WOX Grant Application Form
01/01/14

Please use this template for submission of your grant. Insert your cursor into the text box provided under each section and begin typing. The box will expand and there is no character limit.

The completed WOX Grant Application must be emailed to simonm2@xavier.edu and a paper copy with appropriate signatures mailed to Margie Simon, Alumni Building ML 5430 by ***March 1, 2014****.*

NOTE: Proposal assistance is available through the Office of Grant Services. Please contact Shari Howell at 513-745-1904 or email at howells3@xavier.edu.

PROPOSAL FOR WOX GRANT

Include the following info in the following order:

Title of Proposed Project:

2014 Summer Service Internship Program

Name of Each Applicant and Their Associated Position:

Angela Gray-Girton, Associate Director, Dorothy Day Center for Faith & Justice and Program Coordinator, Summer Service Internship Program

ALL appropriate signatures as outlined in the Guidelines for the WOX Grant Awards document.
For each approval needed, please type the person's name, title, email address, and then have them physically sign it.

Angela K. Gray-Girton

Angela Gray-Girton, Associate Director, Dorothy Day Center for Faith & Justice

Greg Carpinello

Greg Carpinello, Director, Dorothy Day Center for Faith & Jusice

Margaretta Bulle on behalf of Lori Johnson

Lori Johnson, Assistant Provost for the Division of Student Enrichment

Scott A Chadwick 8/25/14

Scott Chadwick, Provost & Chief Academic Officer

8/24/14

ABSTRACT

Summarize your proposal request as indicated below:

HINT: *The abstract may be the only part of the proposal the voter reads, so it is imperative that you sell your project in this section. As this is a summary of your project, please limit this section to no more than ½ page.*

Title of the Proposed Project:

2014 Summer Service Internship Program

Amount Requested:

$5,000

Brief abstract that clearly and concisely states the aim of the project, anticipated value for XU students and/or faculty and the indicators of success:

Xavier's Summer Service Internship Program provides a unique opportunity to nurture the commitment to community engagement in Xavier students. Now in its 20th year, the Summer Service Internship Program has provided 408 students with a unique opportunity to nurture the commitment to community engagement. In the summer of 2014, the program will place another 20 Xavier undergraduates in carefully selected placement agencies where each student will provide service for 35 hours per week for nine weeks. The program is designed to teach the interns how to become leaders within the community and to understand the complex problems that disenfranchised populations face. Living together in the residence hall and gathering for reflection sessions and common meals strengthens this experience. As a unique, full-time immersion experience for Xavier students, the program provides two important student benefits: students are able to serve the Greater Cincinnati community in a deep and meaningful way while earning necessary income from summer employment.

Targeted outcomes of this project include:

- 75% of 2014 Summer Service student interns will express an increased understanding of social justice
- 70% of 2014 Summer Service student interns will continue to volunteer with their placement social service organization after the conclusion of the summer program
- 50% of 2014 Summer Service student interns will express an increased desire to participate in a year-of-service program after graduation and/or pursue a job in the non-profit sector
- 60% of 2014 Summer Service student interns will express an increased desire to participate in other service opportunities at Xavier University

These outcomes will be measured with pre- and post- assessments with the students (quantitative) as well as with a variety of reflection essays (qualitative). Through these measures, we plan to identify areas of impact and success as well as areas for future growth potential where we can make changes to maximize the future impact of the Summer Service Internship Program.

BUDGET

What is the amount of funding requested?

$5,000.00. The $5,000 grant provided by the Women of Excellence Giving Circle will underwrite student expenses associated with the program. Stipends, housing, and food allowances make up the largest part of the program's annual budget. Each year, the program relies on annual external funding, including grants and individual donations, as well as internal Xavier contributions, to cover its expenses. The participating agencies are also asked to contribute minimally toward their intern's expenses.

Provide a **detailed** budget with justification/need for each itemized expense.

