Mt. Cross Ministries

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

POSITION TITLE: Counselor **POSITION TYPE:** Seasonal / Summer Staff

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

POSITION SUMMARY: Counselors are the primary leaders for a group of campers, responsible for creating a safe, fun, and faith-filled camp experience. Counselors build relationships, lead the program, facilitate faith formation, and care for campers throughout daily camp life. Through play, worship, adventure, and community, counselors help create an inclusive Christian community where everyone belongs. This is an immersive summer ministry position where counselors live on-site at Mt. Cross during residential camp and stay with host families during traveling day camp.

PRIMARY RESPONSIBILITIES:

1) **Care for Campers:** Lead a group of up to 10 campers taking responsibility for group life, supervision, relationships, and daily care.
   a) Build meaningful relationships with campers and demonstrate genuine care, enthusiasm, and respect for each individual.
   b) Be present and engaged with campers, creating a safe, welcoming, inclusive, and joy-filled environment where campers feel known, valued, and comfortable being themselves.
   c) Maintain awareness of campers' physical, emotional, social, and spiritual needs and communicate concerns promptly to appropriate supervisory staff.
   d) Provide responsible overnight supervision, including evening routines, nighttime safety, and morning readiness.
   e) Help campers navigate schedules, transitions, activities, and daily camp routines.
   f) Use positive, developmentally appropriate behavior-management practices consistent with Mt. Cross policies and training.
   g) Encourage campers to grow in confidence, connection, independence, and leadership throughout their camp experience.

2) **Facilitate Faith Formation:** Help create opportunities for campers to experience and explore faith through the people, places, and experiences of camp.
   a) Lead daily cabin devotions and participate actively in camp worship, prayer, and other spiritual practices.
   b) Help campers explore their faith through Bible study, storytelling, prayer, conversation, reflection, and the experiences of community, creation, and adventure.
   c) Model a Christ-centered approach to leadership characterized by grace, service, humility, curiosity, and respect.
   d) Create space for campers to ask questions and explore how faith connects with their lives, their community, and the world around them.

3) **Lead the Program:** Lead, rather than simply participate in, the Mt. Cross experience by creating engaging, safe, and joy-filled opportunities for adventure, learning, connection, and growth.
   a) Lead and participate fully in camp activities, helping campers engage meaningfully in the program.

b) Help campers choose and participate in activities while encouraging appropriate challenge and exploration.
c) Work with Program Coordinators to support adventure, aquatics, recreation, worship, and other program areas.
d) Learn and follow all activity-specific safety procedures and staff instructions.
e) Bring energy, creativity, flexibility, and enthusiasm to each camp experience.
f) Live out Mt. Cross's mission and values in their work with campers, families, pastors, and congregational leaders, helping fulfill our mission and share the impact of camp.

4) **Build Community + Practice Stewardship:** Actively contribute to the life of the Mt. Cross community by caring for people, places, and resources and helping create a culture where everyone belongs and everyone contributes.
a) Model positive conflict resolution, flexibility, initiative, responsibility, and teamwork.
b) Communicate observations, concerns, needs, and important information promptly and appropriately to supervisory staff.
c) Take ownership of assigned responsibilities and follow through with care and attention to detail.
d) Participate fully in the life of the camp community by prioritizing relationships, participation, and shared experiences over personal technology and distractions.
e) Care for cabins, facilities, equipment, and shared spaces and practice good stewardship of Mt. Cross resources.
f) Cultivate care for creation by respecting and caring for the natural environment and helping campers experience creation as part of their camp community.
g) Participate fully in staff meetings, training, evaluations, planning, setup, cleanup, and other shared camp responsibilities.

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

SUPERVISION + SUPPORT: Counselors report to the Program Director regarding employment, training, work assignments, and personnel policies, and work with the Program Director and Program Coordinators on on-site and day camp programming. Counselors receive ongoing guidance and support throughout the summer.

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:

- 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 $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