Crossfire Ranch

Offering Hope. Changing Lives.

Job Description

Job Title	Program Specialist
Reports to	Program Director
Requirements	Part-time, in person, day & evening. Approximately 20-25 hours per week - fluctuates during camp weeks and Adventure Camps

Organizational Overview

Crossfire Ranch is a provider of Faith-Based Equine Mentorship. Our mission is to pair vulnerable youth with an equine partner and mentor to find hope and healing. Since moving to the Lakeshore area we have served kids in seven surrounding counties. Our current typical year serves between fifty and seventy youth through camps, one-on-one and small group mentoring.

We recently purchased this forty acre property in February of 2026. This journey has been and will continue to be a Christ centered adventure, knowing He is faithful and true.

Job Purpose & Overview

To create healthy connections with Crossfire's participants and families through equine assisted mentoring and ranch opportunities.

The Program Specialist works alongside the Program Director to fulfill the vision and mission of CFR. The first frontline duty is mentoring vulnerable youth from a Biblical worldview.

Primary Objectives

- Implement 1:1 and/or group sessions
- Implement Adventure and Summer Camps
- Work alongside of Program Manager

Major Areas of Responsibility

1. Implement 1:1 and/or group sessions
    a. Implement weekly sessions - develop meaningful relationships and facilitate connections with horses to help create opportunities for true Hope and lasting healing.
    c. Facilitate growth in areas of Trust, Boundaries, Communication, Leadership.
    d. Support program growth goals and objectives
    c. Support Summer & Adventure Camp programs, providing leadership through mentoring, equine and camper connections.
2. Support Program Projects
    a. Support volunteer training
        - Develop practical session tools for the volunteer community

- Assist in equipping program volunteers in areas of horsemanship, discipleship and mentorship

b. Support in Crossfire Ranch Events

3. Supports volunteer mentors, being available to assist when needed
4. Other duties as necessary to fulfill the mission of Crossfire Ranch
5. This role offers the right person an opportunity to help grow and further develop our programs.

Job Requirements: Knowledge, Skills & Qualifications

Broad knowledge and experience in:

- Children and youth mentorship and discipleship
- Childhood trauma-informed behavioral and relational struggles
- Best practices in mentorship relationships

Excellent Skills in:

- Building connection with any kid: able to establish and maintain positive, trusting relationships with a diverse population of kids ages 5-18.
- Assessing participant needs: able to evaluate child and youth spiritual, emotional and social development
- Leadership: able to positively influence others to achieve best results

Demonstrated ability to:

- Work collaboratively and effectively on a small team with high accountability
- Participate proactively in meeting organizational goals
- Discern participant needs and facilitate relational connections
- Project and uphold the highest standards of ethical conduct
- Work with horses in a manner that maintains their dignity, respects their value and demonstrates to others the same.

Education and Experience

Demonstrated experience in mentorship or childhood crisis / trauma field.

Equine experience is preferred but not required.