



Position Available:

Nature Day Camp

Volunteer Crew Leader

Status: Full time, Seasonal

Application Deadline: January 30, 2026

Inspire children to build a lifelong, meaningful relationship with the natural world as you help them to catch frogs at the pond, create a miniature homestead village in the woods or learn how to paddle on a river.

Job Summary: Seeking crew leaders, ages 16 years and older, to join a team of creative, energetic professionals who work together to connect children with nature through educational, recreational, and cultural experiences. CNC is in search of candidates with a passion for making a difference in the lives of children by providing powerful, dynamic programs outdoors. Your responsibilities include organizing lunchtime activities, leading community-building events, managing volunteers, and providing essential support to counselors and camp groups. They will help support various activities in field ecology, historic farm life, sensory awareness, wildlife studies, and nature crafts. Canoeing, kayaking, and overnight camping trips are also included in some programs. Campers attend programs from 9:30 am until 3:30 pm Monday through Friday.

Objective: To assist the Leadership Team in developing and implementing all camp programming to support and strengthen campers' relationships with the natural world.

Duties and Responsibilities:

1. Supervise campers, ensuring their safety and well-being
2. Follow and enforce all camp policies, rules and regulations
3. Provide first aid to campers according to camp policy
4. Help plan all camp gatherings (lunchtime activities & community gatherings)
5. Provide a Monday orientation for middle and high school volunteers [Counselors-in-Training (CITs)]; organize and supervise volunteers during lunchtime activities, including recycling and games
6. Communicate regularly with Counselors and the Leadership Team
7. Help organize and direct parents and campers on the first day of camp
8. Participate in pre-camp and on-going trainings
9. Other duties as assigned by the Camp Director or Assistant Director

Required Qualifications:

- Minimum age 16 years
- Experience working with children in a formal setting (camp, after-school programs, scouts, sports, etc.)
- Experience and desire to work in an outdoor setting
- First aid and CPR certifications (or ability to become certified)
- Physically able to lift 50 pounds
- Ability to work varied hours, including some evenings

Preferred Qualifications:

- Natural science knowledge
- Experience teaching in an outdoor setting
- Knowledge of local natural resources (ecology, identification of birds, plants, etc.)

Schedule: Paid staff training: May 26-June 2 and June 29- July 1. Camp sessions run June 3 through August 7 with no camp July 2-3. Exit evaluations and clean up days will be Aug 10-12.

**Volunteer Crew Leaders will be required to work two training weeks and four additional weeks throughout the summer season. The scheduled weeks will be assigned before May 13th, 2026, for a total of six paid weeks.*

Salary & Benefits: Starting salary is \$500 per week (\$12.50/hr) with additional stipends for overnight camps (\$75/night in the field), staff uniform, CNC membership, 20% discount in Nature Center Store, 10% discount on program fees.

Status: Full time, seasonal

Application Procedure: Send cover letter and resume to Steve Frisbee, Camp Director, at sfrisbee@chippewanaturecenter.org or 400 S Badour Road, Midland, MI 48640

Application Deadline: February 13, 2026 (**Interviews will be held by invitation February 25, 2026**)

Overview: CNC is a nonprofit, environmental education organization. Its mission is *to connect all people to nature through educational, recreational and cultural experiences*. The 2,000-acre property includes woodlands, fields, ponds and rivers. CNC's facilities consist of a Visitor Center with Ecosystem Gallery, classrooms and Nature Center store; an 1870s Homestead Farm complex; Nature Preschool; an arboretum and over 19 miles of nature trails. See www.chippewanaturecenter.org for more information.

Diversity, Equity and Inclusion Statement: Chippewa Nature Center is committed to creating a workplace and visitor experience where all people feel valued for their unique attributes, characteristics, and perspectives. Staff, volunteers, program participants, visitors, and all those who engage with the nature center are invited to fully connect with CNC regardless of their race, color, age, national origin, gender identity, sexual orientation, religion, ability, marital status, political affiliation, or parental status. Through ongoing learning, training, and listening, CNC strives to welcome all people.

Equal Opportunity Employment: CNC is an equal opportunity employer and does not discriminate against employees or job applicants on the basis of race, religion, sex, sexual orientation, gender identity, age, national origin, height, weight, handicap or disability, veteran status or any other status or condition protected by applicable state or federal laws.

2025 Volunteer Crew Leader Application

You are required to submit a cover letter in addition to this application. You may choose to submit a resume in place of this application. Please feel free to attach additional sheets if you need more room to write or would like to include additional information.

Personal information

Name

Last

First

Middle

Address

Number

Street

City

State

Zip

Phone number _____ Is this a cell phone? Yes No

Email _____

Will you be 16 by June 4, 2025? Yes No

Birthdate: _____

Education

What is your highest level of education? _____

What classes have you taken that relate to this position? _____

What classes have you taken that relate to this position? _____

Interests and experience

What is your experience working with children (volunteer or paid)? _____

Explain any contact you have had with children or peers with special needs. _____

What experience do you have with nature or outdoor skills? What types of outdoor activities do you enjoy? _____

What hobbies or activities, including clubs & sports, do you pursue? _____

Have you been a Teen Volunteer at Nature Day Camp before? _____ If yes, what year(s)? _____

Please share any other information you would like us to know: _____

Return application, resume and cover letter to: Steve Frisbee, Camp Director, at sfrisbee@chippewanaturecenter.org or Chippewa Nature Center, 400 S Badour Rd, Midland, MI 48640