

# ENGAGE THE HEART



INTERNSHIP  
PROGRAM 2019

## WHAT IS IT?



The purpose of this program is to offer students an opportunity to gain leadership experience, learn practical job skills for future careers, and develop spiritually as they are mentored by full time staff members.

This internship experience will allow participants a season to step away from the typical American career path for the purpose of reflecting on God's calling and purpose for them in the next season of life.

Interns will also serve as reliable staff members to help run programs in our busy shoulder season.

If you are looking for a semester that will challenge you to put your faith in action and grow as a leader, keep reading! You may have just discovered an opportunity that will change you forever.



## **WHO WE ARE LOOKING FOR**

**We will hire 4-8 applicants per term who are between 18-24 years old.**

**We expect our applicants to fall into three major categories:**

1. Recent high school graduates who are taking a gap semester before beginning college,
2. Current college students taking a semester away from school for an internship,
3. Recent college graduates taking a gap semester before entering the work force.

**Applicants must show evidence of:**

1. A teachable spirit and a desire for personal, professional, and spiritual growth.
2. Great communication and people skills. This is vital in order for them to be successful in working with guests and other staff members. They should also be prepared to make the sacrifices required of living in close quarters with their work community, such as sharing bathrooms and bedrooms.
3. A great work ethic and be willing to work faithfully and with a great attitude at even the most humble tasks.
4. Competency in performing basic camp tasks such as operating elements, cleaning, and working in the kitchen, or show through prior work experience that they will learn quickly and prove to be competent once they are trained.

**Applicants with prior Camp Highland experience will receive first consideration. However, this is not a requirement and new applicants are encouraged to apply! Applicants who do not have previous staff experience with Camp Highland should expect to be asked to come volunteer with us for a weekend program prior to being hired.**



## **TIMELINE: INTERNS TRAINING + SESSIONS**

### **Training**

May 20- June 1, 2019: Interns will receive basic training along with summer staff \*

### **Fall Session**

Jul. 29- Nov. 22, 2019

### **Spring Session**

Jan. 9 – May 15, 2020\*\*

\*If not already CPR/ First Aid Certified- interns will need to attend training on May 19th.

\*\*The Spring session is optional. Interns will notify their supervisor whether or not they wish to be considered to stay for the spring semester by Nov. 1, 2019. Participation in the spring session is not guaranteed, but will be awarded to interns who have proven themselves during the fall session. The spring session will have less interns, and participants will be awarded both more freedom and greater responsibilities than in the fall.

## **COMPENSATION + BENEFITS**

On-campus housing and utilities are provided. Most meals are also provided, however interns should be prepared to supplement some meals for when meals are less frequent.

Interns will receive a stipend of \$200 per week minus taxes, paid every other week.

Camp Highland will work with interns and their universities to help students earn internship credit. **\*IT IS THE INTERN'S RESPONSIBILITY TO DO THE NECESSARY WORK AND COMMUNICATION BETWEEN THE UNIVERSITY AND CAMP HIGHLAND TO MAKE THE INTERNSHIP COUNT TOWARDS THEIR COURSE OF STUDY.**

Interns will have unique opportunities to personally connect with Christian men and women who work in a variety of professions and ministries.

Interns will be personally mentored by a member of full-time staff.

Camp Highland will cover the cost for interns to attend training classes that will enable them to procure Certification for Wilderness First Aid (WFA).

# FOUR PRIMARY COMPONENTS



## **1. Individual Discipleship**

We love learning in a group setting, but also believe strongly in one-on-one discipleship relationships. Because of this, each intern will be assigned a member of full time staff as their personal mentor. The intern will have an intentional meeting with their mentor at least once every other week for the purpose of accountability and discipleship. These meetings will be scheduled individually by the intern and mentor.

## **2. Program**

Camp is all about action! We learn by doing and lead by example as we work alongside each other. Programs are the primary way that interns get to transfer their knowledge into action! One of the primary responsibilities of interns will be to assist full time camp staff in running programs for our partner schools, churches, and organizations. This will include all parts of programming from leading small groups and running elements to assisting with cleaning and food preparation. On a typical week, interns will help run programs Wednesday-Saturday. Program days will vary depending on booking.

## **3. Academic**

One of our greatest desires for our interns is that their time at Camp Highland would provide them with training in spiritual development, relational ministry, and leadership. Although we believe that hands-on training in daily ministry is the best way for our interns to grow, we also believe in supplementing this practical training with reading and discussion. Students will be assigned weekly reading and reading response activities. They will also spend two to three hours a week in a classroom-like setting which will be a combination of group discussion of the reading material and teaching by full time staff and guest speakers.

## **4. Career Training**

As an extension of what students are learning through reading and discussion, students will receive practical training from full-time camp staff in areas including non-profit administration, program design, staff recruiting, marketing, construction and course design, technical skills, and media. Interns will also go on off-site excursions including trips to our camp partners. The goal of taking our interns to visit our partners is to expose them to the work God is doing through the schools, churches, non-profits, and businesses we partner with. By introducing our interns to Christian leaders in other areas of ministry and the work force, we hope to inspire our interns to develop vision and strategies for how they can use their abilities to make a difference for the Kingdom when they enter their own careers. We also hope that these excursions will give our interns the opportunity to build relationships with people that can be mentors and resources to them as they pursue their own area of ministry.



## "AVERAGE" WORK WEEK

First, let's be honest, there is no average week at camp! Schedules change constantly as we adjust for the sake of the group leaders we minister alongside. That being said, here is the schedule we are aiming towards for most weeks in the Fall:

**Sunday:** Interns will have this day off to go home, attend church, rest, or adventure as they see fit.

**Monday:** On Monday mornings students will attend class. Class will include group discussion of the week's reading and sessions taught by full time staff or guest speakers. Mondays may also include practical hands on training for camp related jobs by full time staff. Once classroom and training time is done, interns will receive their schedule and assignments for the week from the intern director. These assignments will include reading assignments, but will also include projects around camp. The remainder of Mondays can be used to complete assignments or rest.

**Tuesdays:** If we are not running a program, Tuesdays will be used either to go on trips to our partner organizations or to complete individual work assignments around camp.

**Wednesday - Saturday:** Most weeks these days will be committed to running programs.

\*As we get into late October and November, there will be less programs at camp. This will allow for more field trips, projects around camp, and opportunities to get involved in the local community.

\*Although Sundays are the only technical day off, there will be other parts of the days when interns will have off time. These times will vary from week to week depending on program schedules. Additional days off may be requested and scheduled if days are requested in advance and approved by the intern supervisor.

# HOW DO I APPLY?



## Written Component

Each applicant will turn in a written answer to the five application questions prior to being called for an interview. The questions may be answered in any form. Essay format is not necessary. (Questions are on the following page). Please email your responses to [deborah@camphighland.com](mailto:deborah@camphighland.com)

## Interview Component

Each applicant will complete an in person interview with full time staff members.

## Work Experience Component

If applicant does not have previous work experience with CH, they will schedule a time to come volunteer for us so that we can meet them and see them work in action.



## WRITTEN APPLICATION QUESTIONS

1

Why do you want to be an intern at Camp Highland?  
Please list at least three specific reasons.

2

How do you hope to grow during your time as an intern at Camp Highland? Please list at least three specific areas of growth you will work towards if you are hired.

3

What are you currently doing to grow in your relationship with Christ?

4

What do you expect to be your greatest challenge(s) as an intern at Camp Highland?

5

Which secondary roles at camp are you interested in receiving training in? (Optional roles: programming, staff recruiting, marketing, construction and course design, technical skills, camp administration, and media).