



Musana Summer Internship Application 2026

Musana's internship program is a unique opportunity for students, young professionals, or anyone with a hunger to learn from the amazing people of Uganda! Utilizing Musana's development model, this internship program provides the chance to see what our values of local ownership, social entrepreneurship, sustainability, and accountability look like in practice in a community like Iganga, Uganda. Musana's incredible Ugandan leadership is daily taking strides towards transforming their community, breaking the dependency mindset, and teaching the community to BE their own catalysts for change. Our interns work alongside our local leaders and staff to experience and learn from them!

With less emphasis on task-oriented projects, this internship program focuses more on cultural emersion, building relationships, and exposure to the greatest social issues in Uganda. Our interns automatically build on their own skills and talents by engaging with different perspectives and approaches...possibly finding their own ideas transform!

Past interns have come from various backgrounds in areas that include education, medical, public health, physical and occupational therapy, dentistry, and social work, with very different professional paths, they had one common interest - **a desire to listen and learn** from local initiative!

The goals for this program include, but are not limited to:

- ✓ Immersing you in Musana's community development program, established in Iganga, Uganda.
- ✓ Utilizing your strengths to continue and improve Musana's service within the community.
- ✓ Building upon our opportunity to provide continued and potentially new self-sustainability projects within our organization.
- ✓ An opportunity to grow personally, mentally, interpersonally, and spiritually as you serve in a foreign environment
- ✓ Inspiring you to live a life of service and love, regardless of whether you serve on local or foreign soil.

Requirements for Application:

- Applicants must be **21** years of age or older (if you are not 21, we will look at applications on a case-by-case basis for applicants 18-20 years of age.)
- Complete application packet online (current resume, three references-1 personal and 2 work-related, and three essays) by **December 7, 2025**.
- Current passport or passport application in process.
- Complete 3 essays, no more than 500 words per essay. Please answer the following questions:
 - ☐ What events, thoughts, and feelings have led you to the point of wanting to apply for this internship?

- ☐ How has your worldview been shaped up until now and how do you expect it to change and/or grow with this internship?
- ☐ How do you view this trip as part of your life-long growth as a person, servant, and leader?
- Be willing to commit to attend once - a- month training sessions in January, February, March, and April.
- Interns must raise and be committed to fundraising their entire trip funds prior to departure in June. Resources, ideas, and tools will be provided during the first training session.
- Agree to the terms outlined in the Intern Covenant.

THINGS YOU SHOULD KNOW BEFORE APPLYING:

When traveling, and for a brief time living, to/in a completely foreign country, can often be frustrating as you are plugged into a different way of life. As an intern at Musana, it is important that you are a person who is:

- ☐ Extremely open-minded and accepting of different ways of doing things even though it may not be how you see things and/or would do things.
- ☐ PATIENT-no matter what, but especially when things don't happen how and when you would like.
- ☐ Willing to brainstorm and implement ideas in a way that respects the people, staff, and culture of which you are living and working.
- ☐ Capable of adapting to situations that may feel uncomfortable (Situations may challenge you spiritually, physically, and or emotionally.)
- ☐ Comfortable being different from the rest of the community. As a foreigner, you may be prone to being stared at, laughed at, and possibly harassed (especially as a female).
- ☐ Self-motivated to implement ideas and not give up despite the obstacles that may arise.
- ☐ Adaptable to the change of climate and diet, and able to stay positive even though you may be tired and hot.
- ☐ Strong and patient when faced with corruption, being cheated, manipulated, or treated unfairly.
- ☐ Respectful of the culture, including refraining from behaviors that may be normal at home but seen as offensive in Uganda (walking while eating, ignoring people you pass by, or flirting carelessly).
- ☐ The summer internship program costs **\$6000**, all-inclusive and includes, round-trip airfare, home stay meals, Visa, travel insurance, cell phone and in-country Internet coverage (for your work in Iganga, not personal coverage.) *Interns are encouraged to plan for additional expenses, like local transportation, personal cell phone coverage, personal in-country Internet, entertainment, meals at Sol View, other snacks, and any weekend travel experiences (like hiking Sipi Falls or trips to Jinja.)*

Please consider each expectation carefully before signing; **making sure you fully agree with each line item.** Have questions? Contact Susie Knight at 303-955-0380 or susieknight@musana.org.

