



Pathfinders Internship

“A year to pursue God, self, and others in a Christian community.”

Mission: To send forth equipped, refined, and lasting disciples of Christ through a year-long camping ministry internship for young adults.

Program Summary

The Pathfinders Internship is a year-long program (Aug. to Aug.) for young adults, ranging from 18-25. This program focuses on developing interns through hands-on ministry opportunities supplemented with a practical curriculum focusing on personal identity and ministry practices. During this experience, interns will also be invited into the LBBC year-round community to be edified and supported through their year-long experience. We, as Lake Beauty staff, will walk alongside young adults as they become equipped, refined, and lasting disciples of Christ.



Goals and Outcomes

Internship Goals

1. Interns will become equipped disciples of Christ by acquiring the skills, experiences, and resources needed to lead and serve in a diverse world.
2. Interns will become refined disciples of Christ by examining and applying frameworks of Christian identity and ministry.
3. Interns will become lasting disciples of Christ by wholeheartedly engaging in the system of discipleship modeled by Christ and his disciples.

Internship Outcomes

1. **Hands-on Experience:** Interns will work alongside multiple areas of Lake Beauty’s camping ministry to acquire hands-on experience leading and serving others in Christ’s name. These experiences include weekly integration opportunities into various departments of LBBC, a year-long capstone project (a.k.a. Legacy Project), and a summer staff position for Lake Beauty’s summer camp.
2. **Biblical Teachings:** Interns will be taught a curriculum focusing on Christian identity and ministry weekly by the Discipleship Director. This class will use the Bible to guide the interns in their personal formation journeys while also providing space for the interns to debrief past experiences in their internship experience and prepare for upcoming events.
3. **Sacred Moments (Off-Camp Experiences):** Interns will be invited to leave the comfortability of Lake Beauty and enter new spaces where they invite God to impact them in memorable ways. This program offers multiple trips for the interns, each of which is specially designed to help them prepare/transition into the next phase of their overall experience.

4. **Intentional Discipleship:** Interns will join alongside the greater LBBC community to partake in an edifying system of Christian discipleship. In both formal and informal settings, the interns will have caring adults who are willing to support and guide them as they walk toward Christian maturity.

Program Overview

Compensation and Benefits

- \$1200 a month
- Bunk style housing
- Meals are provided when guests are on the property.
 - You will have first dibs on leftovers on the staff shelf.
- Three paid trips (BWCA, CCCA Sectional Conference, and Intern-led transition trip)
- 2 days off a week Labor Day - Memorial Day
- 1 day off throughout the summer months (some weeks you will have 2 days off)
- Camp vehicle for work-related purposes
- Holiday Time Off
 - Thanksgiving Break November 27 - December 1, 2025
 - Christmas Break Dates still being determined (11 days off total)
 - Easter Break March 30-April 6, 2026
- 14 PTO days

Adventures

Roughly once a trimester, interns will embark on an off-camp trip. The purpose of each trip is to take the interns to an unfamiliar setting where they can find time for intentional prayer, vision casting, and community building - while also allowing space for God to provide sacred moments in their experience. The goal of these trips is to prepare the interns for the next phase of their experience. Trips include

1. ***BWCA Adventure Trip*** (September): The BWCA Adventure Trip will encourage interns to build community as they navigate the wilderness and support one another on their journey. This experience also emphasizes silence and solitude, providing an opportunity to encounter God in one of the quietest places on Earth.
2. ***CCCA Sectional Conference*** (January): By joining the year-round Lake Beauty community, interns will participate in annual sectional conferences for Midwest Bible camps. The purpose of participating in this event is to provide a space for interns to learn further skills that will aid them in preparing and leading summer events. Additionally, this event will provide opportunities for relationship building, networking, and spiritual restoration - all of which have life-long impacts.
3. ***Intern-led Transition Trip*** (May): Before Summer Staff Training, interns will embark on their own trip to pray and transition into the summer camping season. Besides the Discipleship Director explaining the primary goals of the trip and providing a set amount of time and funding to support it, this trip will be entirely planned, organized, and undertaken by interns independently from Lake Beauty staff. This means every year the trip will take different forms and go to different destinations depending on how the interns use their allocated resources. The Vision Trip emphasizes independence and is designed to strengthen the connection between interns and provide them room to prepare for a busy summer ahead.

Time Commitment

Contract Dates: August 11, 2025 - August 2026 (specific date still being determined)

August to May

Intern staff assume various leadership roles during weekend retreats and rental groups, including supervising activity areas, hosting retreat groups, and working in food service. Interns will work most Saturdays and will be added to a rotating schedule for working Sundays. Interns will also spend time weekly in a group Bible Study, and learning practical principles in leadership, personal finance, and career resources.

May to August

Interns will assist in getting camp ready for the summer camping season, including cleaning, various work projects, and de-winterizing camp program areas in preparation for summer camp. Internship staff will be more specialized in the position that they hold during the summer months. The intern's summer staff position will be determined through an interview process and conversations with Lake Beauty's Discipleship Director and Program Director.

General Details

Housing and Visitors

Any guests visiting Interns on-site and staying for meals or overnight must be approved by the Camp Director. Non-working guests are expected to pay at the camp office for camp meals they plan on eating. Guests are not allowed to eat food from the staff shelf.

