

## ZIP (Zimbabwean Internship Program) at Lasting Impressions

Lasting Impressions is expanding and with this growth comes the need for specific vision and clear objectives. Part of our ministry has always been to train young people that work for us to serve with excellence in the camping sector. This has included Zimbabwean young people as well as Americans and Canadians that have come for anything from 2 weeks to 6 months. Many lives have been transformed while serving at Lasting Impressions and several of them are now serving in other areas of ministry around the country as well as in the States and Canada. We want to continue to train young people but we want to step up the commitment level and training. We would also like to expand from just 6 to 12 interns. The following is a summary of the specifics.

12 young adults: 8 from Zimbabwe (4 new comers) (4 returning instructors), 4 American. The 4 new comers from Zimbabwe and the 4 American interns would contribute financially to their training or internship. The 4 returning instructors would be paid. We would aim to have half female and half male if possible. We are seeking teachable, flexible, creative people that have a sold out commitment to Christ. They need to be willing to engage cross-culturally and step out of their comfort zone.

Cost: \$25 per day for those contributing financially. (Subject to change if costs increase) This would cover their food, accommodation, some travel and one adventure. (Most likely a safari) If they want to do more adventures like Vic Falls or travelling to other places they would need to pay for that separately.

Time Commitment: Zimbabweans would commit for 6 months or a year. Americans would come for 6 months: either January-June or 2<sup>nd</sup> week of June to 1<sup>st</sup> week of December. The overlap would allow for some cross-over training and most Americans would like to get back for Christmas and before the high air fares.

What to expect: A transformational experience, hard work, good training, fun adventures, and a real look at a world that is in desperate need of Christ.

- Radical Discipleship: Meet 5 times a week for group devotions, meet once or twice a month with one of the directors to establish personal goals of spiritual development, read the core set of reading books that each intern is required to read, and then chose with the director additional reading for personal development.
- Pour Out to Others: The best way to really grasp what you're learning spiritually is to put it into practice and share it with others. This will happen on the camps, speaking at local schools, and working with a local youth group.
- Training: Specifically for the Zimbabweans but the Americans can do as many of the training modules as they'd like to. Some of these will be essentials and some will be electives.
  - a. Basic Christian Counselling Course (to be taught by a qualified counsellor)
  - b. First Aid Training
  - c. Teaching – effective communication skills for giving lectures, leading debriefs and giving evening talks.

- d. Certification in the following areas: High Ropes, Low ropes elements, Archery, Canoeing, Swimming/Lifeguard training,
  - e. Environmental education: Get a comprehensive understanding of the materials we teach plus some skills for a safari guide.
  - f. Leadership training: A thorough training on all activities and initiatives to be done for the leadership training courses at junior and senior levels.
  - g. Hospitality etiquette – (this may be put to use for bigger conferences or weddings) Setting the table, creating an atmosphere, guest relations, anticipating needs, etc.)
  - h. Camp Maintenance – water system, running of the generator, hygiene expectations, vehicle maintenance for some, etc.
  - i. Report Assessment training – reports are often given to schools that come for leadership camps. Sometimes more extensive training is needed for the interns to meet specific standards.
- Impact the Community: Get involved with a local church and regularly visit one of the following: orphan home, handicapped school, or regular schools to do small projects, speaking or just to interact with the kids.

Area of Focus: Some interns from the States may want to vary their focus. All will be expected to be in the camps some of the time but they can focus on a few other areas when not doing camps. Some have opted to focus on construction projects, administrative duties, teaching the directors kids (homeschooling) and doing more outreach projects in the community. All of this is immensely helpful to the overall ministry.

Extra Challenge: If some of the interns coming from the States would like an extra challenge, they may opt to take on a specific project. There are always lots of projects and extra needs at the camp and in the community. If they want to take ownership of one of those projects, they would need to raise the funds for it and then they could see it through to completion during their internship.

Qualifications:

- For the Zimbabwe interns they need to have good O or A level results, be committed Christians, active in their church and self-starters. They will be required to fill in an application form and get 3 references. They will also be interviewed and possibly go on a selection course with other applicants.
- For American interns they will need to have some cross-cultural experience, some ministry experience, and at least one year of college (4 years of college is the optimum). They will also be required to fill in an application and have 3 references filled in. Additionally, they will need to be interviewed by an LI Board member or someone approved to do the interview by the Directors in the States.