# Summer Staff - Grounds Crew

*Supporting Exceptional Camp Experiences Through Property Care, Safety, Stewardship, and Servant-Hearted Service*

**Beartooth Christian Camp's Mission**

Beartooth Christian Camp (BCC) exists to provide a mountaintop experience that leads to life-changing relationships and a lasting eternal impact. Everything we do is filtered through our Core Values:

- Christ-Centered
- Safety
- Experience
- Relationships
- Stewardship

**Organizational Relationships:** Reports to the Facilities Coordinator. Works collaboratively with facilities staff, grounds staff, cleaning staff, programming staff, and other summer staff members.

**Location:** Fishtail, MT

**Compensation:** Summer Staff are paid bi-weekly at a weekly stipend rate to be determined by position before hire Shared On-Site Housing is provided | Meals provided when groups are on site

**Position Type:** Seasonal | Typically late May through mid-August

**Position Summary**

Each Grounds Crew Member plays an important role in supporting the daily care, safety, appearance, and stewardship of Beartooth Christian Camp's property and outdoor spaces. Working alongside the Facilities Coordinator and other camp staff, this position helps ensure that campers, guests, and staff enjoy a clean, safe, functional, and welcoming outdoor environment. Grounds Crew Members assist with mowing, trimming, landscaping, trail and outdoor area maintenance, litter removal, seasonal property preparation, and general upkeep of camp grounds. They also help prepare outdoor spaces for incoming guest groups and camp programming, ensure that outdoor activity areas have water coolers and cups when needed, care for grounds equipment, and report maintenance or safety concerns to supervisors. Through their diligence, flexibility, teamwork, and servant-hearted attitude, Grounds Crew Members contribute directly to the overall camp experience and the fulfillment of BCC's ministry mission.

**Expected Schedule**

Grounds Crew Members typically serve within a daily operational schedule extending from approximately 8:00 AM to 11:00 PM, with assigned shifts, scheduled breaks, and designated time off. Actual working hours and assignments vary according to camp programming, weather conditions, seasonal grounds needs, guest group schedules, and operational demands.

**Qualifications**

- A growing and authentic relationship with Jesus Christ.
- Possess a positive attitude, strong work ethic, and willingness to serve others.
- Ability to work cooperatively as part of a team and follow instructions from supervisors.
- Demonstrate reliability, punctuality, and personal responsibility.
- Ability to manage multiple tasks and work effectively in a changing environment.
- Ability to perform the physical responsibilities associated with grounds maintenance, including lifting, carrying, bending, kneeling, standing, walking, and working outdoors for extended periods.
- Willingness to follow all camp policies, procedures, and safety guidelines.
- Successfully complete required background screening.
- Willingness to learn the proper use, care, and storage of grounds tools, equipment, and supplies.
- Strong organizational and time-management skills.

**Previous landscaping, groundskeeping, trail maintenance, or equipment experience is helpful but not required. Training will be provided.*

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## Job Description & Key Responsibilities:

### Grounds Maintenance, Outdoor Areas, & Landscaping

- Mow, trim, edge, weed, water, and maintain lawns, landscaped areas, and other designated outdoor spaces.
- Assist with planting, pruning, mulching, watering, and general care of trees, shrubs, flowers, and other vegetation as directed.
- Remove litter, fallen branches, leaves, weeds, and other debris from camp grounds.
- Maintain the appearance, cleanliness, and usability of outdoor areas throughout camp.
- Assist with seasonal grounds preparation, including spring cleanup, summer upkeep, and end-of-season tasks.
- Help maintain outdoor gathering areas, recreation spaces, walkways, and common areas.
- Support the upkeep of outdoor activity areas, fire rings, picnic areas, fields, and recreational spaces.
- Assist with setting up, maintaining, and storing outdoor furniture, signs, barriers, and equipment.
- Ensure that outdoor activity areas have water coolers and cups available when needed, and replenish supplies as directed.

### Equipment, Tools & Safety

- Properly use, clean, organize, and store grounds tools, equipment, and supplies.
- Operate mowers, trimmers, blowers, hand tools, and other equipment only as trained and directed.
- Follow established equipment safety procedures and use appropriate protective equipment.
- Maintain safe distances from campers, guests, vehicles, buildings, and other staff while operating equipment.
- Follow all guidelines related to fuel, chemicals, tools, machinery, and outdoor work.
- Report hazardous conditions, damaged property, pest concerns, and safety issues promptly.
- Keep equipment storage areas, workspaces, and supply areas clean, organized, and secure.

### Camp Preparation & Operational Support

- Assist with preparing outdoor spaces, fields, trails, recreation areas, and gathering spaces for incoming guest groups and camp sessions.
- Support property cleanup and grounds upkeep between guest groups.
- Help set up and remove outdoor equipment, furniture, signs, water coolers, cups, and supplies needed for camp programming.
- Work collaboratively with facilities, cleaning, programming, kitchen, and other camp staff to maintain an inviting camp environment.
- Assist with storm cleanup, special projects, event preparation, and other seasonal grounds tasks as assigned.
- Demonstrate flexibility and a willingness to serve wherever needed within grounds operations.
- Assist with additional camp responsibilities as needed and assigned, provided they do not interfere with essential grounds responsibilities.

### Spiritual & Team Responsibilities

- Demonstrate Christlike character, humility, integrity, and a servant's heart in daily responsibilities and interactions.
- Recognize grounds maintenance and behind-the-scenes service as meaningful opportunities to demonstrate Christ's love to campers, guests, and fellow staff members.
- Contribute to a positive, encouraging, and Christ-centered working environment.
- Participate in scheduled staff devotionals, worship, and spiritual development opportunities as work schedules permit.
- Build meaningful relationships with fellow staff members and demonstrate teamwork, encouragement, and mutual respect.
- Support the mission, core values, and ministry philosophy of Beartooth Christian Camp.

**Every summer staff member plays an important role in fulfilling this mission, whether serving meals, maintaining facilities, leading activities, or building relationships with campers and guests.**

**Disclaimer:**
This job description is a summary of the typical functions of the job, not a complete list. The responsibilities, tasks, and duties might differ from those outlined, and other duties, as assigned, might be part of the job.