

CHO-YEH

INTERNSHIP PROGRAM

Overview:

Cho-Yeh Camp and Conference Center is a premier Christian Camp and Retreat Center located in Livingston, Texas. Cho-Yeh's mission and vision is to be "a place where people grow," by "building relationships and impacting lives in a Christ-centered environment."

Cho-Yeh has created a paid internship program that expands on this principal through a semester-long curriculum that focuses on personal, professional and spiritual development. The CY Internship is designed to develop high-caliber, college-age Christian men and women with a desire to pursue a career in outdoor and recreational ministry.

The Cho-Yeh Internship Program is offered during the Fall or Spring semester. CY Interns are required to live on-site at Camp Cho-Yeh in order to fulfill the requirements of the program. CY Interns serve Cho-Yeh's retreat guests through hospitality and guest services, facilitating many of our fun camp activities as well as pre-event coordination, behind-the-scenes preparation, summer camp planning and staff /camper recruiting. Between serving Cho-Yeh's customers and growing through specifically-designed curriculum, applicants should expect to spend at least 40 hours per week in a working and learning capacity. Each intern is hired with a specific specialization in mind, such as Recreation Management, Media & Marketing, Sales and Administration, Human Resources and Recruiting, Hospitality and Guest Services, and Summer Camp Programming.

Specific Goals:

- 1) Provide participants with hands-on training and experience in a variety of camp ministry areas in preparation for ministry or graduate study.
- 2) Give biblical and spiritual guidance and training, helping participants grow closer to God and understand His calling and giftedness for their life.
- 3) Challenge participants physically, mentally and spiritually through different means, thus helping develop them into whole and effective Christians who are ready to serve.
- 4) Develop participants' leadership skills by giving them real opportunities to be in leadership roles in camp or retreat programs.
- 5) Develop participants' value for and capacity in Christian community and authentic relationships.
- 6) Help students see the role of Christian camping in the mission of the church and how Christian camping can help the Church achieve its mission.

What You Can Expect:

- 1) You can expect to work very hard. You will be stretched physically, mentally, relationally, and spiritually. There will be long days and long weeks. We definitely value times of Sabbath and we work to provide you with regular times of rest, but often it is less than what you may feel you need or desire.
- 2) You can expect to be exposed to many different opportunities to learn. These times will be formal and informal. Like any internship program, most of the initiative to learn and grow comes from you, the intern. Your attitude and your initiative will be key in getting the most out of this experience. Your growth, success, and enjoyment of this program will be determined by your own motivation and by what you desire to gain from the experience.
- 3) For most of your time at Cho-Yeh you can expect to work on weekends and then have time off during the week. This makes it difficult to be involved in a local church, but not impossible.
- 4) You can expect to be involved in both the "front lines" and "behind-the-scenes" of ministry. You will work directly with people in intentional ministry, and support ministers as they host their ministry efforts at Cho-Yeh.
- 5) You can expect to be assigned to work in areas all over camp. At times you will be a retreat host, housekeeper, kitchen worker, dish washer, landscaper, program leader, etc. You will learn and gain exposure to different areas of camp by DOING. This time allows Cho-Yeh to excel as an organization and it gives you the opportunity to see how a camp works and serve this ministry. There is a lot to be learned through these experiences, if you are up for it.
- 6) You can expect to live in close quarters with other interns. You will be sharing a dorm room and a bathroom with several people.
- 7) You can expect to connect with the Cho-Yeh permanent staff and build relationship with them

and their families.

- 8) You can expect to receive regular feedback on your performance, both from your direct supervisor and also from other Cho-Yeh permanent staff.
- 9) You can expect to be involved in regular times of small group Bible study and prayer.
- 10) Cho-Yeh is in a beautiful location. You can expect to see God's beauty all around you.
- 11) You can expect to be developed in your own personal areas of strength.
- 12) You can expect to have a lot of fun.
- 13) You can expect to learn a lot of new skills as well as refine skills you already have.
- 14) You can expect to have the opportunity interact with professionals in camp ministry and education.
- 15) Cho-Yeh is located in a small-town environment. You can expect to drive 45 minutes to get to the nearest metropolitan area.
- 16) You won't be making a lot of money during the semester. The salary is designed to cover the few costs you may have. You will earn \$250/week plus housing and some meals.