- For example, if your project requires a paid student coordinator, the role of that coordinator in the project must be specified.
- If more than 25% of a budget is allocated toward food and incentives, specific rationale for these expenses should be provided.
- Include a detailed list of supplies and equipment necessary to complete the project.
- If a project's total budget is greater than $10,000, per year, other sources of support must be stated and appropriate documentation from other funding partners must be provided.

Please see attached detailed budget (Appendix A)

NARRATIVE

Please answer the following questions in the associated boxes. Please limit your answers in total to no more than two single-spaced, typed pages.

1. How does this proposed project enhance the mission and purpose of Women of Excellence?

The Women of Excellence was created to honor, extend and advance the legacy of Xavier's and Edgecliff's extraordinary women graduates, as well as provide opportunities for women to grow as organizational and philanthropic leaders for the University.

The Summer Service Internship Program engages the leadership and potential of young women (and men) on Xavier's campus, helping to form them into organizational and philanthropic leaders of the future, both at Xavier University and beyond. Students who engage in the Summer Service Internship cite it as a life-changing experience, the best summer of their lives because of the impact it has had upon them, and often change their major or future career direction because of this experience. The Summer Service Internship Program is proud to partner with the Women of Excellence to impact today's students and help them to become future community and world leaders, passionate to give back both to Xavier and to their communities, in the hopes of creating positive social change.

2. How will this project further the mission of Xavier University to "engage and form students intellectually, morally and spiritually, with rigor and compassion, toward lives of solidarity, service and success?"

The Summer Service Internship Program is a unique opportunity to fulfill the exact mission of Xavier University. As students are immersed in service to the community, as they read about and reflect on social problems, as they engage with mentors who challenge them to see the world in new and different ways, and as they apply all these new learnings within the work they are doing in the community, they are being deeply formed toward living not just a single summer but their full lives toward solidarity, service, and success. A few quotes from students who have recently participated in the Summer Service program clearly demonstrate this impact:

"This program has been much more than I could have imagined. I have gained so much from this experience, and I am confident that I will carry the many lessons and relationships with me for a significant time in my life. The tools I've received from SSI will serve as foundations to build more knowledge upon and this summer has motivated from now forward to continue serving my community and working to create a more just and equitable world."

"The Summer Service Internship program is a fantastic experience and I am honored to have participated. It has allowed me to grow intellectually, mentally, and spiritually. It has placed me within an intentional community of my peers who continuously challenge my views and help me become a better person. It has cultivated my critical-thinking skills to help me continuously question injustice everywhere."

"I have gained so much, mentally and spiritually, from being a part of this program. I have never felt more connected with the world and the individuals around me than ever before. Learning to see through "the other's" lens is not an easy task, and is often frustrating and draining. However, I am thankful for all those moments. I have no doubt that I am going to look back at SSI and say, 'THAT, is why I'm glad I went to Xavier'."

3. Why is this project important? Does it address a gap within existing University programs?

This project is important because it engages high-impact learning strategies that allow students to engage deeply in their community, to ask critical questions, to pursue justice in a real and tangible way, and to learn how to build community. This project results in the deep reflection, learning, and transformation that only happen when students are fully immersed in the community. For additional student reflections that identify the impact this program makes on student interns, please refer to student comments in Appendix C.

4. What is the expected outcome of your project? How many people (faculty, staff, students) will be engaged in your project?

Targeted outcomes of this project are many, and include:

- At least 50% of 2014 Summer Service student interns will express an increased desire to participate in a year-of-service program after graduation and/or pursue a job in the non-profit sector
- At least 60% of 2014 Summer Service student interns will express an increased desire to participate in other service opportunities at Xavier University
- At least 70% of 2014 Summer Service student interns will continue to volunteer with their placement social service organization after the conclusion of the summer program
- At least 75% of 2014 Summer Service student interns will express an increased understanding of social justice

The people who will be engaged in this project include:

- 1 Xavier staff member will coordinate the program
- 2 Xavier staff, 1 Xavier faculty, and 1 Xavier alumnus will serve as small group mentors for the program
- 20 non-profit social service agencies in Cincinnati will host Xavier students as full-time interns
- 20 Xavier students will serve full-time in non-profit social service community agencies
- Additional faculty, staff, and community members will lead education and reflection sessions

5. How will you measure the success of your project, if funded? What are the qualitative and quantitative measures that you will use to assess impact and effectiveness?

