Mt. Cross Ministries

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

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

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

POSITION SUMMARY: The Aquatics Coordinator leads and supports Mt. Cross's aquatics and water-based programming. This position oversees pool programming, lifeguarding, beach day, and other water-related activities while helping maintain a safe and positive environment for campers. The Aquatics Coordinator also provides support for all-camp programming and works closely with counselors and other program staff to create a fun, welcoming, and well-organized camp experience.

PRIMARY RESPONSIBILITIES:

1) **Facilitate Aquatics Activities:** Lead and supervise swimming activities at the pool, creek, river, and beach.
   a) Administer swim checks and assess camper water readiness.
   b) Document swim check results and communicate appropriate swimming areas or restrictions to counselors using red and green wristbands.
   c) Enforce water safety rules and maintain appropriate supervision during all aquatics activities.
   d) Ensure proper use, care, and storage of aquatics equipment.

2) **Provide Aquatic Safety + Supervision:** Maintain consistent safety, accountability, and supervision practices across all aquatic activities.
   a) Lifeguard the pool, creek, and river according to Mt. Cross procedures and required certifications.
   b) Conduct and document swim checks and assign campers to appropriate swimming areas and activities.
   c) Conduct buddy checks and maintain an accurate accounting of campers entering and leaving the water.
   d) Ensure campers and staff wear properly fitted personal flotation devices when required.
   e) Assist with lifeguarding and water safety during beach day.
   f) Practice and respond to aquatic emergency procedures as trained.

3) **Lead Beach Day Safety + Operations:** Provide lifeguard supervision at the beach and coordinate water safety procedures with other staff.
   a) Maintain an accurate count of campers in the water and monitor campers entering and exiting the water.
   b) Check buddy pairs before, during, and after water activities to ensure all campers remain accounted for and with their assigned buddy.
   c) Ensure every camper wears a properly fitted life jacket during designated water activities.
   d) Communicate and coordinate with beach lifeguards regarding water conditions, safety concerns, and emergency procedures.
   e) Enforce beach safety rules and ensure campers follow all established boundaries and instructions.

4) **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.
- Current lifeguard certification or willingness and ability to complete lifeguard training provided by Mt. Cross during Leadership Staff Training.
- 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 aquatics, lifeguarding, swimming instruction, beach activities, or other water-based programming.
- Additional recreation, outdoor, athletic, or safety certifications that contribute to the camp experience.

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 American Red Cross lifeguard 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