



Lighthouse

FAMILY RETREAT

SUMMER INTERNSHIP PROGRAM FREQUENTLY ASKED QUESTIONS

THE BASICS

WHAT IS LIGHTHOUSE FAMILY RETREAT?

Lighthouse Family Retreat is a faith-based non-profit that exists to strengthen every family living through childhood cancer. For the past 22 years, we have hosted restorative retreats at the beach and developed helpful resources so families and their support systems can find hope in God and help in their fight.

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

Our days start early on retreat as our Summer Staff are behind the scenes and set up crew for meals and activities. Expect lots of outdoor time as we prepare environments for volunteers, families we serve, and plenty of kids! Summer Staffers are also the last to finish the day, cleaning up environments and preparing for the day. Each day looks different on retreat, so prepare to be flexible!

Our Summer Staff are also friendly faces for all people attending retreats, so many of your days will be spent creating a warm and fun environment for all!

WHAT ROLES ARE AVAILABLE?

We have several exciting roles available! Each role is unique, and we carefully select interns for each position based on personality, interest, and experience.

Roles include:

- Youth Activities Intern ("Flip Flop")
- Catering & Events Intern
- Work Crew Intern
- Hospitality Intern
- Marketing Intern ("Memory Maker")

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

We are looking for all types of people! We believe that everyone has different strengths that are needed for specific roles. Overall, we want to hire students who are hard-working, relational, adaptable, organized, and enthusiastic! We will take students who are either graduating high school in the spring or in college and are not necessarily looking for specific majors.

Lighthouse is a faith-based ministry, so students interested in this internship typically have the desire to grow in their faith.

Even if you're unsure if this is the right fit, we would love to meet you and see if this opportunity is a mutual fit!

WHAT SKILLS WILL I GAIN FROM THIS INTERNSHIP?

You will gain or improve on many applicable skills that you can take with you no matter what path you take after your internship ends! Several former interns have said the top skills they learned, and areas of growth included:

- Communication
- Leadership
- Conflict Management
- Time Management
- Fundraising
- Relationship with God

PLUS – We want this to be a great experience for you! Our team is committed to helping you learn new skills and making it a great summer for you. There will be opportunities to work with staff members on specific projects or other skills that you may want to learn or work on.

RECRUITMENT PROCESS

HOW MANY INTERNS WILL BE HIRED FOR THIS INTERNSHIP?

In 2024, we are hiring 20 interns that will be split into two teams. We typically try to hire the following amount for each role.

- Youth Activities Intern (2)
- Catering & Events Intern (2)
- Work Crew (8-10)
- Hospitality Intern (4)
- Marketing (2)



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

For the 2024 summer season, we will open applications starting on September 1st and have a rolling application and interview process. Typically, our process involves participating in several interviews with Lighthouse Staff. If you apply in the Fall, we hope to make final decisions by mid-December. We take our recruiting process seriously in that we carefully consider each applicant and how they will fit on the team. We want our team culture over the summer to be a great experience for all involved.

SUMMER LOGISTICS

WHAT DOES TRAINING LOOK LIKE FOR THIS INTERNSHIP?

Training involves all interns and the Lighthouse Staff. Training will focus on team building and communication skills, as well as the specifics of retreat programming. During training, interns will learn the specifics of their role.

WHEN DOES THE INTERNSHIP START AND END?

Training begins on May 15th, and Summer retreats will end on July 27th. Accepting this internship means committing to the above dates. Any conflicts need to be discussed with the Lighthouse staff during the interview process.

WHAT IF I HAVE A CONFLICT WITH CERTAIN DAYS OVER THE SUMMER?

This internship begins May 15th and goes through July 27th. Conflicts must be discussed with the Lighthouse team during the interview process. We cannot guarantee that we can accommodate any conflicts you may have, but we are happy to discuss them with you!

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

Interns will get most Saturday and Sunday mornings as free time or “off.” This is subject to change in the case of moving retreat locations, etc. 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 will be housed with other interns in a condo or house, depending on location. Housing will be tight, and interns sometimes need to take advantage of sofa beds or inflatable mattresses, sharing bedrooms and bathrooms. While housing may be tight, it is free of cost to the interns.

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?

There is a fundraising goal of \$3,000 with a \$2,500 minimum required to be raised by the beginning of training. This fundraising helps to pay for the Summer Staff program. Fundraising is a great skill and addition to your resume. Sharing the Lighthouse story with others is a meaningful way to support our mission.

Our team has plenty of ideas for fundraising and can help you track your progress!

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 the requirements of your program.

