

# Nourish-UNC Internship Opportunity

Nourish-UNC is a student-led non-profit that engages in partnerships with community-based organizations around the world. By running small business ventures such as Hunger Lunch and Sprout in the local community during the academic year, Nourish earns revenue that is then used to fund grants to our partner organizations. Nourish further supports these projects by providing the organizations with student interns.

Nourish interns collaborate with partner organizations to further the organizations' impact in their communities. Nourish-UNC helps initiate these partnerships and supports the interns in being an asset to the organization.

All personal costs—flights, housing, food—will be the responsibility of the project interns. However, many grant and scholarship opportunities exist that can help cover some or all of these expenses and Nourish will support interns in the process of finding and applying for grants by connecting them to available resources. Many past Nourish interns have successfully funded their entire costs through these grants.

Participation is open to all undergraduate and graduate students in the United States and abroad. Please email Elizabeth Zwart ([ezwart@live.unc.edu](mailto:ezwart@live.unc.edu)) with any questions regarding the application process, the internship experience, or other concerns.

## How to Apply

When the application is ready to be submitted, please email the application ONLY (not the entire packet), as well as your resume, to [nourishprojects@gmail.com](mailto:nourishprojects@gmail.com). The subject line of the email should contain the internship you are applying to and your full name.

Example: Business Intern, Sam Smith

Please save the application as LastName\_FirstName\_TypeIntern

## How Participants are Selected

In an attempt to be more responsible towards our community partners and support students whose financial resources would ordinarily preclude them from interning abroad, Nourish-UNC has changed its application and selection model. Although slightly more complicated than in previous years, we believe this model best fulfills our commitment to social and economic justice given our limited resources.

1. Applications are open to all students at UNC; students will apply by completing the application to the best of their ability, with all relevant information. Students may choose to include a resume with their application when submitting to [nourishapplications@gmail.com](mailto:nourishapplications@gmail.com)
2. Applications will be compiled and stripped of financial data by someone not involved in the selection process
3. Applications will be reviewed by a group of people responsible for selecting interns
4. Top applicants will be offered an interview

5. After the interviews are completed, applicants will be ranked based on their applications and interviews and a merit-based list will be compiled for each internship position
6. At this point financial information will be connected with each applicant
7. Top applicants who would not be able to complete the internship without receiving a \$1600 grant will be contacted for a required secondary interview (For more information on the Nourish-UNC Summer Project Grant, please see below)
8. The five traditional applicants who are selected along with the one grant-dependent applicant who is selected will be notified of their selection, and given 1-3 days to accept the position
9. Selected applicants will meet with the Project Team Coordinator to go over the requirements for the intern, including mandatory team meetings, required reading/presentations, expectations of behavior while abroad, expectations for team participations (including team grant-writing for all participants), commitment to complete evaluations and reflections, and a binding commitment to Nourish, the partner organization, and the internship. The contract for the grant-dependent applicant will include a larger list of grants the applicant is required to apply for, as well as other revenue-generating means.
10. The team will be introduced to each other and to Nourish-UNC.
11. Nourish-UNC, and specifically the Project Team Coordinator will support the teams as they prepare for their internship by leading meetings, fostering critical thought and self-reflection, and serving as a contact person for any questions or concerns during the preparation process. Nourish-UNC will also support all applicants as they apply for grants or seek other methods of funding their experience.
12. Nourish interns will become best friends and live happily ever after!

## **Nourish-UNC Summer Project Grant**

Top applicants who would not be able to complete a Nourish-UNC internship without receiving a \$1600 grant are eligible for a second round of interviews to determine the recipient of this grant. The secondary interview will focus on the financials of the applicant as well as any clarifications on merit-based portions of the process.

After secondary interviews are completed, one applicant will be selected to get the Nourish grant assurance, meaning that if they do not receive other outside sources of funding such as grants, company support, etc. Nourish will provide them with an up to \$1600 grant conditional on the fulfillment of their contract.

Because grants are not known at the time of the application, participants who cannot commit to funding the entire project without the aid of grants would not be able to be a part of the team (in case they were not awarded grants they had hoped to secure and thus were unable to go). The \$1600 grant-assurance that Nourish is pioneering this year insures one participant. The participant is still expected and required to apply for a myriad of grants. However, this grant-assurance ensures that if the participant does not receive a grant, or receives less than \$1600 in grants, they will still be able to carry out their commitment to the organization. Nourish will

cover up to \$1600 in trip expenses, allowing the participant to be able to commit to the internship and flights before being aware of what his/her financial resources will look like later in the year. Because of that, participants that apply and note grant-dependence will only be considered for the one grant-dependent position. This makes that position incredibly competitive, and applicants much less likely to be offered a position on the team due to the increased selectivity of the position. This grant is intended to open the door to students who otherwise would not have the opportunity to intern abroad this summer. We ask that you not apply for the grant-assurance if you are able to go abroad without it. Nourish is committed to supporting all interns in grant applications throughout the process, regardless. This is meant to be a tool to open the door for applicants rather than a source of funding.

