Mt. Cross Ministries

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

POSITION TITLE: Day Camp Lead **POSITION TYPE:** Seasonal / Summer Staff

LOCATION:	**EMPLOYMENT DATES:**	**REPORTS TO:**
Ben Lomond, CA	July 5-30, 2027	Program Director

POSITION SUMMARY: Day Camp Leads oversee the daily operation of Mt. Cross traveling day camp teams, providing leadership to counselors and volunteers while ensuring a safe, engaging, and faith-filled experience for campers. The Day Camp Lead serves as the primary on-site representative of Mt. Cross, coordinating transportation, supplies, schedules, host-site relationships, staff communication, and daily programming.

This is a leadership opportunity for currently employed Mt. Cross summer staff, with a minimum commitment of one week in July and the opportunity to serve for multiple weeks, potentially throughout the entire traveling day camp season. Day Camp Leads will serve as counselors or program coordinators during the June on-site camp sessions before stepping into their Day Camp Lead assignment(s) in July. Applicants must be available for the full summer staff commitment, including June camp sessions and their assigned week(s) of traveling day camp.

This position is both a program leader and a team leader. Day Camp Leads actively participate in camp activities while supporting, mentoring, and guiding counselors throughout the week. They help create a welcoming environment where campers can grow in faith, build community, experience adventure, and discover the love of God.

PRIMARY RESPONSIBILITIES:

1) **Lead the Day Camp Program:** Create a safe, welcoming, and engaging environment where campers, staff, and volunteers can experience faith, community, adventure, and service.
   a) Lead and participate fully in daily day camp activities and programming.
   b) Support counselors as they lead camper groups, games, Bible study, crafts, music, recreation, and other activities.
   c) Facilitate daily worship, prayer, devotions, Bible stories, and other opportunities for faith formation.
   d) Adapt activities and schedules to meet the needs of campers, staff, weather, and host sites.
   e) Encourage counselors to engage campers with energy, creativity, maturity, patience, and care.
   f) Support the social, emotional, and spiritual well-being of campers and staff, seeking guidance from the Program Director when needed.
   g) Maintain constant awareness of the health, safety, and well-being of campers and staff.

2) **Lead the Day Camp Team:** Guide the team with confidence, clarity, encouragement, and a spirit of collaboration throughout the week.
   a) Lead daily staff meetings, devotions, check-ins, and closing meetings.
   b) Supervise and support counselors and volunteers throughout the week.
   c) Mentor counselors as they grow in confidence, leadership, and their ability to work with campers.

d) Communicate regularly with the Program Director about staff, campers, programming, and concerns.
e) Model a positive, Christ-centered presence in interactions with campers, staff, volunteers, and host communities.
f) Address staff and camper concerns with patience, maturity, and sound judgment.
g) Build a team culture rooted in trust, encouragement, responsibility, and mutual support.

3) **Coordinate Travel + Logistics:** Keep the team prepared, organized, and ready for each day of the traveling camp experience.
   a) Drive Mt. Cross vehicles safely and responsibly.
   b) Complete required vehicle inspections and communicate maintenance or safety concerns.
   c) Coordinate packing, loading, transportation, and organization of camp supplies and equipment.
   d) Prepare weekly program materials, costumes, craft supplies, Bible study materials, and other necessary resources.
   e) Organize weekly travel plans, meeting locations, host homes, host meals, and other team logistics.
   f) Steward Mt. Cross vehicles, equipment, supplies, responsibly.

4) **Collaborate with Host Congregations:** Represent Mt. Cross with hospitality and professionalism while building strong relationships with host communities.
   a) Serve as the primary on-site representative of Mt. Cross.
   b) Communicate with pastors, congregational leaders, volunteers, host families, and parents throughout the week.
   c) Coordinate with host congregations to ensure that schedules, meals, housing, facilities, and other needs are clearly understood.
   d) Support host-site volunteers as they participate in the day camp experience.
   e) Share opportunities for campers, families, and congregations to stay connected with Mt. Cross.
   f) Express appreciation to volunteers, host families, and meal providers through personal communication and thank-you notes.
   g) Strengthen relationships between Mt. Cross and its host congregations.

5) **Oversee Daily + Weekly Operations:** Handle the details of each week with accuracy, integrity, and good stewardship.
   a) Complete camper sign-in and sign-out procedures and other required documentation.
   b) Manage petty cash, payments, receipts, and expense records accurately.
   c) Communicate important information and schedule changes to the Program Director and day camp team.
   d) Complete required end-of-week reports, evaluations, and other administrative responsibilities.
   e) Return vehicles, supplies, paperwork, and other materials according to Mt. Cross procedures.
   f) Identify supplies, procedures, or resources that need to be updated or improved for future weeks.

QUALIFICATIONS:

Required

- Be at least 21 years old, have a high school diploma or equivalent, and hold a valid driver's license.
- Have previous experience serving on a traveling day camp team, preferably with Mt. Cross or a similar program.
- Have experience working with children or youth and demonstrated ability to lead, supervise, mentor, and support staff.

- Demonstrate strong communication, organizational, and logistical skills, along with flexibility, initiative, sound judgment, emotional maturity, and reliability in outdoor and changing environments.
- Be able to lead and participate in faith-based programming in a welcoming, respectful, and grace-filled manner.
- Exhibit flexibility, initiative, sound judgment, emotional maturity, and reliability while working in outdoor environments and changing circumstances.

Preferred

- Completed at least two years 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.
- Outdoor recreation, experiential education, or other program leadership experience.
- Musical, athletic, Spanish language, or other skills that contribute to the camp experience.

SUPERVISION + SUPPORT: The Day Camp Lead reports directly to the Program Director and works closely with the Program Director and Executive Director throughout the summer. Day Camp Leads receive training in Mt. Cross policies and procedures, day camp programming, camper safety, staff leadership, transportation, and other responsibilities of the position. The Program Director provides ongoing support and communication throughout each traveling camp week.

While the Day Camp Lead is the primary on-site leader for the traveling team, they are not expected to handle every situation alone. Leads are expected to communicate with the Program Director when additional guidance, support, or intervention is needed.

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.
- Possession of a valid driver's license and demonstrated ability to safely operate Mt. Cross vehicles as required for the position.

EMPLOYMENT DETAILS: This is a leadership opportunity within the Mt. Cross summer staff program, not a standalone summer position. Day Camp Leads must be currently employed as Mt. Cross summer staff and will serve as counselors or program coordinators during the June on-site camp sessions before transitioning into their Day Camp Lead assignment(s) in July. The minimum commitment is one week of traveling day camp, with opportunities to serve additional weeks, up to all four weeks of the traveling day camp season. Day Camp Leads are responsible for leading a team through their assigned weeks of off-site programming. The position requires regular travel between host communities and may include staying in host homes or other housing provided by Mt. Cross or partner congregations.

The nature of the position means Day Camp Leads remain engaged in the life of the team beyond scheduled program activities, with work and community life naturally overlapping. Leads share meals, travel, planning, and daily experiences with counselors and volunteers while providing consistent leadership and support throughout the week. This is a highly relational and active role that requires flexibility, organization, and a willingness to step into whatever is needed to help the program thrive.

EMPLOYMENT SCHEDULE: Day Camp Leads must participate in the June on-site camp sessions as a counselor or program coordinator before beginning their July leadership assignment. Full attendance during required training dates and June camp sessions is expected.

- Day Camp Lead 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 counselor
- Total weekly compensation is $721 (additional $25 for returning staff)
- Weekly lodging and meals deduction is $146
- Weekly take-home pay (pre-tax) is $575 (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