



ELEVATION INTERN

**CULTURAL
LIKES & DISLIKES
ANALYSIS**



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PURPOSE

This report analyzes all of the Cultural Likes/Dislikes of the past seven intern classes between 2016-2018. I evaluated specific characteristics including 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.



OVERALL SYNOPSIS

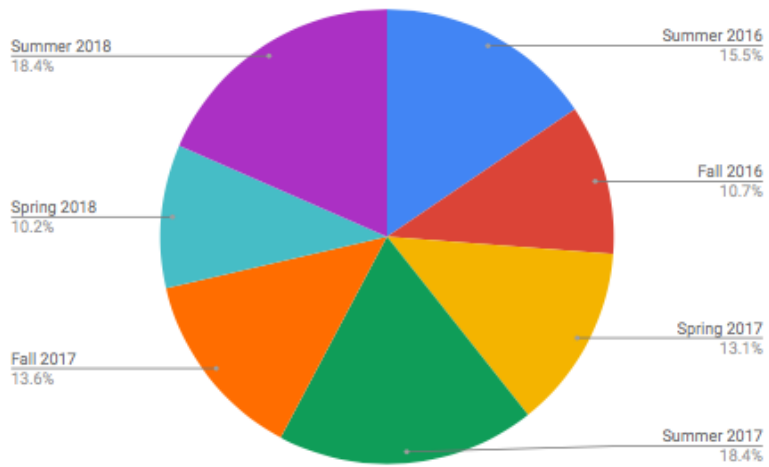
The data for this report was collected using a program feedback form developed by the Intern Coordinator at Elevation Church. The respondents involved in this report were interns at Elevation Church. The form was divided into three parts. Part one consisted of seven demographical questions. Interns were asked to indicate their supervisor, semester, gender, ethnicity, age, department, and progression. In the second part of the form, interns were asked to list the likes of the staff culture and internship program at Elevation. Part three was designed to collect feedback data of the cultural dislikes, including an internship one-liner.

The findings will be presented in six sections according to the following characteristics: semester, department, cultural likes, cultural dislikes, and progression within Elevation Church.

SEMESTER

| Semester | # of Participants |
|-------------|-------------------|
| Summer 2016 | 32 |
| Fall 2016 | 22 |
| Spring 2017 | 27 |
| Summer 2017 | 38 |
| Fall 2017 | 28 |
| Spring 2018 | 21 |
| Summer 2018 | 38 |

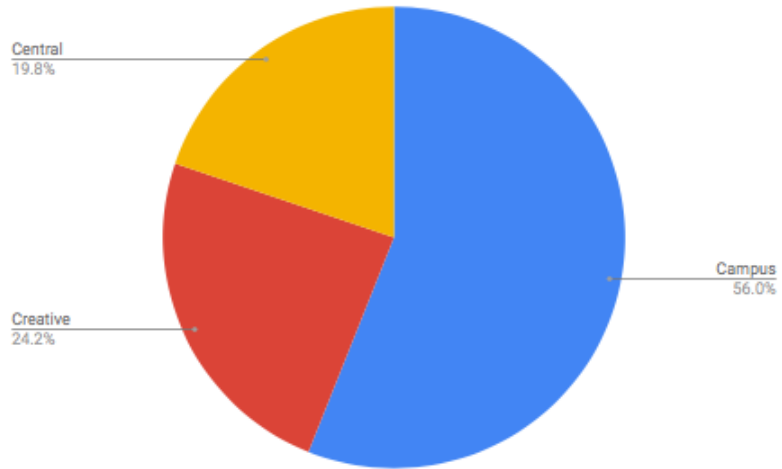




DEPARTMENT

| Department | # of Participants |
|------------|-------------------|
| Campus | 116 |
| Creative | 50 |
| Central | 41 |

