



TCBC Internship Program Proposal

After researching camp internships at various Christian camps across the nation, and interviewing several camps in our region, we have developed the attached proposal for the Trout Creek internship program. We believe a camp internship program has enormous potential to enhance and expand the ministry of Trout Creek, develop upcoming leaders, and strengthen our existing programs.

We plan to begin accepting applications in the winter/spring of 2020 for internships that will begin in the fall of 2020. Each applicant will complete a standard application, a personal statement, various recommendations, and an in-person or over-the-phone interview. Those who will be 18 years-old and will have graduated High School by the fall of 2020 are eligible to apply.

As compensation for their work, Interns will be provided housing at Trout Creek Bible Camp and will have many of their meals provided. Each Intern will also receive high-value training via on-the-job learning, intentional leadership and discipleship curriculum, and free attendance to camp conferences and trainings. Additionally, each Intern will receive a \$300 stipend each month. Finally, we are communicating with local colleges and universities to discuss the possibility of providing college credit for the work and learning completed by Trout Creek Interns. While this may not be possible for fall 2020, it is a future goal for making our internships more competitive and beneficial to the participants.

Other camps in the region vary widely as regards Intern compensation (*see table below*). All offer free housing. Others provide monthly stipends up to \$1,100, others pay hourly based on minimum wage, while others require interns to raise full support. Usually, the most highly publicized benefits to Interns are the intangible benefits of job training, industry connections, and personal development.

As we have discussed the potential of offering internships at Trout Creek, we have had many former summer staff follow up asking for further information and expressing interest in applying if/when camp internships become a reality. We believe this is a valuable step forward for the development of our staff, the support of our camp programs, and the continued growth of our ministry.