

## Fundraising, Compensation & Expense Reimbursement Policy

*Summer Missionaries: Camp Covecrest, Camp Hidden Lake,  
Camp Wild Sky*

### Mission Partnering / Fundraising

As a part of serving with Life Teen Summer Missions, all Summer Missionaries will invite others into the mission of leading teens closer to Christ through Mission Partnering. Mission Partnering involves raising both monetary and spiritual support to further the mission of leading teens closer to Christ. You will ask family and friends to pray a rosary, an Our Father, or even a Mass for the conversion of souls at camp. The sacrifices made by these prayer partners aid in the success of the mission while you serve at camp. You will also raise funds on behalf of Life Teen to support your mission as well as the mission of Life Teen Summer Camps. There is a minimum fundraising goal for each session; please refer to the next page for details. The process used by Life Teen Summer Missions in collecting and allocating funds is called “Deputized Fundraising.”

**Deputized Fundraising** means that while it is assumed that a donor indicates a preference that the gift be used to support the ministry of a certain individual, Life Teen retains complete discretion and control over the use of all funds raised by that Summer Missionary. All donations made to Life Teen Inc., a 501(c)(3), are tax-deductible donations. If a Summer Missionary raises funds but does not serve at camp or is asked to leave early, Life Teen retains discretion over the use of all funds raised by that Summer Missionary.

### Compensation\*

For all Life Teen Summer Missionaries, regardless of role or previous Summer Missions employment, a basic minimum pay of \$50 per week of service will be paid. In addition to this basic pay, all Summer Missionaries will be eligible for a bonus at the end of their session should they meet 100% of their fundraising goal by July 1, 2021. For Service Crew at GA camps, there are 2 fundraising goal tiers with corresponding bonus pay amounts, while all other sessions simply have 1 fundraising total goal amount and 1 corresponding bonus pay amount. If the goal is not 100% met by July 1, 2021, Summer Missionaries only receive the basic minimum pay of \$50 per week of service.

Please refer to the chart on the next page for the specific fundraising goals and amounts of pay per session.

All Summer Missionaries will be considered W-2 seasonal employees of Life Teen. Life Teen will withhold applicable taxes and report payment to the IRS as required by law.

### Expense Reimbursement

Life Teen will not cover any additional cost for travel expenses for any Summer Missionary serving for their first or second summer with Life Teen Summer Camps.

Any Summer Missionary serving for their third or fourth summer will be eligible to receive reimbursement for transportation to and from camp. This travel reimbursement will not exceed \$450 and will either cover mileage reimbursement at the standard rate of \$0.42 per mile or a round trip airline ticket.

\*If a summer missionary has to leave his or her session early for any reason, he or she will be paid a pro-rated amount based on actual time served during the session. If eligible for bonus pay, the bonus payment amount will also be pro-rated at the same schedule.

## Compensation Chart

- **Wks** - number of weeks of service per session.
- **Minimum Fundraising Amount** - total amount you must raise to serve at camp.
- **Fundraising Goal Total** - total amount you must raise to be eligible for bonus pay.
- **Total Base Pay** - total amount of pay you will receive if you do not meet 100% of your fundraising goal by July 1, 2021.
- **Bonus Pay** - amount of additional pay you will receive at the end of your session if you reach your fundraising goal by July 1, 2021.
- **Maximum Total Pay** - total amount of pay you will receive if you meet 100% of your fundraising goal by July 1, 2021.

1 <sup>st</sup> Year Summer Missionaries						
Camp and Session	Wks	Minimum Fundraising Amount	Fundraising Goal Total	Total Base Pay	Bonus Pay	Maximum Total Pay
Covecrest Session 1	7	\$400	\$1750	\$350	\$1050	\$1400
Covecrest Session 2	6	\$340	\$1500	\$300	\$900	\$1200
Covecrest Service Crew	12	\$680	Tier 1: \$1900 Tier 2: \$3000	\$600	Tier 1: \$900 Tier 2: \$1800	Tier 1: \$1500 Tier 2: \$2400
Hidden Lake Session 1	7	\$400	\$1750	\$350	\$1050	\$1400
Hidden Lake Session 2	6	\$340	\$1500	\$300	\$900	\$1200
Hidden Lake Service Crew	12	\$680	Tier 1: \$1900 Tier 2: \$3000	\$600	Tier 1: \$900 Tier 2: \$1800	Tier 1: \$1500 Tier 2: \$2400
Wild Sky Summer Staff	3	\$170	\$750	\$150	\$450	\$600
Wild Sky Service Crew	3	\$170	\$750	\$150	\$450	\$600
2 <sup>nd</sup> , 3 <sup>rd</sup> , 4 <sup>th</sup> Year Summer Missionaries						
Camp and Session	Wks	Minimum Fundraising Amount	Fundraising Goal Total	Total Base Pay	Bonus Pay	Maximum Total Pay
Covecrest Session 1	7	\$400	\$1400	\$350	\$1400	\$1750
Covecrest Session 2	6	\$340	\$1200	\$300	\$1200	\$1500
Covecrest Service Crew	12	\$680	Tier 1: \$1500 Tier 2: \$2400	\$600	Tier 1: \$1200 Tier 2: \$2400	Tier 1: \$1800 Tier 2: \$3000
Hidden Lake Session 1	7	\$400	\$1400	\$350	\$1400	\$1750
Hidden Lake Session 2	6	\$340	\$1200	\$300	\$1200	\$1500
Hidden Lake Service Crew	12	\$680	Tier 1: \$1500 Tier 2: \$2400	\$600	Tier 1: \$1200 Tier 2: \$2400	Tier 1: \$1800 Tier 2: \$3000
Wild Sky	3	\$170	\$600	\$150	\$600	\$750
Wild Sky Service Crew	3	\$170	\$600	\$150	\$600	\$750