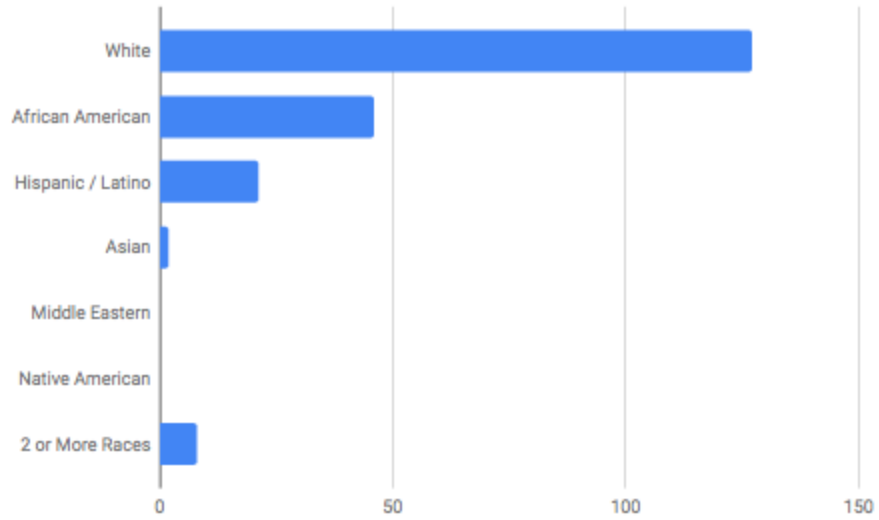




DIVERSITY

| Ethnicity | # of Participants |
|-------------------|-------------------|
| White | 127 |
| African American | 46 |
| Hispanic / Latino | 21 |
| Asian | 2 |
| Middle Eastern | 0 |
| Native American | 0 |
| 2 or More Races | 8 |

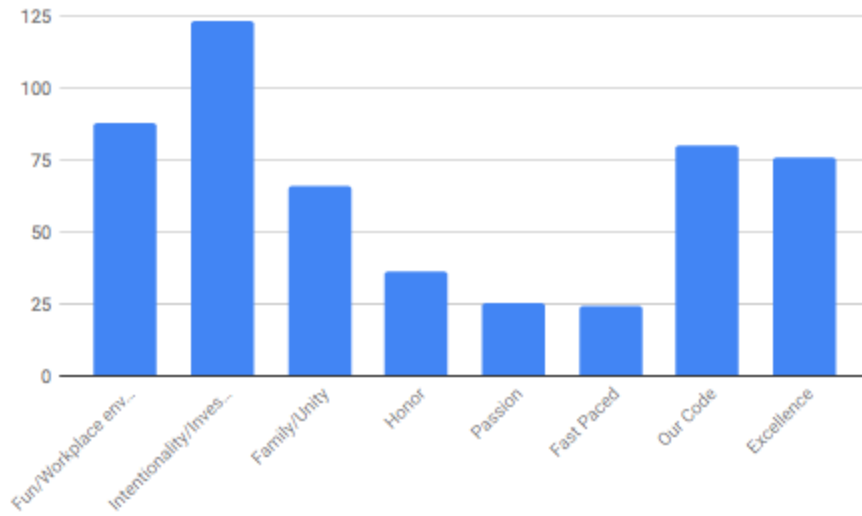




LIKES

| Characteristics | # of Participants |
|---------------------------|-------------------|
| Fun/Workplace environment | 88 |
| Intentionality/Investment | 123 |
| Family/Unity | 66 |
| Honor | 36 |
| Passion | 25 |
| Fast Paced | 24 |
| Our Code | 80 |
| Excellence | 76 |

