

# TOTAL REWARDS FOR INTERNS 2026



Interfaith  
Outreach™



# IOCP TOTAL REWARDS

Interfaith Outreach & Community Partners (IOCP) believes that interns are key to advancing the vision and mission of the organization. Employee's and intern's skills and commitment are essential to the impact and effectiveness of our work. We provide a competitive total rewards package to attract and retain talent. We strive to be a place where people love to work.

## WORKPLACE ENVIRONMENT



IOCP is a great place to work. We are proud to be recognized as a three-time (2023-24-25) Star Tribune Top Workplace in Minnesota - and the judges were our very own employees! We create and nurture a welcoming, caring and positive workplace culture and environment by embracing our values of collaboration, inclusion, and integrity. We expect all employees to consistently enact these values in their work and communication with others. We create and maintain meaningful work connections based on mutual trust and respect. We value employee input and have a culture that encourages feedback. We also have fun together in formal and informal ways, including celebrations of individual and team successes and participating in shared learning experiences. Most positions are hybrid with a combination of in-office and work-from-home settings. In addition, we have a "dress for your day" dress code and offer free coffee and snacks in the office for those working onsite.

## RECOGNITION AND APPRECIATION



We celebrate each other and our work. IOCP makes it a practice to recognize and appreciate interns as part of a larger effort to create a culture of gratitude. Activities vary but have included delicious lunches, boat outings, escape rooms, Twins baseball games and an onsite barista. We've also held drawings to win paid time off and branded gear, such as pullovers, t-shirts and drinkware.

## PROFESSIONAL DEVELOPMENT



IOCP is a learning organization. We value the skills and experiences that interns bring when they join us but also embrace continued learning and education. We have a dedicated employee development budget for trainings such as conferences, webinars or coaching. Interfaith Outreach provides supervision support for employees seeking required professional licensure related to their role. Interns may also choose from a wide variety of internal learning opportunities and can also borrow books from our onsite library.

# BENEFITS PACKAGE

## MONEY

### Competitive Compensation

Intern compensation is based on benchmarking against other Twin Cities nonprofits. As a social services agency, we feel paying our interns allows us to practice inclusion and equity in our work. Interns are paid \$15/hour.

## DISCOUNTS

IOCP employees and interns receive a 30% discount at Resale Select, our onsite thrift store.

## PAID HOLIDAYS

Interns scheduled to work on a day that lands on a holiday are eligible for prorated paid holidays. Our organization has the following paid holidays:

- New Year's Day
- Martin Luther King Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve Day
- Christmas Day

Holidays for part-time employees are prorated.

IOCP offers a holiday exchange option to support employees who celebrate other personal and religious holidays.

All employees categorized as seasonal/temporary, intern, or who work less than 20 hours per week are eligible to accrue PTO at a rate of 2.66 hours per pay period.

## FLEXIBILITY

### Hours

Our work is done over the course of five days a week across a wide range of hours from early morning to late at night. With supervisor approval, employees may have flexibility with their core work schedule based on their role and work duties. In addition, many jobs are hybrid, offering employees both on-site and at-home work settings.

### Location

With supervisor approval, interns may have flexibility in working off-site within parameters needed by the role they perform.

## OUR MISSION

To strengthen our community by meeting basic needs and equipping individuals and families for ongoing stability.

## OUR VISION

To build a vibrant community where everyone counts and all sectors and systems work together for the good of all.

## OUR VALUES

**Collaboration:** Nurturing mutually beneficial relationships.

**Inclusion:** Celebrating differences because they matter.

**Integrity:** Keeping our word through our actions, transparency and honesty.