

# ENDEAVOR INTERNSHIP PROGRAM

The Endeavor Internship Program is a 12-month internship/ gap-year program at Bancroft Gospel Ministry/Bancroft Bible Camp. This is a paid internship opportunity for young adults ages 18 to 25 who may have an interest or a calling towards ministry.

Camp ministry is a unique and exciting opportunity to point people to Jesus in a fun environment. For years camps across the world have provided a setting for life-changing experiences through encounters with the Holy Spirit in God's creation. We believe camp ministry is God's idea and we see His favor in blessing the lives of those who participate with Him in this ministry.

## ENDEAVOR MISSION STATEMENT

The Endeavor Internship Program exists to inspire and develop godly, mature servant leaders for the glory of God and the advancement of His kingdom through life in full-time camp ministry.

Jesus said, "*The greatest among you shall be your servant* (Matthew 23:11)." In today's culture, greatness is attributed to those who have the greatest amount of success, have the most accomplishments, have the most views, etc., but Jesus had a different view. Greatness was viewed as those who served others the most.

Jesus Himself said that He came "*not to be served, but to serve, and to give His life as a ransom for many* (Matthew 20:28)." The One who is the only One truly worthy to be served understood the importance of service and modeled it for us through washing His disciples' feet (John 13:1-17), and ultimately through sacrificing His life and taking the punishment for our sin that we deserved, so that our sin may be forgiven.

Jesus is our model for mature, godly servant leadership and we desire to one day hear Him say, "*Well done, good and faithful servant* (Matthew 25:23)."

With this understanding of servant leadership in mind, the Endeavor Internship Program desires to inspire and develop more servant leaders who desire to follow Him and give them the opportunity to learn and grow in this area through interning in full-time camp ministry.

## WHAT TO EXPECT

The Endeavor Internship Program is about developing the calling God has put in your life to pursue ministry while learning and supporting the various aspects of camp ministry at Bancroft.

We plan to develop servant leaders by being:

### 1. Biblical

The Bible will be the primary guide for servant leadership development. It provides everything that we need for faith and practice. God's word is truth (John 17:17) and it is timeless and universal. His word speaks into every aspect of life and leadership and is *"living and active...and discerns the thoughts and intentions of the heart"* (Hebrews 4:12). God's word is *"profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be complete, equipped for every good work"* (2 Timothy 3:16-17). Through His word, we desire to help the interns develop a biblical worldview based on the truth of His word that will dictate how they navigate the issues of the day and discern the various messages of our culture.

### 2. Intentional

The Apostle Paul speaks of intentionality in 1 Corinthians 9, when he says, *"Do you not know that in a race all the runners run, but only one receives the prize? So run that you may obtain it. Every athlete exercises self-control in all things. They do it to receive a perishable wreath, but we an imperishable. So I do not run aimlessly; I do not box as one beating the air. But I discipline my body and keep it under control, lest after preaching to others I myself should be disqualified (vs. 24-27)."*

We do not want to *"run aimlessly,"* but we want to be intentional as we inspire and develop servant leaders. Interns will experience intentional times of discipleship as interns read through the entire Bible in one year, go through various book studies, listen to and discuss podcasts, attend conferences together, attend and be involved in the local church, and memorize scripture together.

Additionally, we desire for our interns to be well-rounded, so interns will have the opportunity to serve in every aspect of camp ministry. While some interns may have a "specialty" responsibility in the ministry, all interns will have the opportunity to see "behind the curtain" of what it takes to operate a full-time camp ministry. From camps and events to housekeeping, maintenance, food service, recreation, and guest relations, interns will experience it all. This allows our interns to gain experience in multiple areas of ministry and equips them for continued growth in leadership.

While this is a learning opportunity for interns, the purpose is two-fold; Endeavor interns are also serving as an integral part of the ministry. Interns are supporting operations while learning and helping in a variety of tasks and responsibilities.

Interns may have tasks that feel boring, dull, or monotonous. Interns may feel as though they are doing the things that "no one else has time for". This is partly true. Ministry is hard work with limited hands. Often interns will help with those things that others may not have time for. This is an important part of servant leadership and supporting the ministry towards a goal of excellence (Colossians 3:23-24; 1 Corinthians 10:31).