IMPORTANT Information:

PASSPORT:

We highly encourage anyone who is seriously considering a Musana internship to apply for your passport immediately. To obtain a passport you will need a certified birth certificate (not the hospital record), two passport photos, and a driver's license. In addition, you will need to pick up and fill out a form from the post office and turn in the information to a postal clerk for processing with the U. S. Passport Agency. This process can cost up to \$150.00. Even if this program does not work for you, having your passport is a good idea, wherever your travels may take you in years to come. Passport processing takes several weeks. If you currently have your passport, be certain to check the expiration dates to confirm the effectiveness of your passport for the duration of this program

Note: Your passport date must extend 6 months past your return travel date. Visit here for more information: http://travel.state.gov/passport/passport_1738.html

DEPOSIT AND BALANCE:

The non-refundable application deposit is due with your application. The acceptance deposit is due for verification of your intent. If your fundraising does not cover the costs associated with this program, you will be expected to pay the balance.

IMMUNIZATIONS:

Check the website for the U.S. Center for Disease Control for recommended vaccinations. Vaccinations and medicines are not included in the cost of the internship. Plan anywhere from \$100.00 to \$900.00. Contact your local travel clinic or choose any other provider and plan at least 4 - 6 weeks before your internship to allow time for shots to take effect. Please be sure to keep a copy of your immunization records with you while you travel. Required vaccinations and medication: Tetanus/Diphtheria, and Yellow Fever immunizations (required for admittance back into the States). Contact your physician on the International Travel Clinic for further information. If there is a vaccine for Corona Virus, it will be required to travel to Musana.

Recommended vaccinations: Hepatitis A & B, Measles/Mumps/Rubella, **Malaria medication**, and Travelers Diarrhea prescribed medicine. Uganda: <http://wwwnc.cdc.gov/travel/destinations/uganda.html>

UGANDAN VISA:

The Ugandan visa process is changing. Check <https://visas.immigration.go.ug/> for the most up to date costs and procedures. We will be purchasing Visas online before you trip.

HOUSING:

An element of our internship program is a cultural immersion experience. Therefore, interns will be staying throughout the summer with host families. These families are local Ugandans who live in the Iganga community. They will be chosen by Musana's leadership and will provide housing and most of your meals. Interns will have their own bed and access to clean water. Note: To ensure the safety of interns, accommodation by host families is subject to change. Depending on situations in Uganda or any other circumstances out of our control, Musana may choose to have you stay at our guesthouse, located at Musana headquarters.

Personal Information:

Legal Name: _____

Preferred Name: _____

Passport #: _____ Expiration Date: _____ Issued From: _____

Permanent Address: _____

City: _____ State: _____ Zip: _____

Gender: _____ M _____ F

Email Address: _____

Temporary Address (if applicable):

Phone Numbers: (Home) _____ (Cell) _____ (Work) _____

Age: _____ Date of Birth: _____

How did you hear about Musana?

What are your goals and/or expectations of this internship program?

Are there any medical issues or physical limitations we need to be aware of?

Biography:

Please explain your participation in community and/or church service, including any pertinent responsibilities.

Describe any previous cross-cultural trip experiences.

What have you learned about yourself (both positive and negative) through service, either stateside or abroad?

College/University: _____ Course of Study: _____ College

Graduate: ____yes____no

Future Career Field: _____

Current Employment: _____

Position: _____

Date Employed: _____

Job Responsibilities:

What do you enjoy about your job?

What frustrates you about your current position?

Personal:

What are your top 3 strengths? How do you use or build on these?

Describe your personal weaknesses? Describe any action steps you are taking to improve upon them.

Describe how others view your personality:

How do you spend your free time?

Choose 3 of the terms below that best describe you:

- | | |
|--|--------------------------------------|
| <input type="checkbox"/> accurate | <input type="checkbox"/> responsible |
| <input type="checkbox"/> compassionate | <input type="checkbox"/> optimistic |
| <input type="checkbox"/> expressive | <input type="checkbox"/> wise |
| <input type="checkbox"/> driven | <input type="checkbox"/> trusted |
| <input type="checkbox"/> dependable | <input type="checkbox"/> teachable |
| <input type="checkbox"/> moral | <input type="checkbox"/> team player |

Have you spoken with your family about this opportunity? Yes _____ No _____

What was their response to your decision?

