Mt. Cross Ministries

Lutheran Outdoor Ministries of Northern California
7795 Highway 9, Ben Lomond, CA 95005 | www.mtcross.org

POSITION TITLE: Adventure Coordinator **POSITION TYPE:** Seasonal / Summer Staff

LOCATION:	**EMPLOYMENT DATES:**	**REPORTS TO:**
Ben Lomond, CA	June 2-July 30, 2027	Program Director

POSITION SUMMARY: The Adventure Coordinator leads and supports Mt. Cross's outdoor and adventure programming. This position oversees activities such as the climbing wall, archery, hiking, nature exploration, and nature journaling. The Adventure Coordinator helps create safe, engaging opportunities for campers to challenge themselves, explore God's creation, and experience the adventure of camp while working closely with counselors and other program staff.

PRIMARY RESPONSIBILITIES:

1) **Facilitate Adventure Experiences:** Lead and facilitate outdoor experiences that encourage campers to explore, challenge themselves, and grow.
   a) Plan and prepare adventure activities for different camper age groups.
   b) Introduce campers to new experiences that build confidence, teamwork, and problem-solving skills.
   c) Adapt activities to camper age, ability, group size, weather, and conditions.
   d) Encourage campers to challenge themselves and try new things in a supportive environment.
   e) Collaborate with counselors to connect adventure experiences with the broader camp experience.

2) **Coordinate Challenge Activities:** Coordinate climbing wall, low ropes, flying squirrel, crate stacking, and other challenge-based activities.
   a) Complete required ChallengeWorks training during Leadership Staff Training.
   b) Facilitate challenge course activities according to Mt. Cross safety procedures and training standards.
   c) Teach campers appropriate skills, techniques, and safety practices for each activity.
   d) Adjust challenges and instruction to meet different camper ages and abilities.
   e) Inspect, maintain, and properly store equipment used for challenge activities.

3) **Lead Hiking + Natural Journaling:** Guide campers in exploring the outdoors and developing a deeper appreciation for God's creation.
   a) Plan and lead hikes appropriate for different camper groups and abilities.
   b) Incorporate nature journaling, observation, and exploration into outdoor experiences.
   c) Help campers identify and learn about plants, animals, and other features of the local environment.
   d) Encourage curiosity, wonder, and reflection through outdoor experiences.
   e) Promote responsible care for the Mt. Cross property and natural environment.

4) **Lead Archery:** Facilitate archery experiences that teach campers new skills while promoting safety, confidence, and fun.
   a) Operate the archery range according to Mt. Cross safety procedures.
   b) Teach campers basic archery skills, techniques, and range safety.
   c) Adjust instruction and activities for different camper ages and abilities.

d) Inspect, maintain, and properly store archery equipment.
e) Create an encouraging environment where campers can develop skills and celebrate progress.

5) **Support All-Camp Activities + Operations:** Contribute to the broader camp experience by assisting with activities, events, staffing, and daily camp operations as needed.
   a) Assist with setup, preparation, and cleanup for camp-wide activities, trips, and events.
   b) Participate in all-camp games, skits, characters, and other special programming.
   c) Provide coverage for counselor breaks and other temporary staffing needs.
   d) Assist with Trading Post operations and other camp services as needed.
   e) Help with daily camp operations, transitions, and unexpected program needs.
   f) Step into other areas of camp as needed to support campers, counselors, and the overall camp experience.

QUALIFICATIONS:

Required

- At least 18 years of age and a high school graduate.
- Demonstrated ability or strong interest in working with children and youth in group settings.
- Ability to work in an outdoor, residential camp environment with changing schedules and group dynamics.
- Ability to work independently and collaboratively as part of a team.
- Willingness and ability to complete required ChallengeWorks training during Leadership Staff Training.
- Willingness to participate in Christian faith formation, including prayer, worship, Bible study, storytelling, and conversations about faith.
- Enthusiasm, flexibility, reliability, initiative, and a willingness to learn and grow as a leader.

Preferred

- Completed at least one year of college.
- Personal Christian faith, familiarity with ELCA theology, and comfort sharing and exploring faith with others.
- Experience working with children, youth, camp, or outdoor ministry.
- Experience with climbing, archery, hiking, outdoor recreation, experiential education, or adventure programming.
- Relevant certifications or training in outdoor recreation, climbing, archery, or other adventure activities.

SUPERVISION + SUPPORT: Program Coordinators report to the Program Director regarding employment, training, work assignments, and personnel policies, and work collaboratively with the Program Director and counselors on camp programming and the overall camp experience. Each week, Program Coordinators are assigned to a village alongside two counselors and participate in cabin and village life, provide coverage for counselor breaks, and support all-camp activities and operations when not engaged in their primary program area. Program Coordinators and counselors are peers within the same staff structure and receive ongoing guidance and support from the Program Director.

EMPLOYMENT REQUIREMENTS: Mt. Cross will provide and cover the cost of required background screening, Live Scan, and CPR/First Aid certification. Employment is contingent upon:

- Successful completion of a required background check and California DOJ Live Scan.
- Successful completion of CPR and First Aid certification provided by Mt. Cross.
- Successful completion of required mandatory reporter training.
- Successful completion of all required pre-camp staff training.

EMPLOYMENT DETAILS: This is a seasonal position requiring a full-summer commitment. Staff are assigned to different camp programs throughout the summer and may move between on-site and off-site programs, including residential camps and traveling day camps. The residential nature of the position means staff remain engaged in the life of camp beyond scheduled program activities, with work and community life naturally overlapping. This is a highly relational and immersive role where staff share meals, community life, and daily experiences with campers and fellow staff.

Full attendance throughout the following camp weeks is required:

- Program Coordinator Training (paid): May 26-28, 2027
- Staff Training (paid): June 2-11, 2027
- On-site Camp Sessions: June 13-July 2, 2027
- Traveling Day Camp Sessions: July 4-30, 2027

COMPENSATION:

- Full-time, seasonal, exempt, camp coordinator
- Total weekly compensation is $621 (additional $25 for returning staff)
- Weekly lodging and meals deduction is $146
- Weekly take-home pay (pre-tax) is $475 (additional $25 for returning staff)
- 3 paid sick days

READY TO ANSWER THE CALL?: Spend your summer growing in faith, living in Christian community, and experiencing God through creation and adventure. Use your gifts, build meaningful relationships, and help create a camp community where everyone belongs.

HOW TO APPLY:

1) **Create an account:** Visit our Summer Staff Application Portal and select "Create an Account" to get started.
2) **Complete your application:** Tell us about yourself, your experience, your faith, and why you're interested in serving on the Mt. Cross summer staff.
3) **Provide references:** Submit the requested references and other information through the CampBrain application portal.
4) **Watch for next steps:** After reviewing your application, we'll reach out about interviews and next steps in the hiring process.

Returning Staff Deadline: January 15, 2027
General Application Deadline: February 28, 2027
Final Application Deadline: March 31, 2027, as positions remain available.

APPLY FOR 2027 SUMMER STAFF →

Click the link above or scan the QR Code to begin your application.
mtcross.campbrainstaff.com

QUESTIONS?

Contact Sam Garcia, Program Director, (831) 336-5179 | sam@mtcross.org