Targeted outcomes of this project are many, and include:

- At least 50% of 2014 Summer Service student interns will express an increased desire to participate in a year-of-service program after graduation and/or pursue a job in the non-profit sector
- At least 60% of 2014 Summer Service student interns will express an increased desire to participate in other service opportunities at Xavier University
- At least 70% of 2014 Summer Service student interns will continue to volunteer with their placement social service organization after the conclusion of the summer program
- At least 75% of 2014 Summer Service student interns will express an increased understanding of social justice

These outcomes will be measured with pre- and post- assessments with the students (quantitative) as well as with a variety of reflection essays (qualitative). Through these measures, we plan to identify areas of impact and success as well as areas for future growth potential where we can make changes to maximize the future impact of the Summer Service Internship Program.

6. If your project is funded, how will the WOX Giving Circle be recognized as having played a role in the success / completion of your project? Give specific examples.

Each summer Xavier issues at least one press release on the program to local media. The release, which will name Women of Excellence as a supporter of the program, will also appear as an article on Xavier's website. Additionally, funders and agency partners are recognized at the Celebration of Learning held at the culmination of the program. Funders and agencies are invited to attend this celebration of the students' accomplishments. If funded, Angela Gray-Girton will submit a report including results of program assessment and student impact letters, and will speak as requested at WOX events.

ADDITIONAL INFORMATION

Use this section to add additional information or supporting arguments not covered in the sections above.

Xavier's Summer Service Internship Program requests $5,000 to support student interns in 2014. Now in its 20th year, the Summer Service Internship Program has provided 408 students with a unique opportunity to nurture the commitment to community engagement. In the summer of 2014, the program will place another 20 Xavier undergraduates in carefully selected placement agencies (see attached list) where each student will provide service for 35 hours per week for nine weeks. The interns are provided stipends, housing and food allowances for their work in the program. The program is designed to teach the interns how to become leaders within the community and to understand the complex problems that disenfranchised populations face. Working full-time in a range of social service agencies and community organizations, these students spend a summer involved in Cincinnati's most pressing issues. At the internship sites students serve diverse groups including impoverished children, the homeless, senior citizens, and those with mental and physical disabilities. As a unique, full-time immersion experience for Xavier students, the program provides two important student benefits: students are able to serve the Greater Cincinnati community in a deep and meaningful way while earning necessary income from summer employment.

Following Xavier's Jesuit mission, the program intends to encourage social responsibility and interest in vocations in human services fields. Working full-time in the community, the interns learn first-hand the great strengths that exist and the commitments that are made daily to our most vulnerable residents. As they realize the difference they can make, and the relationships they can build across cultural boundaries such as race and class, the interns see their own role in these efforts, now and in the future. A significant number of interns continue to be engaged in community issues after the internship, as indicated in the Program Outcomes Survey for the 2013 Summer Service Internship program. While 55% of the interns reported before the program that they were involved with social justice groups, after the program 80% said they had an increased desire to participate in service opportunities at Xavier and 60% said they had an increased desire to participate in regular weekly service.

The Summer Service Internship program supports the mission and purpose of the Women of Excellence by providing Xavier students with impactful service experiences and also by positively influencing the lives of the populations with whom the interns work. Each year, the college interns provide over 5,600 hours of service at 20 local agencies. Typically more than 750 children and 1,000 women and girls are served by the interns at agencies such as Healthy Moms and Babes, Stepping Stones, Kennedy Heights Art Center, Boys and Girls Club, and Project Connect. The interns will have roles like serving as a day camp leader for children with disabilities, providing experiential outdoor education for inner-city children, providing direct client support and referrals to low-income individuals or assisting refugees as they seek to acclimate and settle in Cincinnati. During summer months, when agencies often run expanded programs, the interns enable the agencies to serve more clients. (See attached comments from agencies in Appendix C.)

