

ANSWERS IN GENESIS HOUSING COVENANT

By signing this housing covenant, you agree to adhere to the following guiding principles and choose to abide by our community expectations. Clear expectations help the members of the community live in harmony together.

This document is subject to change.

Terminology

RA = Resident Assistant

RLM = Resident Life Manager

DPS = Department of Public Safety

HOUSING QUALIFICATIONS

To remain qualified for housing, you must meet the following criteria:

- Be an intern, temporary, or seasonal staff only—full-time staff do not qualify for housing except for a 30-day lease pending approval
- Be unmarried
- Live at least 2 hours away from the Ark or Creation Museum
- Agree to the limitation of 3-month (if seasonal) or two to three 3-month (if temporary) lease terms
- Be in good standing with the ministry, working more than an average of 20 hours per week
- Must live full-time at the Landing (example: a resident cannot live on site for 2 days and go home for 5 days weekly)

CURFEW AND EARLY MORNINGS

Quiet hours for all housing are 10:00 p.m.–8:00 a.m.

During **quiet hours**, residents are expected to refrain from loud noise. This includes but is not limited to loud talking, music, television, or rowdy activities. The time frame exists to facilitate respect and consideration for one another's schedules. Many of your fellow residents must work early shifts.

Residents are not permitted to do laundry or leave the laundry machine running during quiet hours. Dryer and washer cycles will be shut off at 11:00 p.m.

Unless a special exception is expressly given by the RA due to resident work schedule (a conversation with the RA must be had about this, and approval must be given), no loud cooking is permitted during quiet hours.

Daily chores must be completed before quiet hours begin.

The TV must be shut off when quiet hours begin.

Repeated failure to adhere to the quiet hours parameters will, as with everything else, result in warnings given.

The RA has the right to shut down any activity deemed too loud for quiet hours.

Curfew for all housing is 1:00 a.m.

We have a curfew in place for the simple reason of courtesy for one another.

Residents are expected to be in the building by 1:00 a.m. Understanding that events at the attractions and other outside activities sometimes call for late nights, this curfew can be extended on an individual basis with prior communication given to the RA.

You must notify your RA 24 hours prior if you will be out of housing overnight or for multiple nights.

Residents are not permitted to sleep in the common areas. They must sleep in their assigned bedrooms only.

VISITORS

Same gender visitors are allowed in the Landing during the following established visiting hours: 11:00 a.m.–1:00 p.m. and 5:00 p.m.–10:00 p.m.

Opposite gender visitors are only allowed in the Landing from 7:00 p.m.–10:00 p.m.

The RA and RLM reserve the right to ask visitors to leave the premises at any time.

It is expected that the AiG policy of not being alone with the opposite gender will also be followed while in housing.

Non-Staff Visitors

- Residents must inform their RA 24 hours in advance if any guests NOT employed by AiG are coming to visit.
- Residents must inform their RA as soon as possible when AiG staff guests are coming to visit.
- The RA and RLM reserve the right to ask any visitors to leave the premises at any time.

WARNINGS

Warnings will be issued for repeated violations of the housing covenant.

If a housing covenant expectation is not met, the RA will issue a warning and document the date and reason for issuance. This helps us to keep all residents accountable.

Residents will be given a maximum of 3 warnings before it will be determined by the Resident Life Manager whether or not they are allowed to remain in housing. We also reserve the ability to immediately terminate the right to housing prior to 3 warnings when a situation is deemed serious enough.

Kind and number of warnings may play a factor in whether or not a staff member is eligible for housing with AiG in the future.

LIFESTYLE EXPECTATIONS

We at AiG believe that Scripture is breathed out by God to reveal to us—his precious creations—his glory through his Son, Jesus Christ, who paid the penalty of our sin in our place through his death on a cross and defeated death on the third day by rising from the grave victorious. Scripture is our foundation—used to teach, rebuke, correct, and train up in righteousness so that his children will be sanctified and equipped by God for every good work for his glory (2 Timothy 3:16; Colossians 3:12–14; 1 Corinthians 10:31). Scripture is the foundation upon which AiG builds everything. We desire to place Jesus Christ at the center of all that we do and live according to Scripture’s authoritative instruction. By signing this covenant, you agree to live in AiG housing by Christ’s example and Scripture’s instruction.

It is expected that residents of AiG housing will engage with their peers and participate in programs and activities put on by the RAs and RLM. One of our biggest goals in housing is to strengthen spiritual, personal, and professional growth by fostering a tight-knit and Christ-centered community.

