



**Lutheran Outdoor Ministries of Northern California**  
7795 Highway 9, Ben Lomond, CA 95005 [www.mtcross.org](http://www.mtcross.org)

**POSITION TITLE:** Camp Counselor

**REPORTS TO:** Program Director

**QUALIFICATIONS:**

1. Must be at least 18 years of age and have graduated from high school.
2. Special skills - ability in leadership of others in group activities, especially in such areas as: public speaking, personal conversation, teaching methods, recreational interest, camp crafts, and some mechanical ability and athletic ability.
3. Outdoor Living - basic appreciation and understanding of nature as the creation of God and its relationship to humankind; willingness to participate in nature study, outdoor life, and to learn new skills.
4. Have knowledge and experience in leading Bible Study discussions.
5. Personality Characteristics: (Need to be strong in these areas) Imagination, conviction, sincerity, enthusiasm, initiative, willingness to learn, a sense of spiritual direction and the presence of God in their own life. Should have the ability to think on their own and have a seeking mind.
6. Prerequisite: Attend 10 days of staff training before the camping season begins.

**RESPONSIBLE TO:**

1. The Executive Director and Program Director in terms of application and employment, training and work assignments, personnel policies and practices.
2. To the Executive Director, and Program Director as assigned, in terms of program for On-site and Day Camp
3. The Day Camp Leader in all areas relative to day camp program activities.

**GENERAL RESPONSIBILITIES:**

1. Provide personal guidance to campers, through program leadership.
2. Be involved in all camping activities, program planning, Staff meetings and Camper group activities.
3. Be responsibly alert for the health and safety needs of all campers.
4. Be responsible for the stewardship of all camp facilities and equipment.
5. Understand, interpret, and maintain the camp's standards and policies.
6. Exert positive Christian influence over campers at all times and be alert to their spiritual needs.

**SPECIFIC RESPONSIBILITIES:**

1. Take full charge of a small group (up to 10) of campers, living with them and assuming the role of leader in all cabin and group activities.
  - a. Teach them as much as possible
  - b. Be with them as much as possible
  - c. Help them to plan and use their time in meaningful activity
  - d. Assist them in group planning of each activity
  - e. Handle all administrative duties carefully and efficiently

- f. Interpret the camp program, philosophy and practices
  - g. Get to know each camper as quickly as possible. Show loving concern; be enthusiastic about their interests
  - h. Teach campers good stewardship for the property of others and to care for their camp facilities and equipment
  - i. Teach respect for each person as an individual and provide a safe environment for campers to ask questions without ridicule
  - j. Conduct cabin devotions each night with the cabin group.
2. Work closely with Pastors in camp each week. Help the Pastor or Congregational Leader assigned to your group or site to become involved in the activities. Be sensitive to their needs and abilities and help them to have a positive camp experience.
  3. Prepare to be the best possible Christian counselor:
    - a. As it relates to campers:
      1. by serving others in love rather than working for tangible rewards
      2. by concentrating on the camper and forgetting personal interests
      3. by developing a patience that will be tried but can weather the storm
      4. by treating all campers alike without favoritism
      5. by being a good listener.
    - b. As it relates to the life of Faith in Jesus Christ:
      1. know God's word and communicate through prayer and Bible reading each day
      2. be ready and able to share with others about Jesus Christ in terms of everyday life
      3. continue in your desire to understand Jesus Christ and His will for your life
      4. be God's witness in all your words and actions.

**COMPENSATION** : \$360/week, food, and lodging. Counselors may earn an additional \$40 for playing guitar for work related purposes.

**SUPERVISION AND SUPPORT**: Counselors will be trained and supported by the Program Director and Executive Director.

**PLEASE SEND RESUME AND COVER LETTERS TO**: Sam Garcia, Program Director,  
(831) 336-5179 [sam@mtcross.org](mailto:sam@mtcross.org)



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**POSITION TITLE:** Support Staff

**REPORTS TO:** Hospitality Director

**QUALIFICATIONS:**

1. Must have completed either their junior or senior year in high school.
2. Like living outdoors.
3. Christian witness is evidenced in a positive attitude toward routine work required for efficient camp operation. They exemplify: "The secret to happiness is not in doing what you like to do -- but in learning to like that which has to be done."
4. Prerequisite: Attend a 10 day Staff training before the camping season begins.

**RESPONSIBLE TO:**

1. The Executive Director, Hospitality Director, and Program Director in terms of application and employment, training and work assignments, personnel policies and practices.
2. To the Executive Director or Program Director in terms of program needs.
3. To the Executive Director and Hospitality Director in relation to campsite needs.

**GENERAL RESPONSIBILITIES:**

1. Do maintenance activities under the supervision of the Executive, Program, Office, and Hospitality Directors.
2. Operate the camp store, keep accurate inventories, reorder items as needed, assist the office in communicating final balances to campers.
3. Assist Directors in total program including orientation, equipment checkout, meal preparation and clean up and return of leftover food & reusable items.
4. Help create and lead camper orientation skit that goes over general safety rules
5. Assist counselors in setting up and playing in outdoor all camp activities.
6. Run the dishroom and assist kitchen staff as needed.
7. Setup to serve meals both indoors and outdoors as needed.
8. Keep the food preparation area clean, including the on-site kitchen when used.
9. Participate in all staff meetings, all-camp games, and worship services.

**COMPENSATION :** \$360/week, food, and lodging.

**SUPERVISION AND SUPPORT:** Support Staff will be trained and supported by the Program Director, Hospitality Director, and Executive Director.

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