What concerns do you have about this internship program?

What concerns do you have about traveling and living in Uganda?

What are you most excited about with this internship possibility?

Rank the following areas of potential service in order of items most interested in (1) to least interested in (10):

___ Children's Ministry

___ Arts, Music, Worship

___ Teaching English

___ Women's Project/Crafts

___ Community training and education

___ Church Ministry (Training, Leadership,
mentoring)

Which of the following listed below are you interested in? Comfortable doing/leading? Have skills in?

☐ Facilitating a small group

☐ Teaching a Bible lesson

☐ Leading a Bible study

☐ Computers

☐ Leading discussions

☐ Writing

☐ Leading community service groups

☐ Education

☐ Student ministry

☐ Teaching English as a second language

☐ Coaching sports (please specify:_____)

☐ Children's Activities (preferred age group:_____)

☐ Playing musical instrument (please specify:_____)

☐ Other:_____)

Medical Information:

Name: _____

Birth Date: _____

Address: _____

City: _____ State: _____ Zip: _____

Preferred contact name and phone number: _____

Secondary phone: _____

Emergency Contact:

Name _____

Relationship _____

Address _____

City _____ State _____ Zip _____

Phone (cell) _____ (home) _____ (Work) _____

Do you have any travel, physical, mental or emotional limitations (please list:)

List any medications (prescription or OTC) taken on a regular basis:

Blood Type: _____

In an emergency, I give my permission to a licensed physician to hospitalize or anesthetize me or perform surgery on me. I understand that every effort will be made to inform my emergency contact before these actions are taken.

Signature: _____

Date: _____

Intern Covenant:

Please read and initial the following. Please consider each expectation carefully before signing. Make sure you fully agree with each line item.

1. ____ I acknowledge that I will be in a different culture where some common USA behaviors or customs may not apply or even be offensive to the Ugandans, therefore I will take care to be aware of my behavior and how it affects those around me.
2. ____ I commit to being flexible, patient, and pleasant. I will always exemplify strong morals and positive behavior to be a role model and positive influence on those around me.
3. ____ I will follow the guidelines to have all funds submitted to Musana by **May 23, 2026**.
4. ____ I acknowledge that I am a guest working at the invitation of my hosts and will behave and respond as a grateful visitor, including eating what I'm offered and participating with community activities as they are presented.
5. ____ I will remember that I have come to learn as well as serve. I'll resist the temptation to inform our hosts about "how we do things." I will be open to learning about other people's methods & ideas, in all areas of work, leisure and religion.
6. ____ I will develop & maintain a servant attitude toward all nationals, staff, fellow interns, team members and other visitors to Musana.
7. ____ I commit to respect all Musana staff along with my supervisors and his or her decisions.
8. ____ I will refrain from gossip.
9. ____ I will refrain from complaining. I know that travel can present numerous unexpected and undesired circumstances, but the rewards of conquering such circumstances are innumerable. Instead of whining and complaining, I'll be creative and supportive.
10. ____ I commit to being inclusive in my relationships and interact with all members of staff, short-term teams and fellow interns.
11. ____ I understand that I am going to Musana as a team member of the Interns group. I will participate in all trainings and group activities before, during and after my time in Uganda.
12. ____ I will refrain from any activity that can be construed as romantic interest with a national, teammate or fellow intern. I will not pursue any romantic relationship of any kind with anyone during this internship.

13. ____ I will abstain from illegal drugs, tobacco, and alcohol abuse, as well as offensive and immodest dress and profanity during this internship.
 14. ____ Part of your application includes reading and signing the Intern Covenant (included in application.) Please consider each expectation carefully before signing. Make sure you fully agree with each line item. If you have questions, please contact Susie Knight at 303-955-0380.
 15. ____ I agree to always comply with an 11 pm curfew.
 16. ____ If I must be in the Ugandan community after dark, I will travel with at least two other people.
 17. ____ I commit to leaving all valuables locked in my room. I understand this protects me and my host family.
 18. ____ I understand that I am here to serve and that I will be at all places in a timely manner.
 19. ____ I commit to receiving permission first before allowing any visitor to come to Musana's campus.
 20. ____ I acknowledge MCDO has a Child Protection and Safeguarding Policy with a Code of Conduct (to be emphasized in training). I commit to complying to this code during my internship within and outside my working hours to ensure the safety of MCDO beneficiaries.
 21. ____ I will remember that I can be sent home, at my own expense, if I do not adhere to this covenant or if Musana's Directors believe it is in my or Musana's best interest.
-

WORK or PROFESSOR REFERENCE

INSTRUCTIONS TO MUSANA REFERENCE WRITER: Complete this form below and mail into: Musana
8100 E. Arapahoe Rd. Suite 305, Centennial, CO 80112 by **December 7, 2025**.

