Mt. Cross Ministries

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

POSITION TITLE: Camp Nurse **POSITION TYPE:** Volunteer / Residential

LOCATION:	**EMPLOYMENT DATES:**	**REPORTS TO:**
Ben Lomond, CA	June 13-July 2, 2027	Program Director

POSITION SUMMARY: The Camp Nurse provides health care and wellness support for campers and staff throughout the camp season. This position oversees medication administration and health records, responds to illness and injury, supports campers with allergies, dietary needs, mental health concerns, and other medical needs, and helps maintain a safe and healthy camp environment. The Camp Nurse works closely with counselors, program staff, camp leadership, parents and guardians, and medical professionals to provide appropriate care and determine when additional medical attention is needed.

PRIMARY RESPONSIBILITIES:

1) **Provide Camper + Staff Health Care:** Provide appropriate health care and first aid for campers and staff experiencing illness, injury, or other health concerns throughout the camp week.
   a) Assess and provide appropriate first aid and basic health care within professional scope.
   b) Care for campers experiencing illness, injury, pain, homesickness, or other health concerns.
   c) Monitor campers who need rest, observation, follow-up, or additional support.
   d) Respond to medical emergencies and coordinate emergency medical services when needed.
   e) Determine when additional evaluation or treatment from a physician or other medical provider is needed.
   f) Communicate significant illnesses, injuries, treatments, or changes in health status to parents/guardians and appropriate camp leadership.
   g) Provide follow-up care and documentation for ongoing health concerns throughout the camp week.

2) **Manage Medications + Health Records:** Administer medications and maintain accurate, confidential health documentation for campers and staff.
   a) Receive, review, secure, and organize prescription and approved OTC medications.
   b) Administer medications according to orders, permissions, protocols, and scope of practice.
   c) Maintain medication administration records and health logs.
   d) Document treatments, medication errors, significant health concerns, and other required information.
   e) Maintain confidentiality and security of health records.
   f) Communicate medication or health concerns to parents/guardians and appropriate camp leadership as needed.

3) **Review Health Information + Screen for Wellness:** Review health information before each camp week and identify health needs that may require additional support or follow-up.
   a) Review camper and staff medical forms, health histories, allergies, medications, and special health needs before each camp week.
   b) Conduct a brief wellness check with each camper during drop-off/check-in.
   c) Identify campers who may need additional supervision, accommodations, monitoring, or medical follow-up.

d) Communicate relevant health and safety information to counselors and appropriate staff.
e) Develop or support individualized care plans for campers with chronic conditions, allergies, or other ongoing health needs.
f) Reassess health needs when a camper's condition or circumstances change.

4) **Coordinate Health + Emergency Preparedness:** Maintain the supplies, procedures, communication, and resources needed to respond effectively to health concerns and emergencies.
   a) Maintain and organize first-aid supplies for camp, beach days, hikes, trips, and off-site activities.
   b) Inspect first-aid kits and medical supplies regularly and restock as needed.
   c) Maintain communication with designated physicians, on-call providers, emergency services, and other health resources.
   d) Participate in emergency planning, drills, and procedures related to health and safety.
   e) Coordinate access to additional medical evaluation or treatment when needed.
   f) Ensure appropriate health and emergency information is available to staff when necessary.

5) **Promote a Safe + Healthy Camp Environment:** Partner with campers and staff to promote practices that support physical and emotional well-being throughout the camp experience.
   a) Promote healthy habits related to hydration, nutrition, sleep, hygiene, sun protection, and rest.
   b) Help staff recognize and respond appropriately to common camp health concerns such as heat illness, dehydration, allergic reactions, and contagious illness.
   c) Support campers experiencing homesickness, anxiety, emotional distress, or other wellness concerns within the nurse's professional scope.
   d) Educate counselors and staff about health, wellness, and camper-specific health needs.
   e) Encourage campers to communicate when they are not feeling well or need assistance.
   f) Complete incident reports and other required documentation when health or safety incidents occur.

QUALIFICATIONS:

Required

- Be at least 21 years old and have a high school diploma or equivalent.
- Hold a current nursing license appropriate to the position and applicable California requirements.
- Have experience providing health care, first aid, or nursing care to children, youth, or adults.
- Have the ability to assess health concerns, respond to emergencies, administer medications, and provide care within professional scope of practice.
- Have experience working in a residential camp, school, youth program, health care setting, or similar environment.
- Demonstrate strong communication, organization, documentation, and decision-making skills.
- Be able to work independently while collaborating effectively with counselors, camp leadership, parents/guardians, and medical professionals.
- Demonstrate compassion, patience, sound judgment, confidentiality, and respect for the individual needs of campers and staff.
- Be willing to participate in Christian faith formation and contribute to the mission and values of Mt. Cross Ministries.
- Demonstrate flexibility, reliability, initiative, and willingness to learn and adapt to the changing needs of camp.

Preferred

- Bachelor’s degree in nursing or related field.
- Experience serving as a camp nurse or providing health care in a residential youth setting.
- Experience working with children or adolescents with allergies, chronic health conditions, mental health needs, or other special health considerations.

- Current certifications in CPR/AED, first aid, or other relevant emergency response training.
- Familiarity with ACA standards, California camp regulations, or other applicable health and safety requirements.
- Familiarity with Lutheran or ELCA ministry and comfort supporting faith-based programming.

SUPERVISION + SUPPORT: The Camp Nurse reports to the Program Director regarding employment, training, work assignments, and personnel policies and works collaboratively with the Program Director and camp staff to support the health, safety, and overall well-being of campers and staff. The Camp Nurse serves as the primary health care resource during the camp week and works closely with counselors, program staff, camp leadership, parents/guardians, and medical professionals as needed. The Camp Nurse provides guidance to staff regarding camper health needs while maintaining appropriate professional boundaries and scope of practice.

The Camp Nurse is a member of the camp staff and participates in the broader camp community and daily camp life as appropriate to the needs of the position. While the Camp Nurse is not assigned to a village in the same way as Program Coordinators and counselors, they may participate in camp-wide activities, meals, worship, and other community experiences when health care responsibilities allow.

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

- Successful completion of a required background check and California DOJ Live Scan.
- Completion of any required CPR, First Aid, or other health and safety training not already covered by current professional certifications.
- 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. The Camp Nurse provides health care and wellness support across Mt. Cross programs throughout the summer, including residential camps and off-site activities. 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 work closely with campers and fellow staff, share meals and community experiences, and remain available to respond to health needs throughout the camp week.

Full attendance throughout the following camp weeks is required:

- On-site Camp Sessions: June 13-July 2, 2027

COMPENSATION: This is a volunteer position. No salary or stipend is provided. Mt. Cross will provide meals and lodging during required periods of service, as applicable.

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