Occasionally, the RA and Resident Life Manager will host mandatory floor meetings to touch base on housekeeping or covenant-related issues. **These meetings are not optional.** There will almost always be food provided at these meetings, however, to sweeten the deal!

SHARING THE TV & OTHER MEDIA

No R-rated movies will be permitted on the common area TV. PG-13 is allowed but must contain no nudity, excessive foul language, or gore. The RLM and RA reserve the right to veto any movie at any time.

Only T-rated video games and under are permitted on the common area TV. The RLM and RA reserve the right to veto any video game at any time.

Games that can devolve into inappropriate discussions or behavior (i.e., Cards Against Humanity) are disallowed in housing.

No pornographic material will be tolerated.

MODESTY & COURTESY

Residents should be courteous of all individuals regarding dress and modesty (Romans 12:2; 1 John 2:16).

Residents are to be fully dressed in common areas (hallway, kitchen, living room, laundry room, etc.).

Residents are to be respectful and kind with the way they treat one another—with the things we say and do and what we choose not to say or do. The Answers in Genesis rules regarding appropriate interactions with staff (physical touch, suggestive words, swearing, bullying, gossiping, slandering, stealing, etc.) apply in housing just as they do while on the clock at work.

If interpersonal problems arise between residents, it is your job to take responsibility to resolve these conflicts. If need be, housing staff will help mediate these conflicts (permitted they are taking place within housing).

Housing at Answers in Genesis is a great place to be challenged to grow and learn how to live and work with others. This often means changing one's habits and showing grace to each other. Whatever we do, we seek God's glory in it!

COMMON AREA CLEANLINESS & COMMUNITY CHORES

Residents will be added to a ***mandatory*** chore rotation schedule by their RA to make sure common areas stay welcoming, clean, and comfortable.

This includes things like (but not limited to):

- Cleaning the bathrooms
- Sweeping / vacuuming / mopping common areas
- Cleaning exterior and interior kitchen surfaces and appliances
- Cleaning out the refrigerator
- Taking out the trash
- Comprehensive kitchen check (nightly full-kitchen cleaning)

A chore list will be maintained in the common areas by the RA. The RA will assign and rotate chores as he/she deems appropriate. Residents are expected to complete their assigned chores adequately. Warnings will be issued for failure to participate in this community expectation.

All assigned chores must be completed daily before 10:30 p.m.

BEDROOM CLEANLINESS

Residents will be required to pass weekly bedroom inspections completed by the RA or RLM. The following inspection points are listed on the back of each bedroom door:

- Closet / Dresser Tidy
- Walls Undamaged / Clean
- Doors Undamaged / Clean
- Windows Undamaged / Clean
- Floor Swept / Vacuumed
- Light Fixtures Undamaged
- Personal Items Put Away / Tidy
- Appropriate Wall Décor
- Fire Hazards?
- Obscene Materials / Alcohol / Tobacco / Drugs

Residents in each room should take ownership of their personal areas and discuss as a group how to divide room responsibilities. First failure to pass a room inspection will lead to a conversation with your RA or Resident Life Manager. Continued failure to pass will lead to the issuance of warnings and may ultimately result in loss of ministry housing eligibility. We strive to live by the scriptural principles listed above under “Lifestyle Expectations,” and this includes living with care and regard for the well-being of your roommates.

To aid in completion of the weekly inspections, refer to the room inspection checklist on the back of every bedroom door.

EXIT INSPECTIONS

Nearing the end of your 3-month lease, you will notify your RA of the date and time you will be leaving housing so that he or she can provide you with your Exit Inspection Checklist that MUST be completed prior to exiting. Failure to do this will result in loss of your \$100 housing deposit.

You MUST return your badges to the DPS office and uniforms to the uniform drop-off location at the Creation Museum or Ark (depending on location) before you leave. If you have questions about where these locations are, please speak with your department managers. Housing staff will not return these things for you. If they are left behind in housing, you will lose a portion of (if not all) of your housing deposit, as these will be counted as personal items left behind.

The exit inspection requirements will be outlined clearly on your Exit Inspection Checklist.

ROOM FURNISHINGS & DECOR

Each bedroom is equipped with furniture provided by AiG. There is no room for extra furniture, and it is not allowed. However, sets of small plastic drawers that one might find in a college dorm room are allowed.