REFERENCE FORM

Applicant's Name: _____

Reference Name: _____

Relation to Applicant: _____

Email: _____

Phone Number: (_____) _____

How long have you known the applicant?

- ☐ Over a Year
- ☐ Within the last year
- ☐ Less Than a few months

How well do you know the applicant?

- ☐ Very Well
- ☐ Well
- ☐ Casually

Describe the applicant's attitude & ability to serve?

- ☐ Exceptional
- ☐ Good
- ☐ Average
- ☐ Poor

Please comment:

How would you rate applicant's ability to initiate and follow through with tasks and assignments?

Exceptional_____Good_____Average_____Poor _____

Please comment:

How well does applicant cope with new situations?

Exceptional_____Good_____Average_____Poor _____

Please comment:

How well has applicant demonstrated self-discipline?

Exceptional_____Good_____Average_____Poor _____

Please comment:

How would you describe applicant's commitment to personal growth?

Exceptional_____Good_____Average_____Poor _____

Please comment:

Choose THREE of the terms below that best describe the applicant:

- | | |
|--|--------------------------------------|
| <input type="checkbox"/> Accurate | <input type="checkbox"/> Optimistic |
| <input type="checkbox"/> Compassionate | <input type="checkbox"/> Teachable |
| <input type="checkbox"/> Expressive | <input type="checkbox"/> Respected |
| <input type="checkbox"/> Driven | <input type="checkbox"/> Team Player |
| <input type="checkbox"/> Dependable | <input type="checkbox"/> Wise |
| <input type="checkbox"/> Moral | <input type="checkbox"/> Trusted |
| <input type="checkbox"/> Responsible | |
-

PEER REFERENCE

INSTRUCTIONS TO MUSANA REFERENCE WRITER: Complete this form below and mail into: Musana
8100 E. Arapahoe Rd. Suite 305, Centennial, CO 80112 OR electronically to: susieknight@musana.org by
December 7, 2025.

Applicant's Name: _____

Reference Name: _____

Relation to Applicant: _____

Email: _____

Phone Number: _____

How long have you known the applicant?

Over a Year _____ Within the last year _____ Less Than a few months _____

How well do you know the applicant? Very Well _____ Well _____ Casually _____

Describe the applicant's attitude & ability to serve?

Exceptional _____ Good _____ Average _____ Poor _____

Please comment:

How would you rate applicant's ability to initiate and follow through on assignments?

Exceptional _____ Good _____ Average _____ Poor _____

Please comment:

How well does applicant cope with new situations?

Exceptional _____ Good _____ Average _____ Poor _____

Please comment:

How well has applicant demonstrated self-discipline?

Exceptional_____Good_____Average_____Poor _____

Please comment:

How would you describe applicant's commitment to personal growth?

Exceptional_____Good_____Average_____Poor _____

Please comment:

Choose THREE of the terms below that best describe the applicant:

- | | |
|--|--------------------------------------|
| <input type="checkbox"/> Accurate | <input type="checkbox"/> Optimistic |
| <input type="checkbox"/> Compassionate | <input type="checkbox"/> Teachable |
| <input type="checkbox"/> Expressive | <input type="checkbox"/> Respected |
| <input type="checkbox"/> Driven | <input type="checkbox"/> Team Player |
| <input type="checkbox"/> Dependable | <input type="checkbox"/> Wise |
| <input type="checkbox"/> Moral | <input type="checkbox"/> Trusted |
| <input type="checkbox"/> Responsible | |
-

BACKGROUND CHECK

Please print legibly.

First Name: _____

Middle Name: _____

Last Name: _____

Social Security Number: _____

Birth Date: (mm/dd/yyyy) _____

Address: _____

City: _____

Phone Number: _____

Cell: _____

Email Address: _____

Have you ever been convicted of a felony?

