

# THE LANDING 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

In order to remain qualified for housing, you must meet the following criteria:

- Be an intern, temporary, or seasonal staff member only—full-time staff do not qualify for housing
- Be unmarried
- Live at least 2 hours away from the Ark or Creation Museum
- Agree to the limitation of one 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 11pm–8am.**

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.

Bedroom overhead fluorescent lights must remain off during quiet hours to respect roommate bedtimes and waking times.

During quiet hours, residents are not permitted to be talking on the upper floor balcony or directly outside the lower level doors. Sound carries well and far. There is no way of truly being "quiet" in these places.

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 11pm. Residents are not permitted to cook loudly after 11pm.

Unless a special exception is expressly given by the RA due to resident's work schedule (a conversation with the RA must be had about this, and approval must be given), no 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 1am.**

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

Residents are expected to be in the building by 1am. 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.

*To obtain permission for extended curfew, it must be for a preplanned outside event, housing event, or work-related event. 48 hours' notice must be given to your 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: 11am–1pm and 5pm–10pm.**

**Opposite-gender visitors are only allowed in the Landing from 7pm–10pm.**

***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.***

### **When expecting 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.

All visitors, AiG staff or otherwise, MUST sign in on the visitor sheet upon entering.

## WRITTEN WARNINGS

Written warnings will be issued for repeated violations of the housing covenant.

If a housing covenant expectation is not met, the RA will first bring it up and ask that the resident correct behavior. This is constituted as an official verbal warning. If this behavior is repeated and not corrected, then a written warning will be issued.

Residents will be given a maximum of 3 written 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.

Written 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 to 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.

As a resident in AiG housing, it is expected that residents 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

The TV is a shared commodity. To make sure that things are fair with its use, there will be a reservation sheet in the living room to reserve the TV for specific time slots. A resident can only sign up for a maximum of 3 hours per day total. The RA reserves the right to veto sign-ups if there is (for example) a community movie night or Bible study taking place in the living space. The RA may also veto for other reasons he or she deems necessary.

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 (e.g., Cards Against Humanity) are disallowed in housing. No pornographic material will be tolerated.

## MODESTY & COURTESY

Residents should be courteous to 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.) on their own floors and on opposite-gender floors.

### **"Fully dressed" is defined as:**

**Men:** Must be wearing a shirt and pants/shorts (boxers do not count as shorts) at all times in common areas.

**Women:** Must be wearing a shirt and pants/shorts/skirt at all times in common areas. Sports bras may not be worn in lieu of a shirt at any time. Shirts must cover cleavage (no plunging neckline) and must not show any stomach. When in mixed company, shorts and skirts are not to be shorter than two inches above the knee. Shirts must not be longer than your shorts/skirts, and hem of shorts/skirts must be visible in mixed company.

The RA and RLM reserve the right to ask a resident to go change if an outfit violates these standards and to issue warnings for repeated violations. Conversations regarding this topic will only occur between residents and RAs of the same gender. No person in housing leadership apart from the RLM is permitted to address this matter with residents of the opposite gender.

These modesty standards are not in place for the sake of legalism or rigidity, rather they are in place as a tool designed to keep one another accountable in close living quarters. We seek to keep from being stumbling blocks to our brothers and sisters, and to present ourselves in ways honoring to God.

Additionally, residents are to be respectful and kind with the way they treat one another—with the things they say and do and what they 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 the job of housing staff to help you resolve these conflicts, and you may talk to your RA or RLM about any concerns you have at any time. We are here to serve you and to help you!

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. Written warnings will be issued for failure to participate in this community expectation.

**All assigned chores must be completed daily before 11pm.**

## 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
- No Fire Hazards
- No 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 written 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

Near 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 schedule a time to complete your exit inspection with you. In order to get your \$100 housing deposit returned to you when you move out, you are required to pass your exit inspection.

You MUST return your badges to the DPS office and your uniforms to the uniform drop-off on deck 4 of the Ark before you leave. Housing staff will not return these things for you. If they are left behind in housing, you will lose a portion (if not all) of your housing deposit, as these will be counted as personal items left behind.

The exit inspection requirements are as follows:

- All personal items removed from bedroom
- Sweep under bed and in personal bedroom living space
- Clean and wipe down wardrobe, drawer, and closet space used
- Bed/mattress covers not ripped or stained
- Take out room trash (regardless of fullness or whether or not the trash is yours)
- Remove all toiletries from bathroom and wipe down areas where toiletries were stored
- Leave no damage to bedroom walls
- Leave no damage to furniture
- Do NOT leave any unwashed dishes for others to clean on your behalf
- Complete all applicable chores assigned before leaving (e.g., take out trash, wipe down counters, etc.)
- Return staff badge to drop box outside of DPS office

## ROOM FURNISHINGS & DÉCOR

Each bedroom is equipped with furniture provided by AiG. There is no room for extra furniture, and it is not allowed.

Residents are, however, encouraged to join with their roommates in decorating their rooms attractively and making them more homelike. 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.

## SECURITY & 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 badge access to their bedroom and their floor's exterior doors. Only those who reside on the premises are allowed in the building outside of visiting hours or special circumstances (i.e., events).

It should be noted that if responding to an emergency situation, 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.

There are security cameras in the parking lots and common areas but not in bedrooms or hallways.

Admitting entrance from an external bedroom door is not allowed and will result in a verbal or written warning. Swiping your badge every time you enter the Landing is required, just like while you're at work.

Any wooded or green areas beyond the parking lot are off-limits for foot traffic per our Risk and Safety team. Violation of this will result in a written warning.

## 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 spaces of the housing units. Prohibited products include, but are not limited to, cigarettes, electronic cigarettes, cigars, pipes, hookah-smoked products, vape pens, and chew. You may not store these things in your personal vehicle.

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

## MAINTENANCE & 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, the resident 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 was 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 need for maintenance arises, the resident will promptly notify the RA or RLM, 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. To protect privacy and safety, men will be escorted into women's housing facilities and vice versa. A resident should notify the RA or Resident Life Manager immediately if there is any suspicion of unauthorized access to facilities.

As a resident, you are guaranteed 24 hours' 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 at the Landing 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.

Walking to work and walking on property for leisure is NOT permitted during operational hours.

To get to work, you must take the staff bus located up the hill from the Landing at the gravel staff parking lot. This rule will be enforced by DPS.

### **Walking when the attraction is closed is permitted when adhering to the following guidelines:**

- Ministry IDs are to be visible at all times while walking on the road, preferably worn on a lanyard around the neck.
- Only residents from the Landing are approved to walk. No guests or visitors of residents are permitted to walk.
- If it is dusk or dark, you must have your cell-phone light or a flashlight on and in hand at all times for visibility.

Residents may also walk off property as long as the attraction is closed, their badge is visible, and a text is sent to the mobile DPS number (859-250-5209) informing them of their name, resident status in the Landing, and intent to walk off property.

## 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.

Ark Encounter Dispatch: (859) 727-5209

Sheriff's Office Non-Emergency Number: (859) 824-3333

In the case of a medical emergency, the nearest emergency room is:

*St. Elizabeth Hospital–Grant*

*238 Barnes Rd*

*Williamstown, KY 41097*

## 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 \_\_\_\_\_