### 3. Relational

The design of relationship begins with God Himself. He is the trinitarian God, who lives in eternal relationship with Himself (Father, Son, and Holy Spirit), and He has created us in His image—designed for community and relationship. God designed us to first be in community and relationship with Him (Genesis 1), but also to be in community and relationship with others (Genesis 2). So, our interns will have the opportunity to develop their relationship with the Lord through intentional discipleship, but also relationships with other interns, missionary staff, community group and church leaders, and campers. You build relationships by being together, so interns will participate in intentional team-building experiences through hiking, caving, kayaking, cookouts, camping, etc.

Even though the internship seems fun—and it will be—realistically, it will also be hard. Every day won't be a mountaintop experience. You will experience valleys and deserts, but that is where our relationship with God and others truly finds its footing. You will be surrounded by others who love and care for you, want the best for you, and will walk with you through those hard times and tough days—the essence of true relationship.

### 4. Missional

All followers of Jesus are missionaries, and we have been given a mission. Jesus commanded His disciples in Matthew 28:19-20, *“Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.”* This command was not just for His disciples at that moment, but for all of His disciples at all times and in all ages.

We are to be on mission—His mission, so our interns will have opportunities to be on continual mission through our various camps and events and through serving the groups that come on campus, but also through various community mission opportunities and future domestic/international mission trips. While short-term and long-term mission trips are good and beneficial, we want to inspire and cultivate lives that are ALWAYS on mission. We want our interns to develop a passion for mission and for missions!

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## INTERN PAY, HOURS, AND BENEFITS

- The cost for the Endeavor Internship Program is \$120/week for housing, utilities, and internet, plus an additional \$50/week to cover program resources, cleaning supplies, laundry services, etc. This is a total of \$170/week, which is already deducted from your weekly pay leaving you with a take home pay of \$200/week.
- Take home pay of \$200/week. Interns are encouraged to raise financial support to supplement their pay. Bancroft can supply a form letter to assist with your fundraising efforts upon request. Support can be sent donated online through our website, or through mailing a check. Please make sure that the donations, whether online or via check, are designated for the specific intern.
- Full-time 32-40 hours per week
- Schedule varies week-to-week depending on needs
- Free meals at camp when the ministry is providing meal service for camps and rental groups. When the ministry is not providing meal services, the interns are responsible for their own meals.
- Residential interns will be provided lodging either on campus in either our apartments or staff bunkhouses (up to four per apartment/bunkhouse), or through partnerships with sponsors from local churches.

## INTERNSHIP EXPECTATIONS/OVERVIEW/RESPONSIBILITIES

- The Endeavor Internship Program is a one-year commitment.
- While not likely, interns or camp leadership may decide at any time that the program is not a good fit and determine to end the intern role prior to the program end date.
- With the support and approval of camp leadership, interns may continue in the internship program for more than one term. Camp leadership will continue to work on enhancing experiences for multi-term interns.
- Interns may have another job outside of Bancroft, but this should not interfere with their availability for Bancroft needs. Interns should be available for all Bancroft planned camps and events and maintain excellent communication when not available.
- Vacation days are allowed and must be requested to camp leadership. Interns understand that vacation requests are *requests* and must be approved by leadership.
- It is expected that interns are involved in a local church community and regularly attend in-person services.
- It is recommended and encouraged that interns volunteer at their church in some capacity.
- It is expected that interns are involved in some community mission organization such as a pregnancy center, homeless ministry, etc.
- Once per week interns meet with a leadership team member from the full-time missionary staff team for discipleship/life conversations.
- Interns will memorize a new scripture verse or passage each week with the camp leadership team.

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- Interns will participate in the development process through reading books, listening to podcasts, etc., and have a weekly discussion about what is read/listened to.
- It is encouraged that interns keep a leadership notebook, to make notes of things learned from podcasts, book studies, discussions, Bible studies, and scripture memorization.
- Interns will work together to plan a local and/or international mission trip, estimate expenses, and fundraise to cover all costs. All plans must be approved by leadership.
- Interns will serve as weekend retreat hosts to greet and care for retreat guests while on property.

Interns serve in multiple departments at camp to support and learn all aspects of camp ministry. Various responsibilities include, but are not limited to...

## **Guest Relations:**

- Assist with tours
- Be present to greet guests as they arrive—whether scheduled or unexpected.
- Assist with guest check-ins
- Answer any questions guests may have and seek to fulfill their needs when requested.