Food

Meals are provided for interns whenever camp guests are on property, typically Friday - Sunday. This may vary depending on the season and what guest groups are scheduled. Interns also have access to leftovers. Interns can expect 20% of their meals to be covered throughout the retreat season. All meals will be provided throughout the summer months.

Vehicles

Interns will be allowed to use a camp vehicle for work purposes when directed by one of the Lake Beauty Director staff. Interns do not need their personal vehicle to fulfill job duties. Camp vehicles are not permitted to be used for personal use.

Pets

Interns are not allowed to have pets.

Smoking, Tobacco, and Alcohol

- Smoking (including e-cigarettes), using tobacco products, and drinking alcohol are prohibited both on and off camp grounds while you are a contracted employee at Lake Beauty Bible Camp, even if you are of legal age.
- Possession of the above is also not permitted on camp grounds.
- The use and/or possession of illegal drugs is not allowed while employed at Lake Beauty.
- A surprise drug check may occur if there is reasonable suspicion that any of the above has been violated.

Routines, Experiences, and Responsibilities

Weekly Routines - Retreat Season

Christian Identity and Ministry Class

Once a week during the first and second trimesters, interns will meet in a classroom setting to undergo Bible study, identity formation, and spiritual development curriculum primarily taught by the Discipleship Director. The primary goal of this course will be to bridge the gap between the interns' own identities and the ministries God has called them into. Additionally, this curriculum will be the “vehicle” in which the interns undergo the program, introducing new milestones and unpacking past experiences. The class will be taught in a Socratic fashion and will consist primarily of book studies, personality inventories, and guidance through the intern’s Lake Beauty Legacy Projects.

Interdepartmental Integration

During the first and second trimesters, each intern will receive the opportunity to work alongside multiple LBBC year-round staff members to partner and be trained in multiple areas of Lake Beauty’s ministry. The goal of this integration is to allow interns to experience new forms of ministry, be it relational, administrative, or operational. The weekly schedule for intern integration will consist of a predictable rotation between departments where the Discipleship Director will direct interns to work alongside the respective director of another LBBC department.

Weekend Service & Guest Group Hosting

During the weekends, interns will step into the operational and program roles needed to ensure that guest groups receive a high-quality experience. Responsibilities include program activities such as facilitating the challenge course, tubing hill, and laser tag, or operational duties such as kitchen work, housekeeping, and maintenance assistance. Interns may have opportunities to pose as the Weekend Host when needed.

Some LBBC-sponsored events will receive special attention and planning from the entire intern community. For example, Young Adult Retreat hosted every New Year’s weekend will be planned, promoted, and executed by the interns under the direction of the Program and Discipleship Directors.

LBBC Spiritual and Community Involvement

Interns will participate in the regular spiritual development and community integration provided for the entire LBBC family. Under the guidance and leadership of the Discipleship Director, year-round staff and interns will meet multiple times a week for prayer, devotionals, and worship sessions with the purpose of strengthening the spiritual core of LBBC employees. Additionally, year-round staff and interns will deepen their relationships through fellowship events on and off camp.

LBBC Promotions

In cooperation with the Discipleship Director and the Program Director, interns may travel to promotional events to either recruit summer staff or promote summer camps.

Figure 1: A framework of a typical week schedule for interns during the first and second trimesters (Note: due to the flexible nature of camping ministry, this schedule will be adapted regularly to fit the needs of each week. Subject to change.)

	Sun	Mon	Tues	Wed	Thurs	Fri	Sat
A M	Rotating schedule between: (1) Guest Group hosting/service (2) Promos (3) Day off	All day off	Rotating schedule between: (1) Operations integration (2) Day off	Spiritual Formation Class	LBBC staff meeting Cleaning	Prep for guest groups	Guest Group hosting and serving

P M				Legacy Project work Promos	Program integration	Evening Guest Group hosting and serving	
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Year-long Responsibilities

Lake Beauty Legacy Project

The Lake Beauty Legacy Project is an opportunity for each intern to leave a lasting impact on the camp through creating, developing, or refining an aspect of the ministry to be enjoyed by other years after the intern leaves. The interns will walk through this capstone project during their Christian Identity and Ministry Class with the Discipleship Director. Major components of this project include brainstorming the needs of Lake Beauty, creating a proposal for the project, acquiring resources to complete the project, and executing the project to completion. Example projects include developing a Kids' Camp curriculum for Family Camp weekends, developing a system for laser tag, establishing a hiking system in the 500-acre wilderness property, refining the LIT program, etc. At the end of the second trimester, interns will present their completed projects to the LBBC year-round staff and available board members.

Summer Staff Role

During the summer season, each intern will be assigned a summer staff role. These roles could include a leadership position, cabin leader, or operations team member. Each intern will be assigned their role through an application and interview process conducted by the Program Director in conjunction with the Discipleship Director. Pathfinders will get to apply for summer staff one week before applications are opened up to the general public. In addition to serving as a member of Lake Beauty Summer Staff, interns will also be assisting with summer weekend guest groups.

Apply

Steps to Apply

1. Fill out the **online application**
2. Send this **reference form** to your references
 - You need to attain two references. At least one of which should be from a pastor/spiritual mentor. References should have current or recent regular contact with you.
 - Family members or current Lake Beauty staff members may not be used as references.
 - You are responsible for sending the referral link to your reference(s), following up with them, and communicating with us regarding their status. Your application will not be considered complete until all forms are submitted.
3. The Discipleship Director will contact you to schedule an interview.

Updated 10/24

Items in this document are subject to change.