If yes, please explain:

Signature _____ Date: _____

Liability Waiver and Release Agreement

Acknowledgement of Volunteer Status

I am volunteering for a trip to Iganga, Uganda to volunteer at Musana Community Development Organization. I am offering my services knowingly and voluntarily, with no expectation or promise of any form of compensation or remuneration, either directly or indirectly from Musana Community Development Organization. My motivation for providing such services is solely the personal satisfaction I may enjoy from helping those at the Musana Community Development Organization. I am providing my services solely as a volunteer.

I am volunteering for this trip. I understand that I am not entitled to receive any wages or other benefits for my services. I am not covered by any workers' compensation program in performing these services; and, if injured on this trip, I will not be entitled to workers' compensation medical, death or indemnity benefits under Colorado's compensation law.

Because I am volunteering for this trip, I understand that I am not covered by any medical insurance, life insurance, any other insurance or indemnity benefits in performing these services; and if injured during the trip, I and my heirs and representatives, will not be entitled to medical insurance, life insurance, other insurance and indemnity benefits. I certify that I have sufficient health insurance to cover any bodily injury and/or bodily damage I may incur while during the trip. If I have no insurance, I certify that I will personally pay for all such medical expenses and liabilities.

Release, Waiver of Liability and Indemnification

I, on behalf of myself, my heirs, and other representatives, knowingly and intentionally release Musana Community Development Organization and its officers, directors, agents and employees, from any claim of liability, including, without limitation, liability for GENERAL NEGLIGENCE, with respect to any injury, illness, damage or death that may occur to me while in route to, or participating in, the volunteer program at Musana Community Development Organization in Uganda.

I, on behalf of myself, my heirs, and other representatives, agree to indemnify and hold harmless Musana Community Development Organization, its officers, directors, agents and employees, with respect to any claim asserted by me or on my behalf as a result of injury, illness, damage or death that may occur while in route to, or participating in, the volunteer program at the Musana Community Development Organization in Uganda. This agreement shall be construed in accordance with the laws of the State of Colorado. Should any provision of this agreement be declared invalid or unenforceable, the other provisions of this agreement will remain in full force and effect. Any provision of this agreement held invalid or unenforceable only in part or degree will remain in full force and effect to the extent not held invalid or unenforceable.

I HAVE READ AND UNDERSTAND THE ABOVE AND AGREE TO BE BOUND BY THE TERMS OF THIS AGREEMENT.

(Signature of volunteer)

Date: _____

POLICIES & PROCEDURES:

If you are interested in participating in Musana's internship program, please read the following **and initial**.

- No one will be considered or accepted as a team member until a completed application (and all appropriate documents) and deposit are received.
- You must submit this completed application AND a non-refundable \$100.00 deposit before your application will be processed and reviewed. This check will be deposited in the bank immediately. In the event your application is not accepted, your deposit will be transferred to Musana's general fund.
- Participants must adhere to rules outlined in the intern covenant. Please read it before applying.
- Your application will be reviewed, and a personal interview will be required. You will be notified by Susie Knight.
- Internships can be rewarding and life changing; however, they can also be stressful. Please consider factors in your personal life at this time that may distract and prohibit you from fully committing to the mission of the internship and adapting to unusual conditions.
- Once accepted, interns are expected to participate in all Skype or phone calls, as scheduled. Each team member must also attend any mandatory training prior to departure and after your return for debriefing meetings.
- All internship costs are the **intern's** responsibility and due two weeks prior to departure. Once you have been accepted, you will be provided with suggested ways to raise financial support; however, if full support is not raised, **the balance is your responsibility**. You may not begin to raise funds until you are notified of acceptance to the team and informed of proper fundraising procedures.
- If you are unable to participate in your internship, Musana must receive cancellation notice as soon as possible. Monies put towards your internship are contributions, and the Internal Revenue Service prohibits the refund of contributions. Excess fundraising will either be credited toward other interns, as needed, or toward Musana's general fund.
- Interns will be responsible for obtaining information regarding passports and vaccination recommendations from the Department of Health. Passport and vaccination costs are not included in the internship costs and are the responsibility of the intern. Interns assume the responsibility and liability for their personal health decisions.
- Applicants release the use of all forms of media representing program participation including photo, video, voice, and remarks for print, web, and all other forms of media.
- Applicant waives the right to view all references regarding Musana's internship applicant, keeping all comments of reference forms confidential.

