DEER HILL EXPEDITIONS

STIPEND FOR INTERNSHIP PROGRAM

Deer Hill Expeditions (DHE) offers a thoughtful, competitive package that rewards you for your hard work, and also helps you to develop as an outdoor leader. Pro-deals, lodging, supplemental food, and in-depth training combine to make DHE’s Internship Program a rewarding opportunity.

NOTE FROM DOUG CAPELIN, FOUNDER AND OWNER

Beverly and I founded Deer Hill in Southwest Colorado in 1984, and remain deeply involved in the mission of this authentic community. There are actually three parts to Deer Hill: 1) Deer Hill Expeditions, our programs on the Colorado Plateau and in Costa Rica; 2) Deer Hill Basecamp, 130 acres and facility; and 3) Deer Hill Foundation, the nonprofit arm that sponsors scholarships and cross-cultural service.

We seek hard working, dedicated Interns who are looking to start their careers in the outdoor education field and to support the life-changing wilderness and cross-cultural service experiences we strive to provide our participants. I can promise that you will work hard, develop your interpersonal skills, and have fun, too. I look forward to welcoming you to Deer Hill.

*Other aspects of Deer Hill that make working with us different than working for most other companies:*

* *We live here*. We know the finest canyons, rivers, and mountains of the Four Corners region.
* *Authentic service.* For 25+ years, we have forged friendships and trust with Navajo, Hopi, Zuni, and Ute families and communities.
* *Diversity*. In addition to the “diversity” inherent in our cross-cultural service, **50%** of DHE’s enrollment in the summer is on full scholarship. We have enjoyed having young people who are first generation Americans from every continent (well, not Antarctica).
* *No subcontractors*. We hire field staff who are the guides and instructors of each program element. We do not hire sub-contractors to raft rivers or explore the mountain.
* *Not a bus or van tour*. Our focus is on wilderness expeditions and service projects with Native Americans.
* *Competitive wages and benefits*. Please read the notes below.
* *Not just summer employment*. We run programs in the spring and fall seasons, too.
* *Trainings*. We offer annual trainings, often in the field, at no cost to you.
* *Community*. That means being part of something that has vision, good people, place, and traditions as well as awesome food, lots of humor, and friendship.

INTERNSHIP PROGRAM STIPEND SCHEDULE ($/PAYCHECK)

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| --- | --- | --- |
| PAY PERIOD | April 1- June 4 Dates  STIPEND AMOUNT (pre-tax) | June 1- August 17 Dates  STIPEND AMOUNT (pre-tax) |
| April 1 – April 15 | $75 | X |
| April 16 – April 30 | $100 | X |
| May 1 – May 15 | $100 | X |
| May 16 – May 31 | $125 | X |
| June 1 – June 15 | $150 | $175 |
| June 16 – June 30 | X | $225 |
| July 1 – July 15 | X | $275 |
| July 16 – July 31 | X | $325 |
| August 1 – August 17 | X | $375 |

HOUSING PROVISIONS

During your Internship, Deer Hill provides housing for all Interns in The Staff Cabin. This is a simple, cabin-like building with four bedrooms and a kitchen/common area. Each bedroom is shared by two Interns and includes beds and space for personal items. The kitchen/common area includes a full kitchen as well as dishes, cooking utensils, condiments, spices, and pots/pans.

SUPPLEMENTAL FOOD

Deer Hill provides Interns with “partial board”. This means that when groups are at Basecamp, meals will often be provided and when groups are not at Basecamp, Interns will cook for themselves.

TRAINING IN THE FIELD

While interns do not lead trips, they have opportunities to attend our field trainings to better understand the role of the field staff they work closely with and to enrich their own personal learning as future outdoor educators. Spring Interns are invited to attend the field staff Spring River Training. Summer Interns are invited to join Summer Field Training, observing and supporting the role of an outdoor educator.

DEER HILL STORE

The Deer Hill Store carries personal clothing and equipment which participants and staff may rent or purchase, including backpacks, sleeping bags, pile garments, rain jackets, etc. As a benefit for all of our Interns, we offer a 50% discount on rental prices and 25% discount on gear purchases.

PRO-DEALS

DHE is committed to providing staff access to high quality gear at the best prices available. It is of real value to be able to acquire first-rate personal clothing and equipment at a discount. During the period of your DHE employment, you will have access to pro-deals through Jack’s Plastic, Osprey, The North Face, and more. All DHE pro-deals are for you ONLY, absolutely not for friends or family. DHE and, thus, all staff, may lose pro-deal benefits altogether. Your pro-deals are paid for with your credit card. Shipping requirements vary, but DHE WILL NOT forward any packages, so plan ahead. Please refer to the Staff Pro Deal binder for details and vendors.