## **Commitment of a Nourish Intern**

Nourish internships provide the opportunity for students to shape their own experiences. Part of the internship includes working alongside the partner organization throughout the spring semester to further develop their project and arrange travel logistics. Specifically, Nourish interns commit to:

### *Spring*

- Meeting and communicating regularly with your fellow interns and Nourish's project team coordinator (Elizabeth Zwart)
- Attending Nourish's intern orientation and participating in weekly training sessions (dates TBA) throughout the semester
- Working on team grant applications
- Attending Go!, a workshop put on by the University for all students engaging abroad over the summer
- Communicating with partner organization about your project
- Planning travel arrangements including booking flights, taking care of medical concerns, securing Visas (if necessary), etc.

### *Summer*

- Carrying out the project in accordance with the Memorandum of Agreement and project goals
- Collaborating with your fellow interns to update the team blog weekly during your time onsite with photos and reflections about your experiences
- Completing internship evaluations according to the deadlines set by Nourish-UNC

### *Early Fall*

- Communicating with Nourish-UNC for internship follow-up evaluation
- Sharing your experience with Nourish-UNC and the campus community at our projects celebration

## **Anticipated Applicant Timeline**

- January 16 — Application Deadline
- By January 25 — Applicants Receiving Interviews Notified
- Week of January 27 — Interviews for Interns Held



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Students engaging with communities in mutually beneficial partnerships  
in pursuit of a socially and economically just world.

- January 31 — Secondary Interviews for Grant-Dependent Applicants Held
- By February 3 — Interns Notified of Decision
- By February 6 — Contract Signed



## Health Development Initiative Application

### *Basic Information*

Name:

Graduating Year:

Major(s)/Field(s) of Study:

Minor(s):

Email Address:

Phone Number:

Do you have any availability conflicts during the summer (May 7—August 16)? If so, what and when?

What other opportunities have you applied for and when do you hear back from them? Nourish requires interns commit to the internship by February 3, so if you are applying for something you would rather do, but you won't hear back from them until after February 3, we ask you not to apply.

Do you have international experience? If so, please elaborate.

Do you have any proficiency (beginner, intermediate, proficient, fluent) in French or Kinyarwanda? If so, what experience do you have with the language(s)?

If you do not receive \$1600 in funding from outside sources, will you still be able to participate as a Nourish intern? Please note, if you select “no” you will restrict your application to the grant-dependent process. This process is much more selective and participants are much less likely to receive an offer. Please see “How Participants are Selected” for more information

No       Yes

If no, please describe your financial situation below. Please include any programs at UNC that you are a part of that attest this financial need (ex. Covenant Scholar, Work-Study, etc.). You may also feel free to include circumstances that may not be adequately represented by participation in these programs. This information will not be connected with your application during the merit-ranking process.

*General Questions (Answer for both Business and Knitting Internships)*

Please limit each response to 300 words.

1. Statement of Purpose: Why are you interested in this opportunity?
2. Have you seen international development work done harmfully in the past? If so, please share that experience and talk about the ways you imagine this experience to be similar and different. If not, please talk about what it would look like for international development work to be done harmfully and what parts of this experience concern you.
3. It is halfway through the trip and Rwanda is experiencing a water shortage, so they have turned off your water. You have had no running water for bathing, cooking, flushing the toilet, or cleaning the dishes for about a week. One of your teammates starts to feel ill and you assume it is probably from the improper cleaning of dishes and it will pass. However, it seems to be getting worse and he is running a temperature of 101 and feeling extremely weak. It is midnight when you realize this. You do not have internet access, but you do have local phones and any medical supplies you brought with you. How do you handle the situation? What would you do if it were you who was feeling this way?

*Business Questions (For Business Interns Only)*

Please limit each response to 300 words.

1. What is your past experience with business (feel free to use industry-specific terminology)? How do you think it has prepared you for this role? What skills do you think you will need to further develop before your internship begins?

2. What concerns do you have about the ethics of this project? Talk about business ethics considerations that will need to come into play with this project as well as cross-cultural business concerns.
3. You have arrived in Kigali and are excited to start working with the community. However, when you get to the community, it is difficult to tell if the women you are teaching (through the translation of your boss) are understanding what you are saying or putting it into practice. How would you evaluate your success? How would you determine what to change? What emotions do you foresee yourself having?

*Knitting Questions (For Knitting Interns Only)*

Please limit your response to 300 words.

1. Please give a background of your experience knitting. How long have you been knitting? What kinds of projects have you taken on? Have you ever taught anyone how to knit before? How easy/difficult is it for you to learn new patterns/styles?
2. What do you envision being the most difficult parts of teaching knitting to a community that does not speak the same language as you?
3. You have been working with the women in the community for a while and things seem to be going well. However, one day you show up and they do not have yarn to knit with. The supplier they normally buy from has gone out of business and they won't be able to get more yarn for the week. You know a market near you sells yarn, but it is much more expensive than the yarn the community normally buys. How do you handle the situation? What parts of the situation would be most frustrating to you?

*Fun Questions (Answer for both Business and Knitting Internships)*

1. Please construct a haiku or limerick about your (least) favorite artist.
2. What is your favorite riddle?
3. If you could ask 3 yes or no questions and be told the truth, what questions would you ask?
4. Myers Briggs personality type? (You can take the test here if you haven't taken it before: <http://www.humanmetrics.com/cgi-win/jtypes2.asp> )

***Attaching a resume is optional, but recommended.***