



Pathfinders Internship 2025-2026

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 exploring 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, and a summer staff position for Lake Beauty's summer camp.
2. **Biblical Teachings:** Interns will spend time weekly diving in scripture together and going through a Spiritual Formation curriculum together. These classes 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 (a fall camping trip, CCCA Sectional Conference, and spring 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 December 19 - 29, 2025
 - Easter Break March 30 - April 6, 2026
- 7 PTO days (sick days is included in this total)

Time Commitment

Contract Dates: August 12, 2025 - August 8, 2026

August to May

Intern staff fulfill diverse responsibilities during weekend groups, including facilitating activities, performing housekeeping and maintenance duties, and supporting food service operations. Interns will be scheduled to work Saturdays and will participate in a rotating Sunday shift. In the spring, interns will collaborate with the program director to visit partner churches and promote summer camp. Interns may visit colleges or career fairs to promote for summer staff and the Pathfinders internship. Additionally, they will engage in a weekly spiritual formation class to support their personal and professional development.

May to August

Interns will assist in preparing the camp for the summer season by cleaning, completing various work projects, and de-winterizing program areas. During the summer months, internship

staff will take on more specialized roles based on their assigned positions. Each intern's summer staff role will be determined through discussions with Lake Beauty's Discipleship Director and Program Director. Interns schedule will vary a bit from the summer staff schedules as they will assist with the occasional weekend guest group. Days off will be adjusted.

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. Guests are welcome to stay in intern housing as long as the interns roommates feel comfortable with that guest visiting. If roommates are not comfortable having a visitor in their housing, guests may visit main property (Dining Hall, Lake View South, SRC, Gym). Overnight housing in Edlund or Loon Lodge can be requested through contact with the Guest Services Director.

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

The interns, as a group, can decide each year whether they want to have a pet in Timber Lodge. If they collectively agree, they must complete an application that needs approval from the Discipleship Director. If the application is approved, a pet deposit will be required to cover potential damages caused by the pet.

Smoking, Tobacco, and Alcohol

Smoking (including e-cigarettes), using tobacco products, cannabis, 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 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.

Weapons

Staff and guests are not permitted to have any weapons onsite. Exceptions are made for staff and pocket knives that are necessary for job-related tasks. When not in use, they must be securely stored in staff housing.

Routines, Experiences, and Responsibilities

The internship year is divided into three trimesters:

1. **First Trimester** – Begins on the intern’s first day in August and continues until the start of Christmas break.
2. **Second Trimester** – Starts after Christmas break and lasts until the beginning of summer staff training.
3. **Third Trimester** – Covers the summer camp season, beginning with summer staff training and ending with the completion of summer in August.

Weekly Routines – Trimesters 1 and 2

Spiritual Formation

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.

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 and executed by the interns in conjunction with the Program Director.

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 and devotionals with the purpose of strengthening the spiritual core of LBBC employees. Each intern will be designated a year-round staff who will pose as their primary mentor throughout their internship. Interns and mentors will meet biweekly throughout the first two trimesters of their program.

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 or the Pathfinders Internship. Promos typically take place on a Sunday morning or Wednesday evening. Vehicles and meals will be provided to interns during their travels to and from promos.

Figure 1: A framework of a typical week schedule for interns during the beginning of the year.

	Sun	Mon	Tues	Wed	Thurs	Fri	Sat
A M	Rotating schedule between: (1) Guest Group serving (2) Day off	All day off	Rotating schedule between: (1) Operations integration (2) Day off	Spiritual Formation	LBBC staff meeting	Prep for guest groups	Guest Group serving
P M				Cleaning	Bible Study		
				Legacy Project	Program integration	Guest Group serving	

Figure 2: A framework of a typical week schedule for interns during winter and spring months.

	Sun	Mon	Tues	Wed	Thurs	Fri	Sat
A M	Rotating schedule between: (1) Guest Group serving (2) Promos (3) Day off	All day off	Rotating schedule between: (1) Day off (2) Housekeeping & personal work time	Spiritual Formation	LBBC staff meeting	Prep for guest groups	Guest Group serving
P M				Department Time	Bible Study		
				Department Time (interns are split up between departments)	Legacy Project	Guest Group serving	

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 with the Discipleship Director and the Camp Director. Major components of this project include brainstorming the needs of Lake Beauty, creating a proposal, acquiring resources needed, and executing the project to completion. Examples 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, digitizing old Lake Beauty photos and videos, etc. Completed projects will be presented to LBBC staff and available board members.

Summer Staff Role

During the third trimester, the summer camp 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 interview process conducted by the Program Director in conjunction with the Discipleship Director. 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 March 2025

Items in this document are subject to change.