Application Requirements:

- 1) Applicants must have some college experience.
- 2) Applicants must have a desire to serve in Christian ministry to both young people and adults.
- 3) Applicants must have a desire to explore their future in the Camp and Retreat Ministry or a related field.
- 4) Each applicant must be a mature, growing Christian of sound character.
- 5) Applicants must demonstrate some capacity for leadership in recreational-based youth ministry.
- 6) International Applicants must be current students and be eligible for a US Student Visa.

Application Process:

- 1) We accept applications year-round for either Fall or Spring positions
- 2) Typically it takes 3-4 weeks to review your application and references, complete interviews, and make a decision of acceptance to the program.

Step 1: Complete the on-line application, essay questions, and all 3 references. They are available at the link below.

Step 2: Once we have reviewed your application paperwork, we will call or email you to set up an initial interview via Skype® or phone. Typically, you will have an initial interview with a Cho-Yeh Staff Member and a follow-up group interview with 2-3 Cho-Yeh Staff Members.

Step 3: You will be notified of your provisional acceptance into the program.

Step 4: Once you are provisionally accepted by Cho-Yeh, you must submit an Intern Specialization Application and will be assigned a specific track of focus for the entirety of the internship.

Step 6: You must pass a criminal background check to be hired by Cho-Yeh.

To apply online, please go to: www.cho-yeh.org/interns and click on the wooden sign to the left that says, "Apply Now."

Fall Dates:

Early August – Mid December

Spring Dates:

Early January – Late May

Financial Information:

CY Interns receive a weekly salary of \$200 USD throughout their time at Cho-Yeh, paid every two weeks. Housing and some meals are included. Interns also receive a limited amount of Paid Time Off (PTO) and Sick Days.

Course Credit:

The Cho-Yeh Internship is designed to assist students fulfill internship program requirements within majors that are specific to the exploration of educational principles and theological perspectives related to outdoor and recreational ministries as well as majors included within each area of specialization: Recreational Management, Administration, Human Resources, Media and Marketing, Event Management and Hospitality.

Curriculum:

Through the program, Cho-Yeh Interns will complete a curriculum instructed by the Cho-Yeh Full-Time Staff within three specific areas of focus:

Personal Development will be achieved through individual-specific goal setting, performance reviews and skill-set training that will challenge, grow, and enhance self-awareness, confidence and leadership skills. Principles, competencies and dynamics of leadership, and leadership development will be applied. Emphasis is placed on personal strengths using tools such as the Personal DISCernment Inventory[®] and Clifton StrengthsFinder 2.0[®].

Professional Development will be offered through industry-specific training, intentional networking opportunities, attending local conferences and specific leadership opportunities within the organization. Interns will receive training as ACCT Level I Challenge Course Facilitators and American Red Cross Lifeguards. Each intern will also design and complete a capstone project that is specific to their specialization.

Spiritual Development At Cho-Yeh, we see relationships as a pivotal dimension of each person's unique spiritual development, and so our approach to spiritual formation emphasizes the importance of relationships to the discipleship process. It is our aim that every intern experience a few significant, pivotal relationships during their time at Cho-Yeh — with peers, mentors, supervisors or others — that help clarify their identity in Christ, intentionally encourage them in their walk of faith, sharpen their gifts and skills, and support them as they discover and further their God-given strengths and vocation.

Room and Board:

Interns will be provided same gender, dorm style housing with 3 to 5 other singles or a rustic studio apartment for married couples. Meals are served in the Cho-Yeh dining hall when guests are in camp. A community kitchen and laundry room is also provided.

Basic Schedule (SUBJECT TO CHANGE)

The schedule is different every week and you should expect a dynamic and fast-paced atmosphere. Below is an average week at Cho-Yeh during the Fall and Spring Semesters. Please keep in mind that each week's schedule and "off time" may be changed based on Cho-Yeh's customer and user-group needs.

Monday – Off / or serving groups onsite

Tuesday - Off / or serving groups onsite

Wednesday – Bi-weekly Team Meetings / Arrival Meetings / Internship Curriculum Modules

Thursday - Time spent in specialization / Prepare for upcoming user groups and events

Friday – Preparing for and serving arriving user groups

Saturday – Facilitating activities with user groups

Sunday – Facilitating activities with user groups / change over after group's departure