

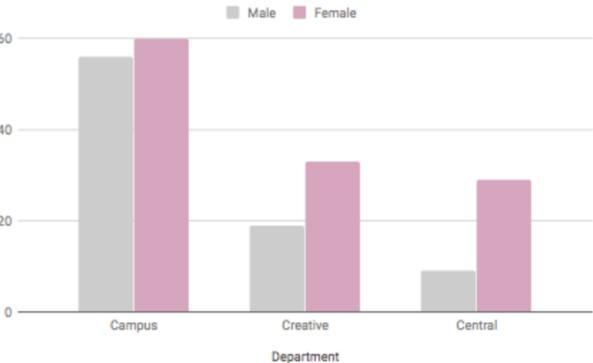
# INTERNSHIP CULTURAL ANALYSIS

## PURPOSE

This summarizes the Cultural Likes/Dislikes of the past seven intern classes between 2016-2018. The specific characteristics analyzed include age, department, ethnicity, and progression. Likes always communicate the level of excellence, intentionality, candor in feedback, honor and community amongst other interns and/or campuses. Dislike research usually surfaces topics such as, commitment to the task over the person, fast paced culture, staff honors up but not down, and a lack of morality amongst staff.

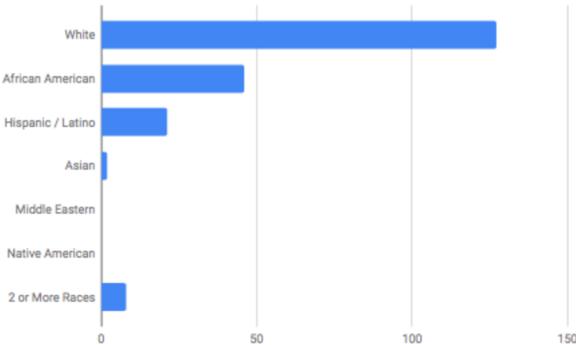
## DEPARTMENT

Respondents were asked to indicate which department they worked in for the duration of their internship. Interns voiced their concerns about workloads and demands of specific campuses and departments, which played a key factor in their cultural rating.



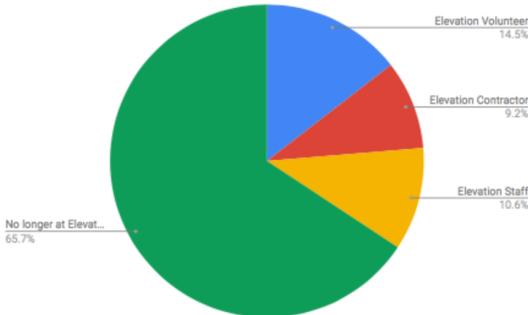
## DIVERSITY

All returned responses from the sample were considered interns at Elevation Church. The respondents were asked to indicate their ethnicity. The results obtained concluded that the percentage of participants in each ethnic group correlates directly with the demographic profiles across Elevation



## PROGRESSION

Sixty Six percent of Elevation Church interns finish the program and pursue opportunities outside of the Charlotte area. The participants no longer at Elevation tend to move back to their home state to finish education or start a new ministry opportunity. The remaining thirty four percent of respondents stay connected to Elevation Church by remaining in one of the three developmental pipelines from being a campus volunteer, a departmental contractor, or a staff member.

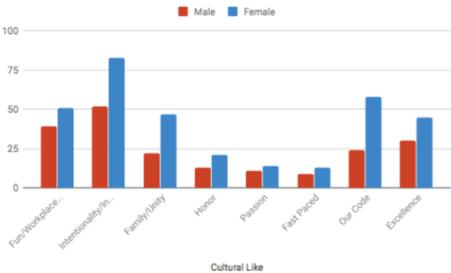


# INTERNSHIP CULTURAL ANALYSIS

## CULTURAL LIKES

The respondents were given a list of cultural characteristics and were asked to identify which positively affected their internship experience at Elevation Church. Of the 8 cultural attributes listed, intentionality and investment was identified as having a response rate of more than 50.0%. Our Code, Excellence, and Fun Workplace Environment followed as the top choices. Interns appreciated the thoughtfulness behind every week of the internship program as it built upon the tactical tasks and spiritual encounters of each individual. The results also indicate that the likes behind the cultural code of Elevation Church represent the personal adoption of each value to be used in the ministry and beyond. The findings that positively strengthen Elevation Church’s culture are shown in the figures below.

Cultural Like	Male	Female
Fun/Workplace environment	39	51
Intentionality/Investment	52	83
Family/Unity	22	47
Honor	13	21
Passion	11	14
Fast Paced	9	13
Our Code	24	58
Excellence	30	45



## CULTURAL DISLIKES

Elevation Church interns indicated the attributes they believed affected staff culture negatively and the areas which could be improved through the dislike portion of the survey. According to the results, treatment/status of interns and sideways honor were thought to be the characteristics that most negatively affected culture. The unfair treatment of interns was primarily for campus interns and was caused by campus staff. Sideways honor was a concern among all departmental interns regarding their supervisor and team. On the other end of the scale, characteristics marked as having the least adverse effect on culture by interns were wasteful with money, lack of accessibility to staff, treatment of Pastor, and focus on numbers. This has shifted as staff has been accessible to interns for one on one meetings.

Cultural Dislike	Male	Female
Staff's entitlement	14	28
Sideways honor	18	24
Punishments/extreme competition	4	20
Pressure to fit into eCulture	3	27
Lack of accessibility to staff	0	12
Elevation = "end all be all"	7	34
Wasteful with money	2	9
Treatment/status of interns	19	29
Treatment of Pastor	3	12
Lack of communication	15	16
Focus on numbers	6	7

