

## Fundraising, Compensation & Expense Reimbursement Policy

### *Life Teen Summer Camp Internships*

*As of August 26, 2025*

#### The Basics

Life Teen Media Internships and all other Life Teen Summer Camp Interns will be paid \$200 weekly for the duration of their service, up to 12 weeks. As part of serving at Life Teen Summer Camps there is also an opportunity to invite others into the mission of leading teens closer to Christ through Mission Partnering. You will have the option to fundraise up to an additional \$200 for each week of service. **During the summer you will be compensated \$200 per week of service and be eligible for a bonus at the end of your session. The bonus is equal to the total amount fundraised up to \$2400 for serving all 12 weeks, \$1400 for a 7 week session, \$1200 for a 6 week session, \$800 for a 4 week session, \$600 for a 3 week session, and \$400 for a 2 week session**

#### 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 Intern. All donations made to Life Teen Inc., a 501(c)(3), are tax-deductible donations. If an Intern 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 Intern.

#### Compensation\*

For all Life Teen Summer Camp Interns a basic minimum pay of \$200 per week of service will be paid. In addition, all Summer Interns will be eligible for a bonus at the end of their session equal to the total amount fundraised up to their session max of \$200 x number of weeks served. The fundraising deadline, the last day to receive donations that will apply towards bonus pay is **July 1, 2025**.

All Summer Interns 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.** Bonus pay is considered supplemental income meaning the federal tax withholding will automatically default to 22%. If you wish to adjust this withholding amount, either with a set dollar amount or percentage, you may do so by letting me know by the end of the day on May 26. Your response will only impact the withholding for this bonus check and will not change your regular withholding elections. Also the standard 6.2% for social security and 1.45% for medicare taxes will be taken out as well - those are required and I cannot override those. If I do not hear from you before May 26, the check will process with the default 22% for federal withholding on supplemental wages.