day, ***I was struck with the feeling that I was living twice as much life as normal here at Ewalu.*** It was a wonderful sensation of making the most of my time."



"I'm writing this after my first-ever week counseling a group of campers on camp by myself. ***It was so exciting and I honestly enjoyed every minute of it!***"



Summer Ministry Opportunities

Counselor—Age 18, one year of college preferred

These small group leaders are responsible for a cabin of campers each week. Depending on your preference each week, you will stay in cabins, lodges, tents, houseboats, or even with a host family at a local congregation for Day Camp. As a counselor at Ewalu, you will lead your group in meaningful games, Bible studies, nature activities, hikes, meals, swimming, and worship. These include on-site camping programs, off-site travel and adventure trips, and Day Camps (Vacation Bible School) in area congregations.

Arts and Crafts Coordinator—Age 18, one year of college preferred

This person leads arts & crafts activities with children. This coordinator's primary role is teaching campers how to use art to express their faith, have fun and be creative. The Arts & Crafts Coordinator designs craft projects, manages the craft room, purchases art supplies and offers general support in program areas.

Program Area Coordinators—Age 21 preferred, 1 year experience

Coordinators design and oversee activities for camp programs. They support and supervise counselors and facilitate morning devotions, evening campfires, and other activities. Program Area Coordinators assist in general camp leadership responsibilities. Christian witness, maturity and leadership are primary assets.

Need one per program area: Mini-Camp/Explorers, Trailblazers, Foresters, Pioneers, M.A.D. Camp, Confirmation Camp, Night Camp, Uplifted, Intergenerational

Health Officer—Age 21 preferred, CPR and First Aid certified

The Health Officer supervises the infirmary, cares for injured and ill campers and staff, and maintains counselor first-aid kits. The Health Officer is the contact person for parents, campers, and Ewalu staff for all health-related issues, including the registration of health forms and dispensing medications. This individual also offers general support as needed in all program areas.

Houseboat Coordinator—Age 21, 2 years of college, Houseboat experience, lifeguard

The Houseboat Coordinator accompanies each Houseboating trip and provides guidance and leadership for campers and counselors, ensuring safety and encouraging teamwork. This person serves as a counselor on the boat and works with other staff to model faith development. Maturity, organizational skills, and strong leadership qualities are needed.

Mediagrapher—Age 21 preferred, 1 year experience

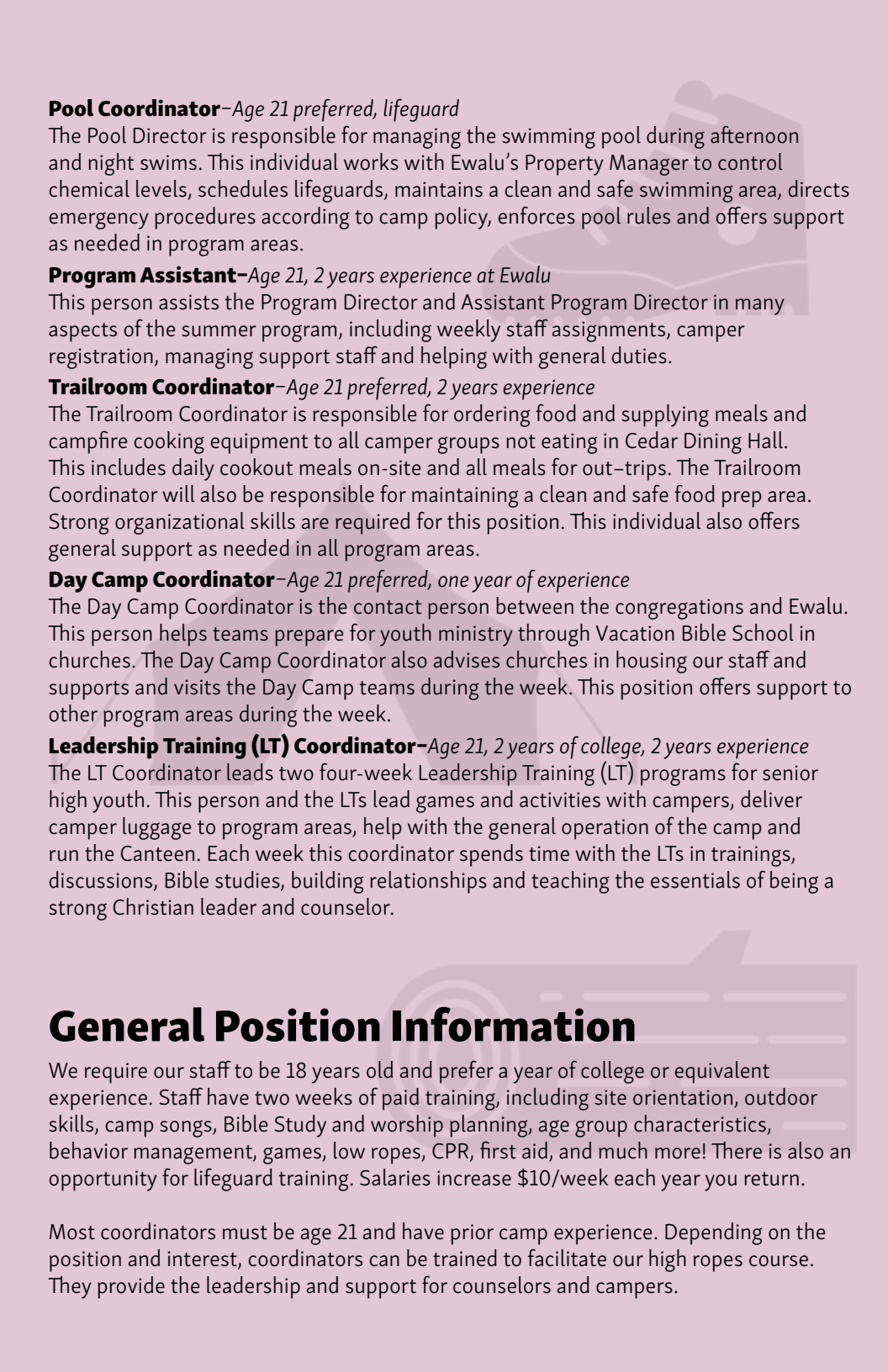
The Mediagrapher is responsible for documenting life on camp through photos and videos to be used in promotional materials throughout the year. The Mediagrapher may also post content to Ewalu's social media accounts throughout each week of camp. This individual should have experience with photography and video editing.