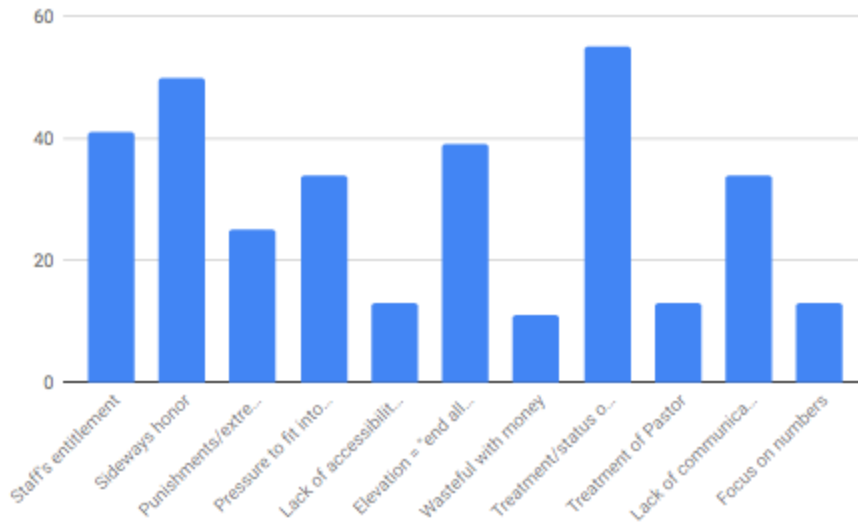




DISLIKES

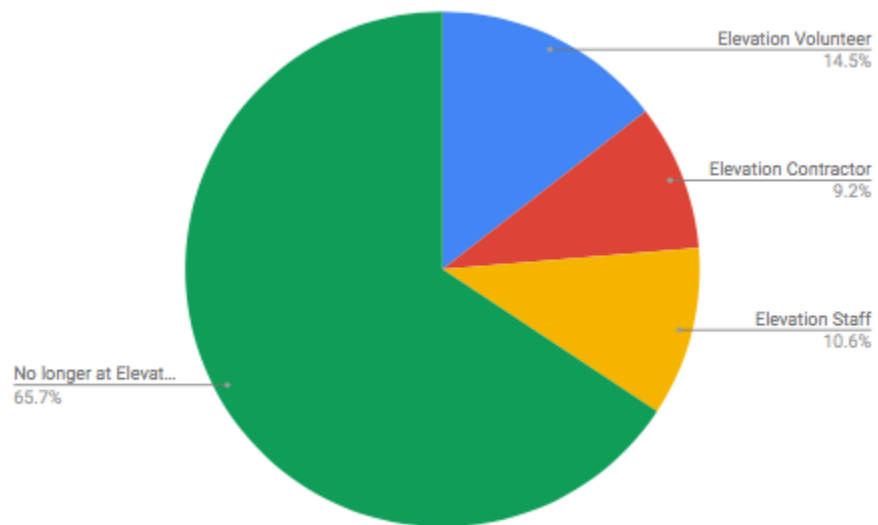
| Characteristics | # of Participants |
|------------------------------------|-------------------|
| Staff's entitlement | 41 |
| Sideways honor | 50 |
| Punishments/extreme competition | 25 |
| Pressure to fit into Staff Culture | 34 |
| Lack of accessibility to staff | 13 |
| Elevation = "end all be all" | 39 |
| Wasteful with money | 11 |
| Treatment/status of interns | 55 |
| Treatment of Pastor | 13 |
| Lack of communication | 34 |





PROGRESSION

| Role | # of Participants |
|------------------------|-------------------|
| Elevation Volunteer | 30 |
| Elevation Contractor | 19 |
| Elevation Staff | 22 |
| No longer at Elevation | 136 |





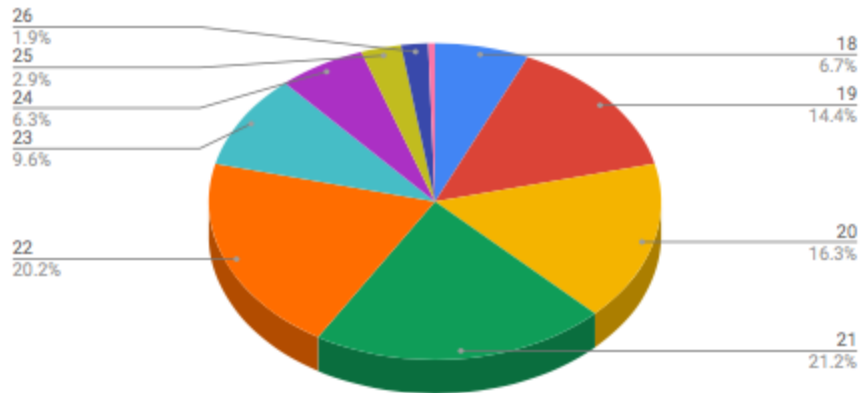
DEMOGRAPHICS

All returned responses from the sample were considered interns at Elevation Church. The respondents were also asked to indicate their age group, department, and ethnicity. All age ranges were represented in the results, as shown in Figure 1. The breakdown consisted of 6.7% were the age of 18, 14.4% were the age of 19, 16.3% were the age of 20, 21.2% were the age of 20, 21.2% were the age of 21, 20.2% were the age of 22, 9.6 % were the age of 23, 6.3% were the age of 24, 2.9% were the age of 25 and 1.9% were between the age of 26 and 27.

