Mt. Cross Ministries

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

POSITION TITLE: Arts + Music Coordinator **POSITION TYPE:** Seasonal / Summer Staff

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

POSITION SUMMARY: The Arts + Music Coordinator leads and supports the creative, spiritual, and community-building activities that make up the Mt. Cross camp experience. This position oversees activities such as worship, faith formation, music, arts and crafts, campfire, and theme-related decorations and programming. The Arts + Music Coordinator works closely with counselors and other program staff to create engaging, age-appropriate experiences that help campers grow in faith, build community, and live out the camp theme.

PRIMARY RESPONSIBILITIES:

1) **Facilitate Worship + Faith Formation:** Create and coordinate worship, Bible study, devotions, and other faith-forming experiences throughout the camp week.
   a) Prepare and lead daily worship experiences for campers and staff.
   b) Facilitate Bible studies, devotions, and small-group faith conversations.
   c) Help campers connect Scripture and faith to their everyday lives.
   d) Select and prepare songs, prayers, Scripture, and other worship elements.
   e) Create welcoming opportunities for campers of different ages and faith backgrounds to engage in spiritual practices.
   f) Work with counselors to support faith conversations and practices in cabin and village settings.

2) **Coordinate Campfire Experiences:** Plan and lead campfire programming that builds community through music, storytelling, games, and reflection.
   a) Develop nightly campfire schedules and programming.
   b) Coordinate songs, games, stories, skits, and other campfire activities.
   c) Prepare and organize materials, props, and supplies needed for campfire.
   d) Coordinate camper and staff participation in campfire programming.
   e) Create opportunities for reflection and celebration during campfire.
   f) Adapt campfire programming to fit different age groups, weather conditions, and weekly schedules.

3) **Lead Creative Programming:** Plan and facilitate arts, crafts, music, and other creative activities for campers.
   a) Plan and prepare arts and crafts activities for different age groups.
   b) Lead music-based activities and other opportunities for creative expression.
   c) Develop activities that encourage campers to explore creativity and try new things.
   d) Adapt activities to meet the developmental needs and abilities of different campers.
   e) Prepare, organize, and maintain supplies for creative programming.
   f) Encourage campers to share their own ideas and creative work.

4) **Bring the Theme to Life:** Develop decorations, activities, and visual elements that connect campers to the summer and daily themes.

a) Develop decorations and visual elements that reflect the annual camp theme.
b) Create interactive experiences that reinforce the theme throughout the week.
c) Prepare common spaces, activity areas, and gathering spaces with theme-related elements.
d) Incorporate daily themes into appropriate programming and activities.
e) Collaborate with counselors and other staff to incorporate the theme into cabin and village life.
f) Help campers understand and engage with the theme in meaningful and age-appropriate ways.

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 play guitar or piano at a level sufficient to lead or accompany group singing and worship.
- 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 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