During the program, the interns are given training, ongoing support, and opportunities for reflection. In the first week of the program, the interns participate in orientation and training facilitated by the program coordinator, student coordinator and faculty/staff mentors. The training begins with an overnight stay at Camp Joy, where the students participate in team-building activities and team ground initiatives. During the training, students also meet with social service agency leaders and participate in break-out sessions on community building, safety, diversity, and service. Living in a common residence hall, the students form a strong community over the summer. The interns meet each Monday evening for dessert and on Wednesday afternoons for a community dinner. These gatherings include reflection and educational opportunities. In the 2014 program four faculty/staff will be selected as mentors to help prepare students to lead the Wednesday reflection/education sessions. The mentors will be assigned a social justice issue with which they have experience and can assist students in researching and discussing. Topics may range from voluntary simplicity to solidarity. The small groups will meet with the mentors during training and at least two other times prior to their reflection session. The mentors will also read and respond to the students' mid-summer journal analysis paper and be a resource to the group. During the Monday "Just Desserts"

program, topics pertaining to the weekly social issue theme and assigned readings are discussed while the students enjoy dessert together. Living together in the residence hall and gathering for reflection sessions and common meals strengthens the student experience. It is our belief that such a well-integrated program enables students to see for themselves how their life, work, and faith can be meaningfully integrated. (See attached comments from students.)

Timetable for Program - 2014

January - March	Recruitment and selection of interns
February	Selection of placement sites
March-April	Recruitment of Faculty/Staff Mentors/Reflection Coordinators
End of May	Intern training
June - July	Internship program for college interns

Each summer Xavier issues at least one press release on the program to local media. The release, which will name Women of Excellence as a supporter of the program, will also appear as an article on Xavier's website. Additionally, funders and agency partners are recognized at the Celebration of Learning held at the culmination of the program. Funders and agencies are invited to attend this celebration of the students' accomplishments. If funded, Angela Gray-Girton will submit a report including results of program assessment and speak as requested at WOX events.

To assess the program's impact, students will complete a pre- and post- internship questionnaire about their community awareness. (See attached Program Outcomes report from 2011.) On the questionnaire, students are asked about their knowledge of social service agencies in the Greater Cincinnati area and about their commitment to community service. In addition, students provide ongoing feedback regarding the program and their placement sites during weekly reflection sessions. Students also journal for 15 minutes a day at work to reflect on their experiences. Program staff make site visits to observe and monitor the students and their work in the agencies. Placement sites also complete evaluations of their interns. Follow-up surveys of the program's alumni are conducted periodically.

The $5,000 grant provided by the Women of Excellence Giving Circle will underwrite student expenses associated with the program. Stipends, housing, and food allowances make up the largest part of the program's annual budget. Each year, the program relies on annual external funding, including grants and individual donations, as well as internal Xavier contributions, to cover its expenses. The participating agencies are also asked to contribute minimally toward their intern's expenses.

For further information about the Summer Service Internship Program, please refer to:

- Appendix B (2013 Program Outcomes) and
- Appendix C (2013 Student & Agency Comments).

Please contact Angela Gray-Girton (graya3@xavier.edu or 513.745.3330) with additional questions.

Thank you for your consideration!