| Age | # of Participants |
|-----|-------------------|
| 18 | 14 |
| 19 | 30 |
| 20 | 34 |
| 21 | 44 |
| 22 | 42 |
| 23 | 20 |
| 24 | 13 |
| 25 | 6 |
| 26 | 4 |
| 27 | 1 |

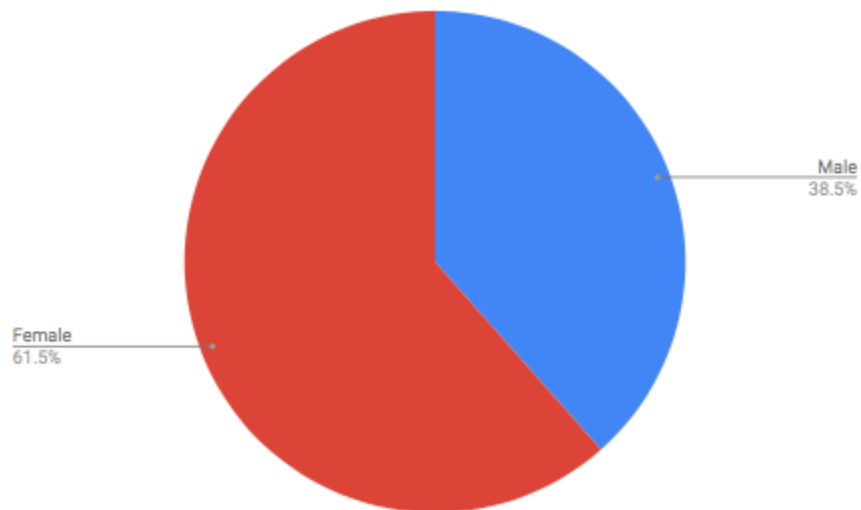


Age Range of the Interns at Elevation Church



GENDER

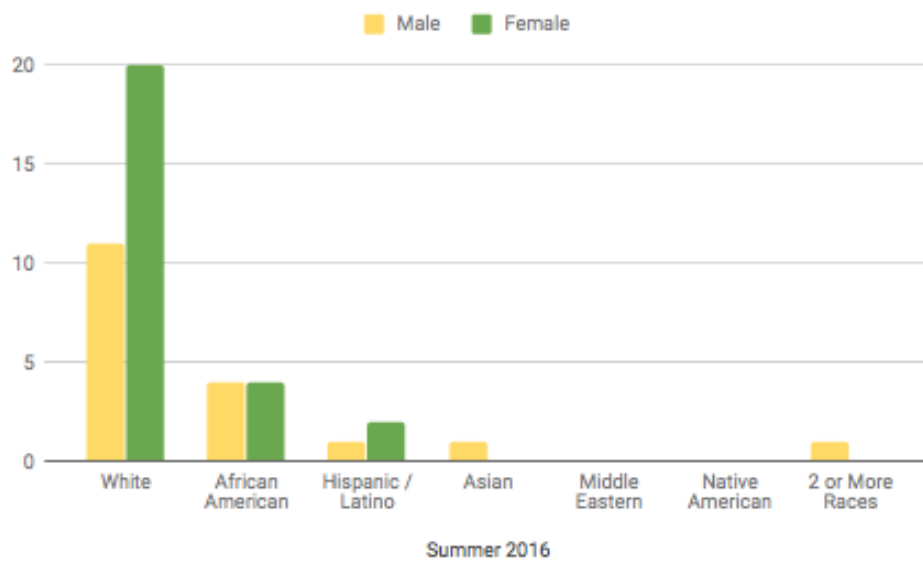
| Gender | # of Participants |
|--------|-------------------|
| Male | 80 |
| Female | 128 |



