CROSSFIRE RANCH
OFFERING HOPE. CHANGING LIVES.

Mentor — Crossfire Ranch

Job Brief

Crossfire Ranch is seeking a dedicated and passionate **Mentor** to join our team. This is a paid mentoring position designed for individuals who have a genuine heart for youth and teens and a desire to make a lasting difference in their lives.

Crossfire Ranch is a **faith-based nonprofit** whose mission is **"Offering Hope, Changing Lives."** We believe every young person deserves to experience hope, belonging, encouragement, and the opportunity to discover their God-given potential.

Mentors will build relationships with youth through intentional mentoring, ranch and equine-assisted activities. **No prior equine experience is required.** Crossfire Ranch provides equine training, as well as shadowing opportunities, as mentors learn alongside both the team and our horses while developing meaningful relationships with the youth we serve.

The ideal candidate is grounded in their Christian faith, dependable, relational, patient, and willing to invest consistently in the life of young people.

Responsibilities

- Build a consistent, encouraging, and trustworthy relationship with assigned youth.
- Meet with youth during typically scheduled after-school hours.
- Use horses and ranch activities as tools for mentoring, relationship building, confidence, and personal growth.
- Participate in equine-assisted learning activities as directed and trained by Crossfire Ranch staff.
- Encourage youth in positive decision-making, responsibility, communication, perseverance, and healthy relationships.
- Model Christ-centered character, integrity, compassion, patience, and servant leadership.
- Create a safe, welcoming, and encouraging environment for youth.
- Follow all Crossfire Ranch safety procedures, youth protection policies, and horse-handling guidelines.
- Communicate appropriately with Crossfire Ranch staff regarding youth participation, concerns, and progress.

- Maintain appropriate professional boundaries with youth and families.
- Participate in required mentor orientation, training, and ongoing development.
- Work collaboratively with Crossfire Ranch staff and other volunteers.
- Represent the mission and values of Crossfire Ranch in all interactions.
- Handle and work around horses in a manner consistent with Crossfire Ranch guidelines and training.

Schedule

- Typically Monday through Thursday
- Primarily after-school hours
- Holidays - always off
- Specific mentoring schedules will be determined based on mentor & youth as well as program needs.
- Consistency is an important part of the mentoring relationship; mentors should be able to make a dependable commitment to their assigned youth.

Compensation

- Compensation will be discussed during the interview process and will be based on the number of assigned mentees

Qualifications

- A genuine heart and passion for working with youth and teens.
- Loves Jesus and is committed to living out Crossfire Ranch's faith-based mission and values.
- Demonstrated maturity, integrity, patience, and dependability.
- Strong communication and interpersonal skills.
- Ability to build trust and maintain appropriate boundaries with youth.
- Ability to work independently while also collaborating with Crossfire Ranch staff.
- Willingness to learn and follow Crossfire Ranch's approach to horsemanship and equine-assisted learning.
- No prior equine experience required; a willingness to learn and work safely around horses is essential.
- Previous experience mentoring, teaching, coaching, youth ministry, or working with youth/teens.
- Must successfully complete any required background checks and youth safety requirements.

What We Offer

- Meaningful work that impacts the lives of youth.
- The opportunity to build lasting relationships with teens.
- Training and support in equine-assisted mentoring.

- The opportunity to learn about horses and horsemanship.
- A Christ-centered team environment.
- Opportunities for spiritual and personal growth.
- The rewarding experience of helping young people discover hope, confidence, purpose, and healthy relationships.

About Crossfire Ranch

Crossfire Ranch is a faith-based nonprofit located in Valders, Wisconsin. Our mission is “Offering Hope, Changing Lives.”

Through horses, mentoring, relationship-building, and a Christ-centered approach, Crossfire Ranch seeks to provide youth with a safe place to grow, learn, experience healthy relationships, and discover lasting hope.

Additional Information

Job Title: Mentor
Location: Crossfire Ranch, 5912 Nagel Road, Valders, WI
Employment Type: Part-Time
Schedule: Typically Monday–Thursday, after-school hours; no holidays
Compensation: Paid per number of assigned mentees
Reports To: Crossfire Ranch Lead Mentor / Program Director

Equal Opportunity Statement

Crossfire Ranch is committed to providing a safe, respectful, and welcoming environment for the youth, families, staff, mentors, and volunteers we serve. We seek individuals who support and respect the Christian mission, values, and faith-based purpose of Crossfire Ranch.

Application Instructions

Interested candidates should submit a resume and a brief cover letter describing their interest in mentoring as well as complete Crossfire's **Mentor Application**.

Apply to: admin@crossfireranch.org