Outdoor Adventure Specialist—Age 21, 2 years experience, lifeguard

The Outdoor Adventure Specialist accompanies most out-trips and provides guidance and leadership for campers and counselors, ensuring safety and encouraging teamwork. This individual serves as a counselor and works with other staff to model faith development. Maturity, outdoor living skills, and strong leadership qualities are needed.

Out-Trip Coordinator—Age 21, 2 years experience

The Out-Trip Coordinator is in charge of camping and canoeing trips, teaching outdoor living skills to both campers and staff. Duties include maintaining and purchasing camping equipment, preparing and supplying groups with camping equipment, scheduling transportation, and teaching staff and campers proper use of equipment.



Pool Coordinator–Age 21 preferred, lifeguard

The Pool Director is responsible for managing the swimming pool during afternoon and night swims. This individual works with Ewalu's Property Manager to control chemical levels, schedules lifeguards, maintains a clean and safe swimming area, directs emergency procedures according to camp policy, enforces pool rules and offers support as needed in program areas.

Program Assistant–Age 21, 2 years experience at Ewalu

This person assists the Program Director and Assistant Program Director in many aspects of the summer program, including weekly staff assignments, camper registration, managing support staff and helping with general duties.

Trailroom Coordinator–Age 21 preferred, 2 years experience

The Trailroom Coordinator is responsible for ordering food and supplying meals and campfire cooking equipment to all camper groups not eating in Cedar Dining Hall. This includes daily cookout meals on-site and all meals for out-trips. The Trailroom Coordinator will also be responsible for maintaining a clean and safe food prep area. Strong organizational skills are required for this position. This individual also offers general support as needed in all program areas.

Day Camp Coordinator–Age 21 preferred, one year of experience

The Day Camp Coordinator is the contact person between the congregations and Ewalu. This person helps teams prepare for youth ministry through Vacation Bible School in churches. The Day Camp Coordinator also advises churches in housing our staff and supports and visits the Day Camp teams during the week. This position offers support to other program areas during the week.

Leadership Training (LT) Coordinator–Age 21, 2 years of college, 2 years experience

The LT Coordinator leads two four-week Leadership Training (LT) programs for senior high youth. This person and the LTs lead games and activities with campers, deliver camper luggage to program areas, help with the general operation of the camp and run the Canteen. Each week this coordinator spends time with the LTs in trainings, discussions, Bible studies, building relationships and teaching the essentials of being a strong Christian leader and counselor.

General Position Information

We require our staff to be 18 years old and prefer a year of college or equivalent experience. Staff have two weeks of paid training, including site orientation, outdoor skills, camp songs, Bible Study and worship planning, age group characteristics, behavior management, games, low ropes, CPR, first aid, and much more! There is also an opportunity for lifeguard training. Salaries increase \$10/week each year you return.

Most coordinators must be age 21 and have prior camp experience. Depending on the position and interest, coordinators can be trained to facilitate our high ropes course. They provide the leadership and support for counselors and campers.

***Make a difference this summer
and gain valuable experience!***



\$325/week base pay
(with opportunities to
earn bonus pay)



**Variety of positions &
internships available,**
plus lifeguard training



**Grow together in
Christian community**
& make lifelong friends



2 weeks paid training
(No experience? We'll
show you what you need!)

Have more questions?

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Ewalu.org/summer-employment