## **Camps & Events:**

- Participate in camp staff recruiting
- Participate in camp and event planning
- Create programming ideas for camp
- Lead guided recreation for camps, events, and rental groups (set-up and tear-down rec)
- Oversee open recreation equipment, clean-up, and update camp leadership on items that need to be replaced
- Lead as camp/retreat counselors
- Operate and maintain camp activities (climbing wall, ziplines, paintball, axe throwing, etc)

## **Food Service:**

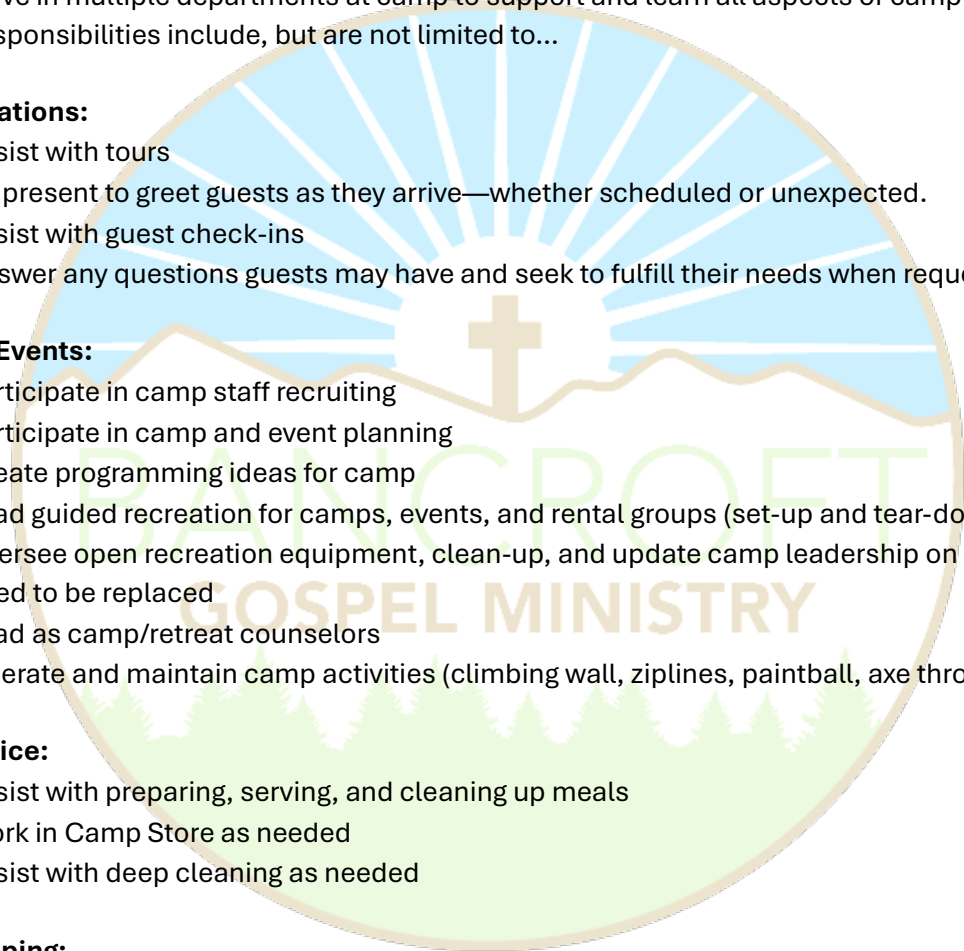
- Assist with preparing, serving, and cleaning up meals
- Work in Camp Store as needed
- Assist with deep cleaning as needed

## **Housekeeping:**

- Assist with cleaning facilities, restocking toilet paper, paper towels, etc.
- Assist with meeting space set-up and tear-down
- Assist with laundry
- Assist with preparing apartments, making beds, stocking towels, etc.

## **Marketing & Communications:**

- Assist with social media posts
- Work with camp leadership on marketing ideas
- Assist with taking photos



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- Review communication for accuracy and needed updates
- Participate in design reviews for camp artwork
- Assist with design and updates of website

## **Building & Grounds:**

- Assist with pulling weeds, watering, or other gardening needs
- Assist with taking out trash and picking up trash on the property
- Assist with blowing leaves
- Assist with general maintenance like replacing air filters, changing smoke detector batteries, replacing light bulbs, etc.
- Assist with building projects
- Assist with lawn maintenance like mowing, weedeating, picking up sticks, removing debris, etc.

