



Grounds Crew Job Description

Position Summary:

Grounds Crew staff support the daily upkeep and appearance of camp property to ensure safe, attractive, and functional outdoor spaces for campers, guests, and staff. This entry-level role focuses on lawn care, plant care, field maintenance, and debris removal, while also assisting with camp programs and operational needs as assigned. Grounds Crew members work closely with the Facilities Director, participate fully in camp life and staff training, and model Christ-centered character consistent with the mission and values of Portage Lake Bible Camp and the Evangelical Covenant Church.

General Qualifications:

- Must be at least 16 years of age.
Please Note: Staff of Senior High camper age are permitted and encouraged to attend Senior High week as campers.
- Demonstrates a personal relationship with Jesus Christ and a foundational understanding of the Bible.
- Models Christ-like character with a positive, servant-hearted attitude.
- Commits to living and working in alignment with the beliefs and values of Portage Lake Bible Camp and the Evangelical Covenant Church.
- Works well as a team player and is willing to assist beyond assigned duties as needed.
- Possesses a strong desire to foster personal and spiritual growth in others.
- Is eager and able to live and serve in a rustic, unplugged camp environment.

Duties and Responsibilities:

- Responsible to the Facilities Director
- Participate in and engage in all aspects of staff training and on-boarding.
- Core Responsibilities (but are not limited to):
 - ✓ Lawn Care- mowing, watering, weed whacking
 - ✓ Plant Care- planting, trimming, pruning, and shaping shrubs and trees to enhance the landscape's appearance and health, weeding and mulching, watering, removing unwanted weeds and applying mulch.
 - ✓ Debris and litter removal
 - ✓ Regularly cleaning up leaves, sticks, trash, and other debris.
 - ✓ Athletic Field Maintenance-marking soccer field and softball field for use during family camps.
 - ✓ Other responsibilities-recycling cardboard from the kitchen & assisting the Facilities Director with routine maintenance.



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- Support counseling staff by engaging with assigned cabin throughout the day (as applicable) and sleeping in their cabin each night.
- Involvement in programming through attending events, games, chapel, etc. unless directed otherwise by the Facilities Director.
- Responsible for maintaining a clean and tidy cabin and all shared spaces.
- Timely attendance and participation in all staff meetings and debrief.