Appendix A
Summer Service Internship Program Projected Budget 2014

EXPENSES	PROJECTED EXPENSE
College Interns	
Student Coordinator - 1 @ $9.00/hr @ 343 hrs (summer) + 150 hrs (spring)	4,437.00
College Intern Wage - 20 @ $9.00/hr @ 305 hrs ($2,745)	54,900.00
Fringe at 10% for salaries	5,933.70
Board - 1 @ $900 for 5/21/12-7/27/12	900.00
Board - 20 @ $750 for 5/21/12-7/27/12	15,000.00
Housing - Student Coordinator @ $150 x 9 weeks	1,350.00
Housing - 20 Interns @ $1350($150/week)	27,000.00
Program Administration	
STAFF	
Program Coordinator	4,500.00
Fringe at 25%	1,125.00
Faculty/Staff Mentors (5/12- 7/12) - 4 @ $500	2,000.00
Fringe at 10%	200.00
PRINTING AND POSTAGE	210.00
SUPPLIES - including training materials, speaker gifts, event supplies	1,685.00
FOOD - including community meals, agency events, snacks, final presentation	3,750.00
TRANSPORTATION AND MILEAGE - to Camp Joy and for site visits	700.00
MISCELLANEOUS - Retreat - 24 people @ $95, training, and community activities	2,580.00
TOTAL PROJECTED EXPENSES	**126,270.70**

INCOME	PROJECTED INCOME
Grants/Donations	
Agency Contributions ($400 per intern)	8,000.00
Charles H. Dater Foundation (to be submitted)	24,563.00
John and Francie Pepper (pending)	20,000.00
Toyota Motor Manufacturing North America (to be submitted)	10,000.00
Women of Excellence, Xavier University (to be submitted)	5,000.00
Remainder of grant from Lester J. Besl Foundation	1,685.70
Carry-over from 2013 Program	0.00
University Contribution	
Program Coordinator + Fringe Benefits @ 25% (In Kind)	5,625.00
Housing (In Kind)	28,350.00
Xavier University Contribution	23,047.00
TOTAL PROJECTED INCOME	**126,270.70**

Appendix B:
2013 Summer Service Internship Program Outcomes Report

Demographics – Total Number of Interns = 20 (not including student coordinator)			
45%	Male		Majors:
55%	Female	1	Accounting
		2	Economics
	Year in school:	1	Environmental Science
15%	Sophomore	1	Health Services Administration
40%	Junior	2	Math
45%	Senior	1	Middle Childhood Education
		1	Nursing
		3	Occupational Therapy
		2	Philosophy, Politics, and the Public
		2	Psychology
		1	Public Relations
		2	Social Work
		1	Sociology
	Ethnicity:		Most popular minors:
5%	African American		Gender & Diversity Studies
90%	White/Caucasian		Peace Studies
0%	Hispanic		Natural Sciences
0%	Native American		Spanish
0%	Multiracial		German
5%	Chose not to respond		Business

* Data compiled from pre and post program surveys.

Appendix B:
2013 Summer Service Internship Program Outcomes Report

Program Impact on Projected Commitments	
	55% of interns reported in the SSI Pre-Program Survey that they were involved with social justice groups and 95% reported involvement in service groups or programs during the past year.
	Interns reported an increase in desire (somewhat increased and significantly increased) to participate in the activities described below as a result of involvement with the SSI program:
80%	Other Service Opportunities at Xavier
50%	Academic Service Learning
60%	Regular weekly service
79%	Other service immersion programs
	50% of the interns reported in the SSI Pre-Program Survey, that they performed acts of service once to several times a week during the past year.
	Interns expressed desire to do the following as a result of being involved with the SSI program:
85%	Volunteer with their agency placement after the summer
60%	Pursue a job in the non-profit sector
60%	Pursue a full-time service program after graduation
55%	Engage in the politics
85%	Advocate for service/justice based issues
95%	Plan to vote in the next election

Program Learning Outcome Results	
	Percentage of interns who found value in learning about the topics below during the SSI program:
80%	Service
95%	Social Justice
85%	Civic Responsibility
90%	Personal Values
85%	Appreciation of Diverse Views
90%	Personal Ethics/Integrity
75%	Living on a Budget
85%	Preparing Meals for Self/Others
95%	Creating Community
85%	Coordinating Transportation for Work
95%	Developing Relationships
90%	Addressing Conflict

* Data compiled from pre and post program surveys.