SUMMER 2016



| Ethnicity | Male | Female |
|-------------------|------|--------|
| White | 11 | 20 |
| African American | 4 | 4 |
| Hispanic / Latino | 1 | 2 |
| Asian | 1 | 0 |
| Middle Eastern | 0 | 0 |
| Native American | 0 | 0 |
| 2 or More Races | 1 | 0 |

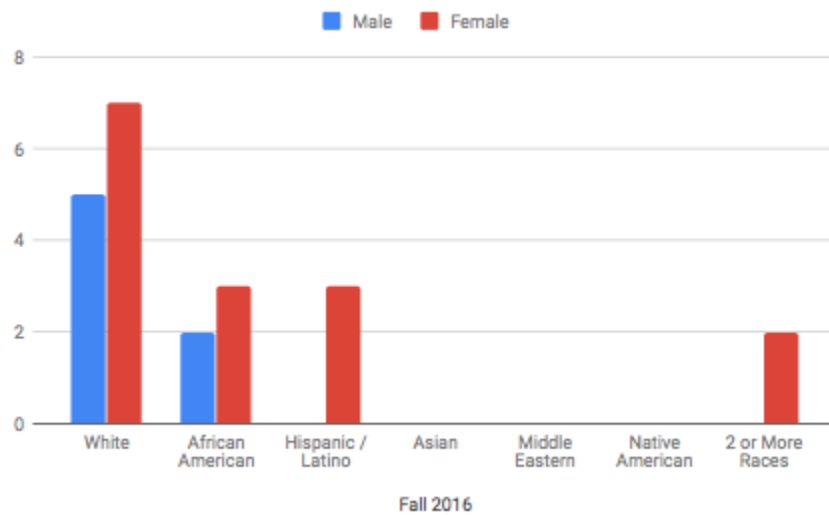


FALL 2016

| Ethnicity | Male | Female |
|-------------------|------|--------|
| White | 5 | 7 |
| African American | 2 | 3 |
| Hispanic / Latino | 0 | 3 |
| Asian | 0 | 0 |



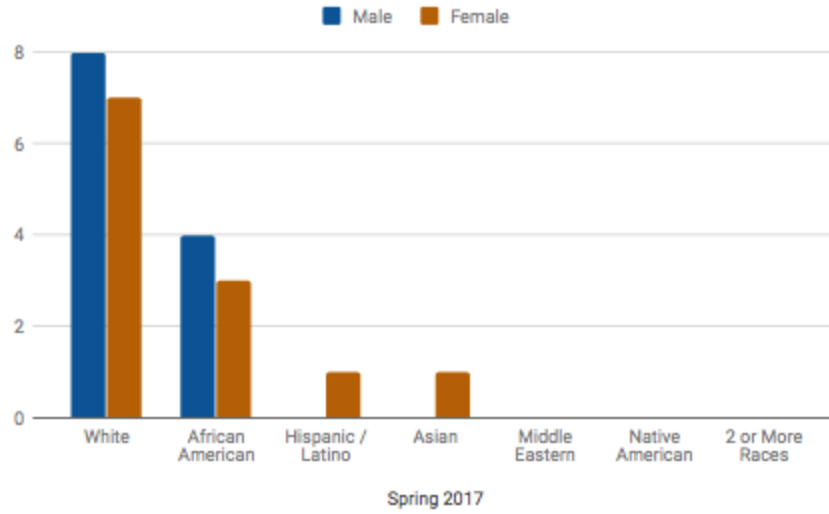
| | | |
|-----------------|---|---|
| Middle Eastern | 0 | 0 |
| Native American | 0 | 0 |
| 2 or More Races | 0 | 2 |



SPRING 2017

| Ethnicity | Male | Female |
|-------------------|------|--------|
| White | 8 | 7 |
| African American | 4 | 3 |
| Hispanic / Latino | 0 | 1 |
| Asian | 0 | 1 |
| Middle Eastern | 0 | 0 |
| Native American | 0 | 0 |
| 2 or More Races | 0 | 0 |