Dates, Cost and Travel Information:

Musana will host a 6-week summer internship, departure in early-June and return mid-July. Musana will accept no more than 10 interns per summer who will train together in the States and serve together in Uganda at one of our campuses.

Musana Internship Cost:

Please consider the cost before applying for Musana's internship program. The cost for Musana's internship program is **\$6000**

This amount covers the following expenses for this program:

- Roundtrip airfare and travel insurance
- Lodging in Uganda (and any other overnight stays as dictated by flight schedules)
- Roundtrip transportation to and from the airport, work related internet and cell phones
- Most of your meals will be provided by your host family/guesthouse. You will be considered part of their family and should plan to eat when they eat unless you are at Musana working.
- Musana sponsored activities

Any funds that are raised above and beyond the cost of the internship will be considered a donation to Musana. Any funds not raised are the responsibility of the intern and due 14 days before departure.

Payment schedule:

- Non-refundable application fee of \$100 when you turn in your application
- Acceptance down payment of \$100 to hold your spot as a 2026 intern for Musana (non-refundable.) Due within one week of notification as a Musana intern.
- First 1/2 of payment—Due two months before departure date - \$3000.00
- Second 1/2 of payment—Due by **May 24, 2026** - \$2900.00

Mandatory Training Schedule:

Training sessions will be held to prepare interns as individuals and as a team to serve at Musana. Special emphasis will be given to cross-cultural living, team building, working strategies and expectations of interns while in Uganda. Completion of all training material is *MANDATORY*.

Monthly Check-In Meetings will be short and are designed to check in on fundraising and learn about poverty through a book called, Teach a Man to Fish.

Training will be held in Colorado on May 31, 2026, and June 1, 2026. All interns are expected to travel to Colorado for the training if they are out of state. Interns and the Engagement Officer will depart for Uganda from Colorado on Tuesday June 2, 2026. Training in Uganda will also be held on June 5, 2026, and a service day in Uganda on June 6, 2026.

Schedule for Musana's 2026 Summer Interns

- Interviews, location TBD – the week of December 15, 2025
- First Team Meeting: January 13, 2026, from 6:00 PM – 8:00 PM
- Team Check-In and Chapter 1 of book: February 10, 2026, from 6:00 PM – 8:00 PM
- Team Check-In and Chapter 2 of book: March 10, 2026, from 6:00 PM – 8:00 PM
- Team Check-In and Chapter 3 of book: April 7, 2026, from 6:00 PM – 8:00 PM
- Two Day Training in Colorado. Location TBD: May 30, 2026 – June 1, 2026, from 9:00 AM – 4:00 PM
- Debrief: Late July 2025, TBD from 6:00 PM – 8:00 PM
- What Next: August 2025 – TBD from 6:00 PM – 8:00 PM

*****Please note that the dates and times are subject to change.***

PLEASE REMEMBER:

Musana's Engagement Officer will take care of your itinerary (air fare, transportation and host family/guesthouse living.)

In addition, Musana does not provide money for snacks, souvenirs, personal products and items, airtime for phones, internet on campus or transportation for activities other than those directed by Musana. We encourage interns to allot an additional \$30-35 per week for weekly incidentals, plus any extra money for souvenirs and gifts.

Many Musana visitors enjoy exploring Uganda and the surrounding countries of Africa. Please plan accordingly if this is of interest to you. While Musana can suggest different areas to visit and modes of transportation, we will not cover any extra travel initiated by interns or help cover other incidental weekly costs if extra spending money is consumed by tourist activities and travel.

Fundraising is an integral part of your internship experience. Don't let money keep you from applying for the Musana Internship. Fundraising guidelines and materials will be provided.

DUE DATES:

Please make sure that you give the people you are asking to write a reference ample time to complete and send to our office. All letters must be received by **December 7, 2025**.

All Applicants, please submit all required information by **December 7, 2025** to:

Musana Community Development Organization 8100 E. Arapahoe Rd. Suite 305 Centennial, CO 80112 OR electronically to: susieknight@musana.org

Please sign that you have acknowledged all dates and requirements of Musana's internship program.

Sign: _____ Date: _____