

Fundraising, Compensation & Expense Reimbursement Policy

Summer Missionaries 2023: Camp Covecrest, Camp Hidden Lake

As of January 17, 2023

The Basics

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. You will be required to fundraise a set minimum amount prior to arriving to camp. **During the summer you will be compensated \$50 per week of service and be eligible for a bonus at the end of your session. The bonus is equal to the amount raised over the minimum fundraising requirement up to \$2450 for summer staff and \$4300 for service crew.**

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

1 st Year Summer Missionaries			
	Session 1 Summer Staff (7 wks)	Session 2 Summer Staff (6 wks)	Service Crew (12 wks)
Fundraising			
Minimum Required	\$1100	\$1100	\$1600
Maximum	\$2450	\$2450	\$4300
Pay			
Base Pay	\$350	\$300	\$600
Bonus Pay	Amt raised above \$1100 up to \$2450 (max bonus \$1350)	Amt raised above \$1100 up to \$2450 (max bonus \$1350)	Amt raised above \$1600 up to \$4300 (max bonus \$2700)
Total Possible Pay for the Summer	\$1700	\$1650	\$3300

2+ Year Summer Missionaries			
	Session 1 Summer Staff (7 wks)	Session 2 Summer Staff (6 wks)	Service Crew (12 wks)
Fundraising			
Minimum Required	\$900	\$900	\$1300
Maximum	\$2450	\$2450	\$4300
Pay			
Base Pay	\$350	\$300	\$600
Bonus Pay	Amt raised above \$900 up to \$2450 (max bonus \$1550)	Amt raised above \$900 up to \$2450 (max bonus \$1550)	Amt raised above \$1300 up to \$4300 (max bonus \$3000)
Total Possible Pay for the Summer	\$1900	\$1850	\$3600

Compensation Chart

- FUNDRAISING
 - Minimum Required – the total amount you must raise to serve at camp.
 - Maximum – the amount to raise if you wish to maximize bonus pay.
- PAY
 - Base Pay – total pay you will receive for serving all weeks in your session (\$50/week).
 - Bonus Pay – amount above base pay based upon your total amount fundraised **by June 29, 2023**. Any amount above the fundraising minimum is eligible to be received as bonus pay.
 - Total Possible Pay for the Summer – base pay plus maximum possible bonus pay (requires reaching maximum fundraising goal).

Ex: A first year, second session summer staffer raises a total of \$1800. They will be paid \$50 weekly for 6 weeks totaling \$300 and will also receive a one-time bonus at the end of the summer for \$700 (\$1800-\$1100=\$700). Their total pay received for the summer (before taxes) will be \$1000.

Ex: A second year, service crew member raises a total of \$4400. They will be paid \$50 weekly for 12 weeks totaling \$600 and will also receive a one-time bonus at the end of the summer for \$3000 (\$4300-\$1300=\$3000). Their total pay received for the summer (before taxes) will be \$3600.

[Mission Partnering / Fundraising](#)

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 previous 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, all Summer Missionaries will be eligible for a bonus at the end of their session equal to the difference between their fundraising minimum and the total amount fundraised up to \$2450 for Summer Staff and \$4300 for Service Crew. The fundraising deadline, the last day to receive donations that will apply towards bonus pay is **June 29, 2023**.

Please refer to the chart on the previous 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 \$500 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.](#)