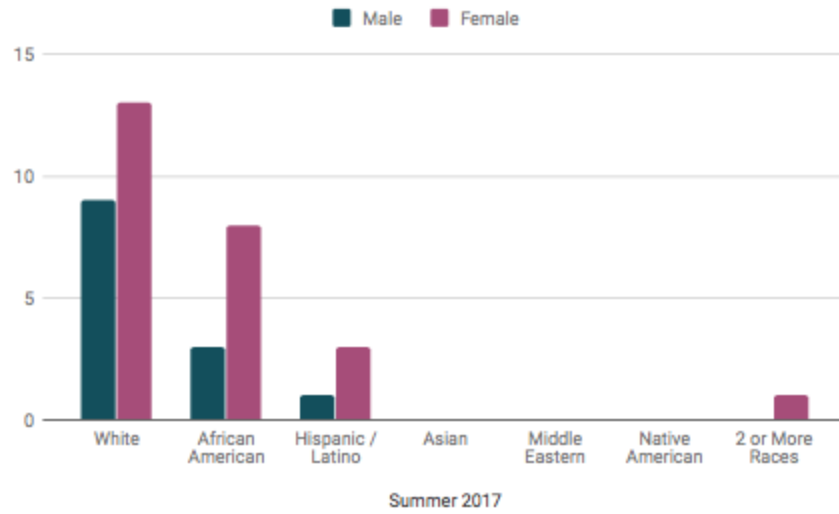




SUMMER 2017

| Ethnicity | Male | Female |
|-------------------|------|--------|
| White | 9 | 13 |
| African American | 3 | 8 |
| Hispanic / Latino | 1 | 3 |
| Asian | 0 | 0 |
| Middle Eastern | 0 | 0 |
| Native American | 0 | 0 |
| 2 or More Races | 0 | 1 |

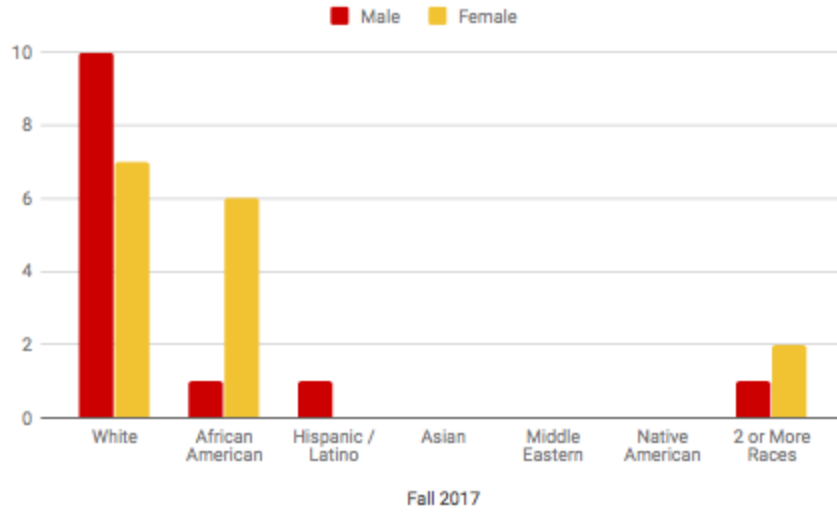




FALL 2017

| Ethnicity | Male | Female |
|-------------------|------|--------|
| White | 10 | 7 |
| African American | 1 | 6 |
| Hispanic / Latino | 1 | 0 |
| Asian | 0 | 0 |
| Middle Eastern | 0 | 0 |
| Native American | 0 | 0 |
| 2 or More Races | 1 | 2 |