Appendix B:
2013 Summer Service Internship Program Outcomes Report

Commitment to Reside in Cincinnati	
	Likelihood of interns residing in the Cincinnati area after graduation:
30%	Highly likely
40%	Somewhat likely
25%	Somewhat unlikely
5%	Highly unlikely
65%	Indicated the internship experience had an influence on their decision about residing in Cincinnati.

Community Awareness	
	Interns indicated the extent to which their knowledge and understanding of the issues below was enhanced by participating in the SSI program:
95%	Needs of the Cincinnati community
95%	Social justice
85%	Civic responsibility

Knowledge of Community Agencies

Interns were given a list from which to identify the populations served by agencies (people w/disabilities, poverty, homelessness, elderly, youth, education, etc.). This was to help measure their level of knowledge about community agencies prior to the internship and upon completion of the program.

% Correct Identification		Change in % Correctly Identified	Agency
Pre-Program Survey	Post-Program Survey		
70%	95%	+25	Starfire Council
68.4%	85%	+16.6	Project Connect
85%	100%	+15	Imago
75%	85%	+10	Freestore
80%	90%	+10	Stepping Stones
85%	90%	+5	Clovernook Center

In addition, on open-ended questions, 95% of the interns were able to identify agencies that serve the homeless upon completion of the SSI program. 85% could do the same for adults and children with disabilities, and 80% could do so for agencies serving women.

* Data compiled from pre and post program surveys.

Appendix C

2013 Summer Service Internship Program Student & Agency Comments

Student Comments about the Summer Service Internship Program

The impact of the program on students is tremendous. In letters to 2013 funders, students shared:

- "This program has been much more than I could have imagined. I have gained so much from this experience, and I am confident that I will carry the many lessons and relationships with me for a significant time in my life. The tools I've received from SSI will serve as foundations to build more knowledge upon and this summer has motivated from now forward to continue serving my community and working to create a more just and equitable world."
- "What's been most influential about the program is realizing the mass amount of changing I must do unto myself for social justice to be achieved. It's very easy to get into the mindset of helping, helping, helping. However, there is so much that I must change with my own life and values in order to perform this deed for others. I have recognized that I must become environmentally conscious. I must strive to simplify my life in order to appreciate the things in the world that truly matter. I must sustain my own soul in order to maintain the passion I have for helping others. Most importantly, I must learn to grow in solidarity with others. In order to help a group of people, I must immerse myself in their lives and become as vulnerable and open as possible."
- "Working with those with disabilities, I have learned to truly see the individual for who they are and to not categorize them as society tries to do."
- "This summer, this program, this experience have made me realize something. All of this has made me realize that all this time I have been trying to find myself and I didn't know that I was lost. I was lost because I didn't know this summer was going to be hard. I didn't know that my values were possibly flawed. I didn't know that all of these underlying problems that we as a society ignore existed because it doesn't *directly affect us.* I didn't know because I was lost. I didn't know because it was easier not too. Even though we all want to change, unfortunately it's simply easier not too… Thank you for making me confront these problems, these questions, and these faces in the crowd that we ignore everyday. Thank you for showing me that there is a better way to live, for showing me that my values aren't flawed but simply disoriented. Thank you for showing me that even though it is going to be really damn hard, I can change. That we can change."
- "I feel blessed every day I get to interact with the kids. Building relationships with these campers and putting a smile on their faces has been more rewarding than any other job or service opportunity I have encountered. I feel an indescribable joy every time Elijah, a 10-year-old boy, runs up and jumps into my arms when he sees me at camp, or when Annie, a 12-year-old pulls me aside at the end of the day to hang out with her while we wait for her ride. Those small moments and relationships motivate me to enthusiastically arrive at work each morning despite how tired or overwhelmed I may feel."
- "Being able to make even the slightest difference in someone's life reminds me everyday that I am blessed beyond recognition."
- "My view on the world has changed - I now look at issues in terms of what is best for the world's population as a whole rather than just myself. I cannot wait to pass along my experience and newfound knowledge to those around me in the hopes that one step at a time we can make changes in this world for the better."
- "My biggest take away from this summer is the power of hope. I've seen it at work and I have learned how to foster it in both others and myself. My SSI experience has helped me to see hope for the future for humanity. I see hope in the interactions I have with the clients at St. Vincent de Paul. I experienced hope in educating and learning with the high school students. I see hope in each and every intern that I have lived in community with this summer. I see hope in myself as I have cherished my experiences this summer and grown. I see hope. I want to foster hope."