A splash of color and personality is always more than welcome! Decorations in your room should be easily removable with no damage to walls or paint. Removable, non-marking adhesive strips may be used on any surface. Do not use nails, screws, or tape. Window curtains are permissible, but no other decorations or writing should be placed on windows. Nothing should be hung from the ceiling, smoke detector, sprinkler, fire alarm, thermostat, or light fixtures. Most importantly, any decoration that goes up in any area of housing must be appropriate and edifying to any who might see it. Pictures may not depict anything vulgar, crude, or contrary to the ministry’s Statement of Faith.

No “daisy-chaining” with electrical plugs is allowed in bedroom or common area outlets. Ministry provided and approved surge protector extension cords must be used for plugging multiple items in from one outlet. Damage to the ministry-provided surge protectors will result in a \$50 fine.

No small appliances (coffee makers, refrigerators, microwaves, etc.) are allowed in bedrooms. Wax melts and in-wall air fresheners are allowed. Candles are not allowed.

SECURITY AND SAFETY

It is your responsibility and expectation as a resident to help maintain the security and safety of everyone in the residence. Each resident will be given a key to their assigned bedroom door and the house (CM) or badge access to their floor and building (Ark). Only those who reside on the premises are allowed in the building outside of the visiting hours time frame or special circumstances approved by housing staff.

It should be noted that if responding to an emergency situation, RLM or DPS/local law enforcement/first responders have the ability to enter the premises at any time.

Answers in Genesis does not assume responsibility for your personal loss of money or valuables or for damage to personal property. It is your responsibility to be cognizant that your possessions are secured. We do not provide safes, lock boxes, or secure lockers for personal belongings.

DRUGS, ALCOHOL & TOBACCO USAGE

Residents of any age who drink any alcoholic beverage or possess/use illegal drugs on property will forfeit their living arrangement privileges. There is a zero-tolerance policy for illicit drugs or alcohol on housing property. We reserve the right to search any room on property for any reason at any time. DPS also reserves the right to search the property at any time.

All ministry property is smoke and tobacco free for employees, and this includes ministry housing. Tobacco products are therefore prohibited in all interior/exterior space of the housing units. Prohibited products include, but are not limited to, cigarettes, electronic cigarettes, cigars, pipes, hookah-smoked products, vape pens, Zyn, and chew. You may not store these things in your personal vehicle.

Random drug testing may be requested by HR at any time.

MAINTENANCE AND DAMAGES

By signing this covenant, residents are committing to share in the responsibility of protecting against dangerous conditions or activity that may result in bodily harm or damage to property.

Upon moving into their assigned room, residents will fill out a Room Condition Report regarding the physical condition of the room. Any overt damage to walls, bed, or other room furniture and fixtures that are there upon resident move-in should be documented in detail on this sheet. At the end of the resident's occupancy, this Room Condition Report will be reviewed and compared to the RA's Exit Inspection Assessment. The cost of repair or replacement of damaged ministry property will be charged to the responsible occupant(s) if they can be identified; otherwise, all roommates in the room with damage will be charged for it as a collective.

If a need for maintenance arises, the resident will promptly notify the RA, who will submit the maintenance request for completion. The ministry has a great maintenance team that works hard to maintain all ministry facilities, including housing.

As a resident, you are guaranteed a 24-hour notice before any non-emergency maintenance is performed in your living area. However, there may arise situations that require immediate attention. If a last-minute maintenance situation arises, you will be given as much notice as possible by your RA or RLM.

PARKING & GETTING TO AND FROM WORK

On-site parking is provided for residents only. Only one vehicle per resident is permitted, and it must be parked within designated parking areas only. Residents are responsible for all personal and professional transportation. Residents must not park in front of the maintenance shed beside Deck Lane.

ANIMALS

Animals of any kind are not permitted. There are no exceptions.

WEAPONS/FIREARMS

Possession or use of any type of firearm, ammunition, explosive device, or other weapon on property is strictly prohibited, regardless of contemporary Kentucky State firearms laws. The term "weapons" includes, but is not limited to, pistols, rifles, shotguns, knives exceeding 3", bows and arrows, airsoft guns, BB guns, martial arts effects, etc.

VANDALISM

Willful and/or malicious action that results in damage to property is a criminal offense and is prohibited. This includes damage to personal property, damage to ministry property or facilities, and unreported accidental damages.

EMERGENCIES

In the event of an emergency, contact DPS or 911.

ACKNOWLEDGEMENTS

As a resident of ministry housing and an employee of Answers in Genesis, we expect that you will uphold the standards outlined in this covenant and in the Answers in Genesis Statement of Faith. By signing below, you indicate that you have received and agree to this Ministry Housing Covenant and you understand that neglecting to adhere to its outlined principles may result in removal from ministry housing.

Resident _____ Date _____