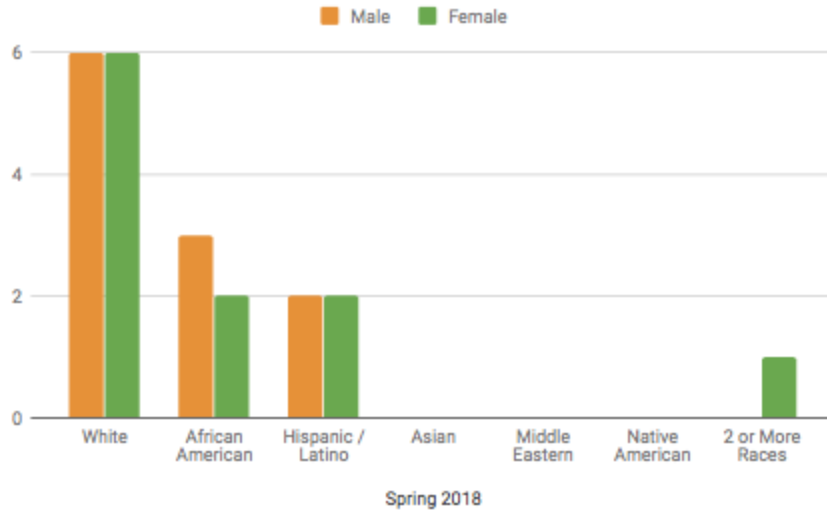




SPRING 2018

| Ethnicity | Male | Female |
|-------------------|------|--------|
| White | 6 | 6 |
| African American | 3 | 2 |
| Hispanic / Latino | 2 | 2 |
| Asian | 0 | 0 |
| Middle Eastern | 0 | 0 |
| Native American | 0 | 0 |
| 2 or More Races | 0 | 1 |

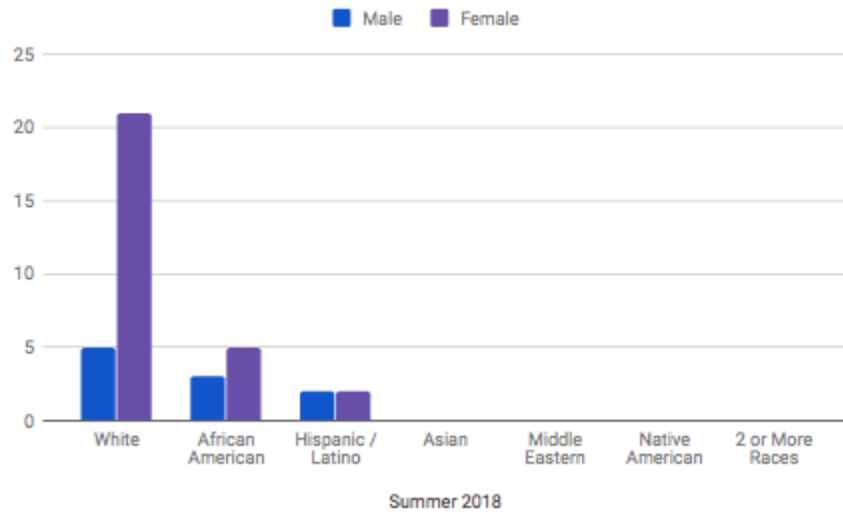




SUMMER 2018

| Ethnicity | Male | Female |
|-------------------|------|--------|
| White | 5 | 21 |
| African American | 3 | 5 |
| Hispanic / Latino | 2 | 2 |
| Asian | 0 | 0 |
| Middle Eastern | 0 | 0 |
| Native American | 0 | 0 |
| 2 or More Races | 0 | 0 |