Appendix C

2013 Summer Service Internship Program Student & Agency Comments

- "Not only have I learned and seen a lot that will apply to my future occupational therapy career; I have understood more about people in general. Everyone has their own language; they may not be able to speak verbally but it is essential to pick up on people's individualized cues so you can interact with them. Also, people with disabilities are just people. They like having parties, have significant others, and appreciate good jokes just like anyone else. I have also learned that these adults are able, not 'disabled'. They do have different abilities than most people, but they do their best to do what they love and to live their lives without limits."
- "Throughout my experience at Project Connect I have learned an abundance about the homeless population and children in general. The over-arching theme in every aspect of my job is that all people, adults and children alike, have one main necessity: love. The campers have taught me the value of a simple conversation, how to appreciate the joy in the little things in life such as playing with bubbles, and the importance of having patience and being kind no matter how stressed or overwhelmed I may feel."
- "The struggles and heartbreak that I have seen throughout my internship at this wonderful agency push me to use my future place in the business world as an avenue to lessen the economic disparity amongst classes. I know that I will not be able to do this on my own and that the issue of poverty will most likely not be solved in my lifetime or potentially ever; however, this program has given me the tools and ignited the passion that I believe are needed in order to make a significant difference in regards to this issue."
- "The Summer Service Internship program is a fantastic experience and I am honored to have participated. It has allowed me to grow intellectually, mentally, and spiritually. It has placed me within an intentional community of my peers who continuously challenge my views and help me become a better person. It has cultivated my critical-thinking skills to help me continuously question injustice everywhere."
- "Most importantly, my experience with this program has taught me to always ask questions. Prior to this program I rarely asked why things were the way that they were and why so many people suffer in the world. I never considered abstract and elusive concepts like systems and collective mindsets. I used to go through the motions every single day, failing to consider the ramifications of my choices and how those choices aligned with my values. I never thought about what those values were, and my behavior spoke volumes of values that I never considered myself as having. I now try to consider those consequences that lie underneath each choice, and while I am certainly nowhere near perfect, I can only improve with practice. I firmly believe that this will lead to a more fulfilling life. While it may cause some discomfort now, this alignment will create a personal peace and happiness that I would never be able to find outside of myself. Only then can I provide the best version of myself for others."
- "It is truly amazing how much a person can learn about themselves through interactions with others different from themselves. I have grown into a better version of myself since being in SSI"
- "The discussions we have during this internship are very eye-opening, sometimes frustrating, yet necessary. Up until now I have been naive about what really goes on in this country and in the world. Being raised in a white, middle class family it is easy to be unaware of serious, real problems other people face. I have become aware of the reality of poverty, the disproportionate wealth gap, environmental injustices and so much more. What I've gained is the awareness of different issues. I may not have a solution for these problems right now, but awareness and acceptance of the fact that there is a problem is the first step to a solution."
- "I have gained so much, mentally and spiritually, from being a part of this program. I have never felt more connected with the world and the individuals around me than ever before. Learning to see through "the other's" lens is not an easy task, and is often frustrating and draining. However, I am thankful for all those moments. I have no doubt that I am going to look back at SSI and say, 'THAT, is why I'm glad I went to Xavier'."

