



Internship Covenant

Dear Student,

Congratulations. You are being asked to serve within the Internship Program at CranHill this coming season. We are confident that God has guided this decision and we are excited to see how God will use you to impact the lives of youth and families this season! Your commitment to serve includes a commitment to all of the following:

FULL NAME

POSITION DETAILS

Position: _____

Start Date: _____

End Date: _____

Salary: _____

Special Arrangements (*may include special time-off requests, position modifications, etc.*):

CRANHILL COMMITMENT

CranHill commits to the following:

- Promote and foster an atmosphere that encourages spiritual growth for all staff
- Teach, rebuke, correct and train in righteousness according to the Word of God
- Offer activities and opportunities to build Christian community
- Provide necessary training and guidance to perform required tasks

TEAM MEMBER COMMITMENT

As a member of our Internship Program, you are agreeing to the following:

- Know and promote the Standards of Belief of CranHill listed below
- Foster and submit to healthy, Christ-centered community – its blessings and boundaries
- Adhere to the General Policies listed below for the benefit of all staff, campers, and guests
- Adhere to the Dress Policies listed below for the benefit of all staff, campers, and guests
- Submit to being taught, rebuked, corrected, and trained in righteousness according to the word of God
- Know and promote all policies, procedures, and purposes listed in the Staff Manual
- Perform and adhere to the responsibilities and restrictions listed in the Position Description for the position to which you have been hired
- Camp ministry is a lifestyle, involving inconsistent schedules and work hours, therefore, staff commit to work a 6-day week, being flexible to serve any and all needs as they arise

CRANHILL STANDARDS OF BELIEF

CranHill has as our standard the Word of God. Knowing that there are various interpretations of God's Word, the CranHill Board wants to spell out CranHill's standard on some issues.

While compassion, patience, and grace should be shown to all of us as we struggle to conquer the influence of sin in our lives and live out a lifestyle of purity, as a staff member of CranHill you must agree to affirm and adhere to these standards.

- 1. Abortion:** we believe that a fetus is a human being created by God, and life begins at conception. The deliberate taking of any human life is wrong (Exodus 20:13, Matthew 19:17-18, Galatians 1:15, Luke 1:15)

- 2. Marriage and Intimacy:** we believe sexual intercourse or physically intimate activity outside of a one man/one woman marriage is sinful. (I Cor. 6:9-10; Exodus 20:14; I Thess 4:3-8; Colossians 3:5-6, I Corinthians 6:9-10, Romans 1:24-27)
- 3. Homosexuality:** we believe engaging in homosexual activity is sinful. (I Corinthians 6:9-10; Romans 1:24-27)
- 4. Pornography:** we believe pornography is sinful. (II Peter 3:1; Eph 2:3; Rom 8:5-8)
- 5. Illegal Drugs and Alcohol:** we believe that the use of illegal drugs or excessive alcohol use is sinful. (I Corinthians 6:10; Ephesians 5:18; Romans 13:13) Responsible drinking we do not believe to be a sin issue, but one that is denominationally sensitive and as those in a mentor/role-model relationship with campers and guests we require all Ministry Staff not to drink while under contract.
- 6. Smoking & Tobacco Products:** While not a sin issue, we believe these to be a bad practice for those in a mentor/role model relationship with campers and guests, therefore Ministry Staff are not permitted to use these while under contract.

If CranHill becomes aware that you are not adhering to, or affirming, any one of these standards, immediate dismissal will be the most likely result.

COMMITMENT TO COMMUNITY

As a member of the Internship Program, you are committing to a community of people serving together toward the common mission of transforming lives into the image of Christ. Christian community includes both blessings and boundaries, which requires intentional investment in others and humble submission to agreed-upon standards. This commitment is intended to benefit the individual staff member, the overall staff community and the wider Ranch community of campers and guests.

We believe that all Christians have freedom in Christ. We also believe that according to 1 Cor. 8:9-13 and 1 Cor. 9:19-23 that we should be ready to lay down our rights for the cause of Christ.

