



Trout Creek Bible Camp Internship Program Overview

The mission of the TCBC internship is to develop and equip future camp and ministry leaders personally and professionally, through intentional discipleship, Christ-centered community, and hands-on training.

The following outline provides an overview of an 11-month Trout Creek internship program.

Why Interns?

Training leaders is essential for the sustainability of Trout Creek's continued ministry.

- Short-term, these internships will help raise the quality of summer staff leadership, help Trout Creek sustain existing programs, and make long-desired new program enhancements possible.
- Long-term, these internships broaden the impact of Trout Creek's ministry, helping to inspire and cultivate future leaders for Trout Creek, Christian Camping in general, and Christ-centered ministry as a whole.

Key Areas of Focus

- Christian Camp Ministry Training
- Discipleship/Spiritual Formation
- Biblical Leadership Principles
- Christ-Centered Community
- Practical Training & Certifications

Responsible To

- Internship Director(s)
- Camp Director
- TCBC Year-Round Staff (as assigned)
- LEAD's (Summer)

Possible Internship Concentrations

Each intern will give special focus on one area of camp ministry, potentially transitioning into summer staff leadership positions (listed in parentheses). Below are some examples of possible internship concentrations:

- Recreation/Programing (*Program Dean or Program Assistant*)
- Outdoor Leadership (*Program Dean or Program Assistant*)

- Digital Media + Marketing (*Program Dean or A/V Team Lead*)
- Staff Development (*Counselor / CIT Dean*)
- Maintenance (*Crew Leader*)
- Hospitality & Guest Services (*Crew Leader*)

Benefits to TCBC

- Approx. 4,700 – 7,200 hrs./yr. of additional staff hours
- Ability to better support existing programs
- Ability to execute desired programs (*off-season summer staff development, off-season camper connections, program/facilities improvements, etc.*)
- Trained and equipped ministry leaders for summer staff
- Future camp ministry leaders
- On-site guest group staff

Intern Compensation

- \$300 monthly stipend
- Some meals and kitchen staples provided
- Lodging at camp
- Free access to speakers, curriculum, camp conferences, and training
- Opportunity for college credit

Estimated Total Budget: \$25,400 – \$30,400 (4 Interns)

- Monthly Internship Stipends: \$3,600 per intern, per year
- Training Events, Speakers, Curriculum: \$5,000 - \$7,000
- Room & Board (utilities, provided food): \$4,000 - \$6,000
- Program/Office Supplies: \$2,000 - \$3,000

Funding

- Court 1-2 new donors per intern to provide the monthly stipend, asking them to commit to 12-months of sponsorship.
- Maintain relationships between interns and donors throughout the year in the following ways:
 - Regular written updates from interns to donors concerning their professional, personal, and spiritual lives.
 - Quarterly in-person connection with donors to be initiated by the intern (coffee, dinner, hike, etc.)
 - Kick-Off and Year-End gatherings for all interns and donors
- Apply for internship-specific grants

Supervision and On-Site Leadership

- On-Site Internship Director(s) – *Implement daily, weekly, monthly discipleship/internship programming and supervise interns during non-working hours*
- Full-Time Staff – *Each intern trains and works under a full-time staff member corresponding to their individual area of focus*

Housing and On-Site Workspace

- Snak Shak – Intern office space

- Lodging – Upper Lodge Rooms (until new staff cabins complete)
- Kitchen – Lodge Kitchen

Intern Start/End Dates

- Start: October 1
- End: August 31

Hiring Process

- Submitted written application
- At least 3 references/recommendations
- In-person interview
- Hiring decisions made by summer of internship year

Internship Content Overview

- Discipleship/Spiritual Formation
 - Weekly Bible studies and family dinner
 - Monthly connections with intern supervisors
 - Monthly structured one-day spiritual formation retreats
 - Facilitated opportunities for cultivating daily devotional life
 - Monthly guest lecturer for teaching and Q&A (pastors, professors, etc.)
- Ministry Leadership Development
 - Attendance/Participation at CCCA Northwest Camp Ministry Sectional
 - Leadership study material as assigned (books, curriculums, etc.)
 - Facilitated engagement with leadership inventories (StrengthsFinder, DISC, etc.)
 - On-the-job mentorships with full-time camp staff
 - Possible college credit for internship
- Christ-Centered Community
 - Weekly Bible Study and family dinner
 - On-site communal living
 - Structured prayer partner program
 - Partnership in assigned projects (recruiting trips, camp-sponsored events, etc.)
- Hands-on Training
 - Daily participation in camp ministry (on-the-job learning, weekly staff meetings, etc.)
 - Job-specific professional trainings (Synergo/High Ropes, Lifeguard Training, Food Handler, Etc.)
 - Assigned intern-led ministry projects (summer staff events, summer program improvements, etc.)
 - Summer staff leadership as assigned

Example of possible Job Descriptions Attached.