Appendix C

2013 Summer Service Internship Program Student & Agency Comments

Agencies that hosted interns in 2013 made the following comments about the positive impact of the program:

- "The XU SSI program is an exceptional opportunity for our organization. We were matched (yet again) with a motivated, caring, skilled staff person. This allowed us to utilize our other scarce resources to better advantage. In addition, participation in the SSI program is something we point out to potential donors as an indication of collaboration that will make their contribution go further."

- "The XU SSI is the most sophisticated internship program of its kind. We continue to be impressed with the thorough organization of all aspects of the program. The quality of interns is always very high, communication is always clear and leadership is always fantastic. Thank you for partnering with us this summer."

- "Well organized, great communication and the program is very well structured with the shared living experience, group experience and of course, the great students. The best internship program I've worked with in my 12 years of working with interns."

- "SSI offered us a mature, gifted, and dedicated intern who continually faced new challenges with an open mind and heart and wanted to always learn more and experience more each day. The program prepares them well and helps them to continually reflect and learn."

- "This program is so effective because of the thoughtful preparation the interns receive. The hard questions they ask themselves on Wednesday nights and the supportive community living give them the things they need to grow and to do great work for justice."

- "This year, we were visited by a past intern who had expressed a great passion for juvenile justice and working to help youth escape what is sometimes referred to as the school-to-prison pipeline. We were excited to see that she was starting her career working on those same issues. Each year, we have the pleasure of working with XU students to develop and grow in their strong passion for making our community a better place."

- "The XU Summer Service Internship program is extremely valuable for both the intern and the agency. It gives the student hands-on, real-world experience and an overall impression of a potential employer's expectations. In addition, it gives the student the opportunity to relate/reference their experience as an intern in a classroom setting. My overall assessment of the XU Summer Service Internship program is high quality."

- "The Summer Service Internship Program continually offers us dedicated, compassionate interns who are invaluable to our agency. They are role models to the rest of our summer staff with their reflection, professionalism, and dedication. We know that we can count on and trust the intern to complete any task and be thrown into any role with a positive attitude and with confidence!"

- "For short staffed and/or underfunded non profits this sharing of time and talent is essential to our reaching our goals. The level of talent among XU interns together with the level of skill and organization of XU SSI leadership makes for a perfect partnership. To say we are grateful is a grand understatement."

- "This internship program has provided us with a valuable summer staff person while at the same time empowering her to take a leadership role in faith-based agency working for charity and justice."

Appendix C

2013 Summer Service Internship Program Student & Agency Comments

- "Though Xavier's program is not specifically garden related the themes of leadership, poverty, race, and environmental justice are strong – and our interns from Xavier are constantly drawing connections between the work they do and they work their peers are doing in other fields. Educating young adults in this way will only create stronger leaders in our Cincinnati community after they leave the program. I think Cincinnati is a better place because SSI students are in it."

- "We believe the Xavier University Summer Internship program offers great opportunities to participants to help them learn about the community in which they are living and ways in which they can serve that community."

- "We have been impressed with the quality of interns that we have had the pleasure of working with. The interns are committed, hard-working and extremely capable. The SSI program not only finds fantastic interns, they also support them with training, leadership development and ample opportunity for growth."

- "The Summer Service Program provides a valuable opportunity for students to get an up close view of community needs and human services in Greater Cincinnati. These experiences allow students to put faces and names with the communities as well as the challenges faced by human service organizations. It also shares the talents of XU students with the agencies and communities who are facing new and increasing demands for services."

- "The professionalism, intelligence, and willingness to serve and assist of the Xavier Students I have had in and through this program over the past two years has been unparalleled."

- "Very well-run and organized, such a great opportunity for your students. Each year I've been so impressed with the quality of students and staff involved. It's a HUGE part of what makes our summer programming so successful."

- "We could not provide such high quality, community-building, summer arts programming without this program. Many thanks!"

- "I remain enthusiastic about this program because it is a wonderful opportunity for the students to experience different aspects of our society and help make a difference."