## **Development:**

- Assist with fundraising events, tours, meet and greets, etc.
- Assist with volunteers and volunteer groups

## **Administration:**

- Spend time with camp leadership to learn about business operations such as budgeting, money management, expense tracking, etc.
- Assist camp leadership with calendar scheduling and communication to involve rental groups, events, etc.

## **HOUSE RULES**

- Quiet hours are between 10pm and 7am.
- No one of the opposite sex are allowed in the apartments/bunkhouses.
- For the privacy of all residents, NO unannounced visitors are permitted. This includes family members.
- No overnight guests unless prior approval by Bancroft leadership.
- Residents must respect the apartment/bunkhouse, property, and each other. Communication and respect are vital to a healthy living environment.
- Communicate with Bancroft leadership, immediately, if there are any maintenance concerns; especially leaks of any kind.
- Keep exterior doors locked at all times.
- Do not leave windows or doors open for prolonged periods of time.
- Keep thermostats on either cool or heat. Units are shared with other rooms, so during the appropriate seasons they can be adjusted with camp leadership approval. It does not have to be the exact same temperature, but you should not have one on heat and one on cool.
- Turn off lights when not needed.



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- Out of respect for all residents, do not leave your laundry in the washer, dryer, or laundry room. Remove when done.
- Keep common areas, such as the kitchenette, and bedrooms clean.
- Clean bathrooms at least once per week (showers, toilets, sinks, and mirrors).
- Keep kitchenette clean; regularly clean and put away dishes, wipe counter tops, sweep/vacuum/mop the floors.
- Never put coffee grounds or grease down the drain as this will ruin the septic system. Put grease in a glass or metal container and throw away when cooled.
- Throw away any expired food from the refrigerator and cabinets.
- Keep food in storage or in refrigerator, no open food in the kitchen or other areas.
- Take out all trash when full, place in large outside trashcan or in the red dumpster.
- No trash or unwanted items on the front porches.
- No alcohol, tobacco products, or drugs are permitted inside or outside of the residence.
- No candles or open flames allowed; consider flameless candles and diffusers as alternative options.
- If residents have firearms, they must remain in a locked safe when in the residence.
- Residents are expected to maintain mutual respect for one another and work through differences or disagreements. If a third party is needed, camp leadership are available to support in finding resolution.



BANCROFT  
GOSPEL MINISTRY

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## INTERN AGREEMENT

By signing below, I agree, as an Endeavor Intern at Bancroft, to serve intentionally and without grumbling or complaining regardless of where I am serving. I understand and agree to serve in multiple departments performing various responsibilities that will change from day to day or week to week. I understand and agree that the Endeavor Internship is a program designed to learn about all aspects of camp ministry and also designed to support every department within the ministry.

Additionally, I understand and agree with the core components of the ministry such as the mission, vision, values, and statement of faith and beliefs. I will work to uphold each of these components and do my part to serve from a place that supports and never contradicts these foundations of the ministry.

I have read every page of this document and have a clear understanding of what is expected of me. I agree that if I am unsure or unclear on anything, I will talk to camp leadership to seek clarity and understanding.

I agree and understand as an Endeavor Intern, I am a part of the Bancroft team serving with other staff members and interns. I will strive to have healthy relationships with mutual respect, intentional communication, and maturity as I encounter a variety of personalities and a variety of situations. I vow to honor God, Bancroft, and others in how I handle challenges that may arise.

As an Endeavor Intern, I understand and agree that I will have access to internal documents, information, and communication. I understand and agree that information I have access to or receive is confidential. I understand and agree that I will maintain confidentiality and will only share information when required within my role and with people who need the information. I understand and agree that I will not share information outside of the organization.

I understand and agree that part of the Endeavor Internship program is participating in meetings, conferences, reading leadership books, listening to podcasts, attending Bible study, memorizing scripture, and participating in conversation to develop leadership knowledge and skills. I agree to fully participate in all aspects of the Endeavor internship and understand the importance of the effort I will put in.

As an Endeavor Intern, I understand and agree that my relationship with Jesus and a Christ-centered community is of utmost importance. Therefore, I agree to regularly attend a local church at least 3 times per month. I will also seek opportunities to engage with Christian community.

I understand and agree that the Endeavor Internship program is a 12-month program. I understand and agree that the intern relationship can be terminated at any time by me or by Bancroft.

I understand that at the completion of the Endeavor Internship, this agreement is complete. I understand and agree that there may be an opportunity to complete another internship season, but I understand that this is not guaranteed and is up to Bancroft leadership.

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Intern Signature and Printed Name

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Date