

Summer Staff FAQ

THE BASICS

WHAT IS LIGHTHOUSE FAMILY RETREAT ALL ABOUT?

Welcome to Lighthouse Family Retreat! We're a passionate, faith-driven non-profit dedicated to uplifting families navigating the tough journey of childhood cancer. For over 25 years, we've been creating magical, restorative beach retreats and crafting valuable resources to bring hope and support to families in need.

WHAT DOES A DAY IN THE LIFE OF AN INTERN LOOK LIKE?

Get ready for an action-packed summer! Our days kick off early as you dive into the behind-the-scenes magic of retreat life. From setting up meals to organizing fun activities for families and kids, your days will be full of energy and excitement. Expect to soak up the sun, get your hands dirty, and end your day with a sense of accomplishment as you prep for tomorrow's adventures. Flexibility is key, as no two days are ever the same! As a Summer Staffer, you'll also be the go-to friendly face, helping create a warm, welcoming environment for everyone involved. Be ready to bring your A-game and lots of smiles!

WHAT ROLES ARE AVAILABLE?

We've got a variety of roles, each with its own unique twist! We carefully select each intern for each position based on personality, interest and experience. Here's a peek at what's available:

- **Youth Activities Intern ("Flip Flop"):** Dive into the world of fun! You'll be the mastermind behind activities for kids of all ages, from toddlers to teens. It's all about creating joyful experiences and making sure every child has a blast.
- **Catering & Food Service Intern:** Be the hero of the dining experience! You'll oversee meal preparations and serve delicious food, ensuring families and partners enjoy hearty meals and meaningful conversations.
- **Work Crew Intern:** The unsung heroes of our retreats! You'll handle the behind-the-scenes setup for amazing events like Beach Picnics and Worship Nights, making sure everything goes off without a hitch.
- **Hospitality/Fulfillment Intern:** The small details matter! You'll prepare welcome bags, ensure comfort for our guests, and handle any little extras to make their stay as cozy and enjoyable as possible.
- **Marketing Intern ("Chief Storyteller"):** Capture and share the magic! With creative freedom, you'll tell our story through social media, capturing the heart and soul of our retreats and engaging with our community.

WHAT KINDS OF PEOPLE ARE YOU LOOKING TO HIRE FOR THIS INTERNSHIP?

We're on the lookout for passionate, hardworking individuals with diverse strengths and a big heart. If you're organized, flexible, and enthusiastic about making a difference, we'd love to hear from you! Whether you're a high school graduate or a college student, your unique skills and faith-driven spirit are what matter most.

Even if you're not sure if this is the right fit for you, we would love to meet you and see if this opportunity is a mutual fit!

WHAT SKILLS WILL I GAIN FROM THIS INTERNSHIP?

Our interns gain hands-on experience and invaluable skills, including:

- **Communication:** Master the art of clear and effective communication.
- **Leadership:** Take charge and inspire others.
- **Conflict Management:** Handle challenges with grace.
- **Time Management:** Juggle tasks and manage time like a pro.
- **Fundraising:** Learn how to rally support and raise funds.
- **Relationship with God:** Deepen your faith and spiritual growth.

Plus, our entire staff is dedicated to helping you learn and grow, and there may be opportunities to work on special projects and new skills you've always wanted to learn or work on.

RECRUITMENT PROCESS

HOW MANY INTERNS WILL BE HIRED FOR THIS INTERNSHIP?

We're hiring 20 interns for the summer of 2025, divided into two teams. Here's the breakdown:

- **Youth Activities Intern:** 2 positions
- **Catering & Food Service Intern:** 2 positions
- **Work Crew Intern:** 8-10 positions
- **Hospitality Intern:** 4 positions
- **Marketing Intern:** 2 positions

WHAT IS THE INTERVIEW PROCESS LIKE? WHEN ARE INTERNS OFFICIALLY SELECTED?

For the 2025 summer season, we will open applications starting on October 1st and have a rolling application and interview process. Typically, our process involves participating in several interviews with Lighthouse Staff. We take the time to find the perfect fit for each role, ensuring a fantastic team culture for the summer.

SUMMER LOGISTICS

WHAT DOES TRAINING LOOK LIKE FOR THIS INTERNSHIP?

Training involves all interns and the Lighthouse Staff. Training will focus on team building, communication skills and retreat programming specifics.

WHEN DOES THE INTERNSHIP START AND END?

Training begins May 14th and Summer retreats will end on July 26th. Accepting this internship means committing to the above dates. Any conflicts need to be discussed with the Lighthouse staff during the interview process.

DO WE GET DAYS OFF OR FREE TIME OVER THE SUMMER?

Interns will get almost all of Saturday as well as Sunday mornings as free time. Traveling teams may be a bit busier over certain weekends but if you manage your time well, there are pockets of time each day throughout the week to find rest and have some time off.

WHAT DOES HOUSING LOOK LIKE OVER THE SUMMER?

You'll be housed with fellow interns in a shared condo or house—tight but cozy, and free of cost!

ARE INTERNS PAID?

This is a paid internship of \$150 per week for working on retreats, in addition to being given a \$150 food stipend per week for meals not covered on retreat.

WHAT ARE THE FUNDRAISING REQUIREMENTS? WHY IS FUNDRAISING REQUIRED?

We ask each intern to fundraise \$3,000 by the end of the summer. It's a chance to boost your resume and support our mission by sharing what we do with your community. Don't worry—we've got plenty of fundraising tips and support to help you reach your goal!

CAN I GET SCHOOL CREDIT FOR THIS INTERNSHIP?

Check with your school program to find out what the requirements are. Most schools will give credit for this internship, and we are happy to help where we can! Our Summer Staff Manager can provide supervision and evaluations as needed for your program's requirements.