Middle School Job Responsibilities and Expectations

Training and Growth

• Attend one of two DTeam Training Weekends in May, or view all training videos online prior to arrival at camp.
• Attend Daily DTeam meetings
• Complete DSeries, daily DTeam devotionals
• Meet with DTeam Coords and/or department supervisors for 1-on-1 discipleship
• Use information from weekly evaluations to grow in personal and professional areas

General Expectations

• Be enthusiastic.
• Uphold and enforce Trout Lake Camps' policies and procedures.
• Follow the schedule, being on time for events, meals, chapel times, and lights out at your assigned site.
• Find creative ways to interact, lead, work, and play with campers.
• If issues arise, bring your concerns to the appropriate leadership staff.
• Create an environment in which everyone can witness God at work in the lives of the people at camp.
• Ask about others' relationship with Jesus. Encourage thought/discussion in these areas

Babysitter Job Responsibilities

• Be present at dinner on opening day to meet your assigned family.
• Provide assistance during camp events including but not limited to meals, kids' classes, nursery, and group games.
• Assist in the set up and clean up or large events such as the carnival and progressive snack at the request of program leadership.
• At the request of the parents, spend one afternoon free time with the children in your assigned family to give parents time alone
• Stay with the children during the entire evening childcare time or until parents relieve you earlier. Quietly stay outside the cabin if the children go to sleep before the end of the childcare time.
• Follow all instructions and guidelines given by parents including diaper changing, snacks, activities, and bedtimes.

Support Area Job Responsibilities

• Specific responsibilities depend on the exact area you are assigned to. Your weekly supervisor will meet you after lunch on Opening Day to share important details of your role. You will mostly learn how to do your job as you complete tasks with your supervisor throughout the week.
• Assisting in various areas around the Gateway check in area during camper check in.
• Clean weekly housing/meeting spaces and help pick up trash and collect lost & found items around your site on closing days
• Assist with various programmed events at your site as requested by the program leadership team.

DTeam Time Off

Time off throughout the week greatly depends on the role you are serving in. All support staff have three meal breaks each day at roughly the same time as the other support staff at their site. They will have about one hour off each afternoon while summer staff are at their Ministry Teams. Depending on how efficiently they complete their assigned tasks other snippets of time off will naturally come about.
LITs will get one or two meals off to sit and eat with other DTeamers rather than the campers in their cabin. They will also take one activity time off each day when their cabin leader is the only leader required at the activity

Staff Disciplinary Policy

As a staff member, you will be held to a high standard of conduct during the summer. If something does go wrong, a private conference will take place involving the staff supervisor and the staff member(s) involved. All you need to know at this time is that we hold to a three strike policy. After the third strike, a staff member will be asked to leave camp. If a situation arises that is considered critical, one major strike could count as three. Trout Lake Camps reserves the right to dismiss or suspend any staff member whose conduct or work performance is inappropriate or dangerous within our camp community.

Updated 4/6/2025
Trout Lake Camps reserves the right to change any of this information at any time if necessary. The most up to date information can be found in the *DTeam Staff Manual*.

TROUT
DISCIPLE TEAM

LIT Job Responsibilities

If the need arises and we invite middle school DTeamers to help staff unfilled roles during a week that we do not have family camps they may be placed as LITs.

- Be present in assigned cabin, with Cabin Leader, to welcome campers, getting them settled and getting to know them quickly.
- Provide leadership during all camp events including but not limited to cabin activities, rec activities, amphitheater, and meals.
- Assist in leading and facilitating during cabin discussions and devotional times.
- Provide campers with spiritual leading, challenges, and encouragement.
- Spend “Free Time” with a camper or campers from your cabin.
- Spend 1-on-1 time with each camper in your cabin doing things they like to do. ie. painting, canoeing, bracelet making, disc golf.