



**Hidden Acres' Mission Statement:** *A place set apart to encounter Jesus.*

**Summer Camp Goal:** *Supporting the local church by using camp experiences to equip students to serve and lead wherever they go.*

**Summer Staff Definition of Success:** *Keep campers safe, and open the door for the gospel.*

## Internship Job Description

All interns must be at least one year post-high school and are expected to be present for all of Staff Training, Summer Camp, and Grow Teams.

Hidden Acres interns are our Summer Staff's highest level of leadership. Interns will each be mentored by the Summer Ministries Manager and will meet with him weekly. They will work together on the Intern Team to help plan and facilitate all areas of our summer program. The team will meet daily to organize and analyze the program. The team will also meet weekly with the Summer Ministries Manager for a leadership meeting. Each intern will be given a specific intern "focus". This focus will define that intern's key areas of leadership and service. All interns will be responsible for leading Summer Staff throughout staff training, summer camp, and Grow Teams.

Interns will gain experience in ministry and team leadership, mentorship, conflict management, practical skills (kitchen work, maintenance, programming, organization), and countless other leadership skills. The summer will also provide many opportunities for connections with different ministries and ministry leaders, which can be a valuable resource when looking for ministry positions in the future. Interns are also able to receive college credit for their internship if needed.

Questions?

Feel free to contact Josh at: [josh.constant@hacamps.org](mailto:josh.constant@hacamps.org)

Visit our Summer Staff Page at: <https://www.hacamps.org/summer-staff>



## Intern Focuses

**Lead Ministry Intern** - This intern is responsible for leading the Intern Team as they plan, organize, and oversee the summer program. This intern will seek ways to support and encourage interns every day. They will implement the program by assigning tasks, solving problems, and preparing for future activities. They will be responsible for overseeing the overall health and culture of the entire Summer Staff. They will resolve conflict, help struggling staffers, and enforce staff policies.

**Counseling Intern** - This intern is responsible for the immediate needs of the counselors. They will mentor, oversee, and train counselors. This intern will seek ways to support and encourage counselors every day. They will also be responsible for organizing cabin assignments, resolving conflict, helping struggling campers, and enforcing staff policies.

**High School Ministry Intern** - This intern is responsible for overseeing the T3 and AW programs throughout the summer. He/She will create and manage schedules that include unique games and activities for the campers, as well as nightly chapel services. They will also coordinate cleaning and meal schedules with housekeeping and kitchen staff. They will be responsible for mentoring and overseeing staff members, resolving conflict, and enforcing camp policies within these programs.

**Specialist Intern** - This intern is responsible for the immediate needs of the specialists. They will work alongside and oversee specialists. They will be responsible for mentoring staff members, planning staff activities, resolving conflict, and enforcing staff policies.

**Day Camp Intern** - This intern will travel with Day Camp counselors to Day Camp locations every week. They are responsible for meeting the immediate needs of Day Camp counselors, coordinating with the host church during the event, picking up and dropping off staff from host homes, etc. Additionally, this intern will be responsible for overseeing all programming elements of the Day Camp, including games, chapels, crafts, activities, schedules, and cabin assignments. This will include planning, preparing, organizing, and delegating responsibilities to other Day Camp staff members. He/she will also be responsible for mentoring Day Camp staff members, resolving conflict, leading staff Bible studies, and enforcing staff policies.

**Program Intern** - This intern will work closely with the programming team to plan for and facilitate all activities and specialty camps during the summer. The Program Intern will oversee the setup, teardown, and proper storage of all games and equipment. He/she will also assist in assembling supplies and equipment for specialty camps, such as wilderness and fishing, and will provide transportation for these camps as needed. The intern will be able to teach lessons to specialty camps, based on his/her skills and experience. The intern will be directly responsible for the oversight of the program specialists.

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**Media Intern** - This intern will work to promote Hidden Acres through a variety of social media. The intern will use and develop their skills in videography, photography, graphic design, etc. to create digital content that will reach thousands of campers, parents, and supporters of Hidden Acres. The intern will be directly responsible for all media specialists.

**Chapel Intern** - This intern will be responsible for planning for and facilitating all chapel services during the summer. This includes conducting auditions for worship teams, assembling bands for both younger and older camps, facilitating practices, and leading worship in chapel. The intern will prepare setlists, slides, and tech needs for chapel, and will be responsible for the care and maintenance of all chapel equipment. They will also be responsible for supporting our chapel speakers while they are here at camp.

**Camper Needs Intern** - This intern will primarily focus on supporting campers with high needs and will also play a crucial role in supporting the supervising counselors. They will assist during times of struggle, such as meltdowns and sensory overload. The intern will be present at meals, chapel, activities, etc. to interact with campers and provide encouragement and support. They will also work with the counselors of these campers to provide support, resources, and discipleship during difficult and overwhelming weeks. Lastly, the Camper Needs Intern will proactively review the special needs requests from parents and provide necessary resources for campers, counselors, and parents.

**Pastoral Intern** - This intern will be responsible for leading staff Bible studies, preaching during chapel services on Sundays, and teaching our high school campers throughout the summer. The intern will also assist the Men's Ministry Intern with the spiritual care of the male Summer Staff members, and will be the contact person for guest speakers and bands during the summer camp program. Opportunities for leading worship are also available for those with musical skills.

**Other** - Create your own internship. If you would like to do an internship that doesn't line up with something we currently offer, please email Joshua Constant ([josh.constant@hacamps.org](mailto:josh.constant@hacamps.org)) with your internship requirements. We would be happy to try to help you meet your educational and professional needs while working at Hidden Acres.

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