1 Corinthians 8:9-13 (NIV)

⁹Be careful, however, that the exercise of your rights does not become a stumbling block to the weak. ¹⁰For if someone with a weak conscience sees you, with all your knowledge, eating in an idol's temple, won't that person be emboldened to eat what is sacrificed to idols? ¹¹So this weak brother or sister, for whom Christ died, is destroyed by your knowledge. ¹²When you sin against them in this way and wound their weak conscience, you sin against Christ. ¹³Therefore, if what I eat causes my brother or sister to fall into sin, I will never eat meat again, so that I will not cause them to fall.

1 Corinthians 9:19-23 (NIV)

¹⁹Though I am free and belong to no one, I have made myself a slave to everyone, to win as many as possible. ²⁰To the Jews I became like a Jew, to win the Jews. To those under the law I became like one under the law (though I myself am not under the law), so as to win those under the law. ²¹To those not having the law I became like one not having the law (though I am not free from God's law but am under Christ's law), so as to win those not having the law. ²²To the weak I became weak, to win the weak. I have become all things to all people so that by all possible means I might save some. ²³I do all this for the sake of the gospel, that I may share in its blessings.

Therefore, to benefit the mission of CranHill, and for the advancement of the Gospel, we ask all Interns to adhere to the following guidelines for the entire period of your employment with, or representation of, CranHill, whether you are on or off the grounds.

GENERAL POLICIES

- Abstain from all sexual immorality (i.e. pornography, sexual relations outside of marriage, etc.)
- Refrain from the use of alcohol, tobacco, and illegal drugs
- Refrain from all public displays of affection (holding hands, kissing, extended hugging, etc.), which are inappropriate in this setting
- Refrain from watching movies, videos, with a rating of R, NC-17, or Unrated, or any other video/photographic material with inappropriate content (i.e. vulgar language, nudity, sexual content, etc.)
- Refrain from playing video games with a rating of M, AO, or RP, or any other game with inappropriate content (i.e. vulgar language, nudity, sexual content, etc.)
- Submit to the lights out curfew

DRESS POLICIES

- All clothing must be appropriate for the activity in which engaged. There are some activities during which it would be permissible to wear clothing otherwise prohibited. For example, when swimming it's acceptable to wear a modest swimsuit, or when running/exercising it's acceptable to wear running tights and a tank top. But when that activity is over, clothing should be changed to fit the guidelines listed below.
- Underwear and undergarments must stay under clothing, and not be visible.
- Some clothing, body piercings, and tattoos may be a distraction, and if requested by CranHill, must be changed, removed, or covered.

TOPS, SHIRTS OR DRESSES

- Must not be too tight, low cut, or revealing (no visible undergarments or cleavage)
- Tank tops must have at minimum width of 4 fingers across the shoulder
- Must stay in contact with pants, shorts, or skirts at all times

SHORTS, SKIRTS, OR DRESSES

- Must not be too tight or revealing (no visible undergarments or cleavage)
- Must be at least mid-thigh or longer.

PANTS

- Must not be too tight or revealing (no visible undergarments or cleavage)
- Tights, Leggings, Yoga Pants, or Spandex shorts are not to be worn as daily attire for work or play, unless under other clothing (shorts, skirts, dresses, tunics, long shirts, etc.) that aligns with requirements listed above.

SWIMWEAR

- Must be modest, with adequate coverage, and not too revealing.
- No midriff-baring suits for women.
- No Speedos style for men.

If you have questions that would help clarify these points, or concerns about committing to follow these policies, please feel free to contact a member the year-round Full-Time Staff.

Your employment with CranHill is an at-will agreement. This means that either you or CranHill can discontinue the employment relationship at any time for any reason. No one has the authority to enter into a contract changing the at-will nature of your employment, except the Executive Director. Any such contract cannot be oral and must be in writing. This agreement is also conditional on the satisfactory result of a criminal background check which will be performed by, and at the expense of, CranHill.

I have read, understood, and will live within the bounds of this Internship Covenant.

Signed _____ Date: _____ Signed _____ Date: _____
Tim Brown – Internship Manager Applicant Signature