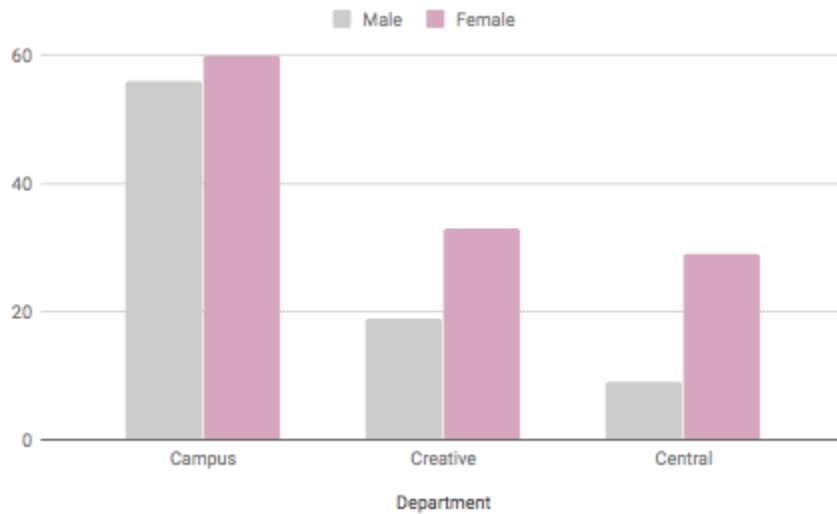




DEPARTMENT

Question seven listed the three main departments each intern can be placed in at Elevation Church. Respondents were asked to indicate which department they worked in for the duration of their internship. The responses for each program by semester are shown in Table 1-7 and Figures 1-7.

| Department | Male | Female |
|------------|------|--------|
| Campus | 56 | 60 |
| Creative | 19 | 33 |
| Central | 9 | 29 |



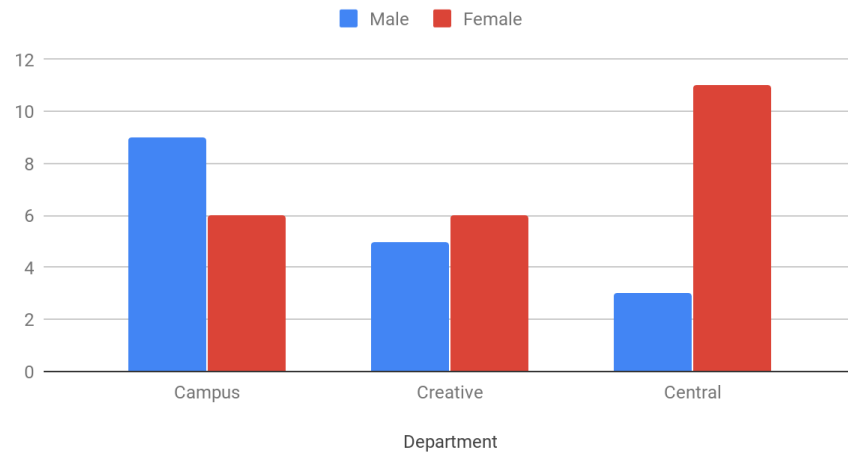
SUMMER 2016

| Department | Males | Females |
|------------|-------|---------|
|------------|-------|---------|



| | | |
|----------|---|----|
| Campus | 9 | 6 |
| Creative | 5 | 6 |
| Central | 3 | 11 |

Intern Placements for Summer 2016

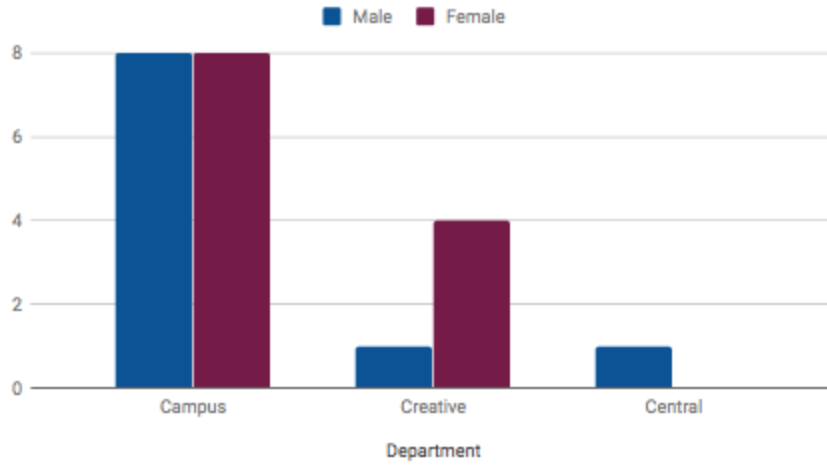


FALL 2016

| Department | Male | Female |
|------------|------|--------|
| Campus | 8 | 8 |
| Creative | 7 | 4 |
| Central | 7 | 0 |



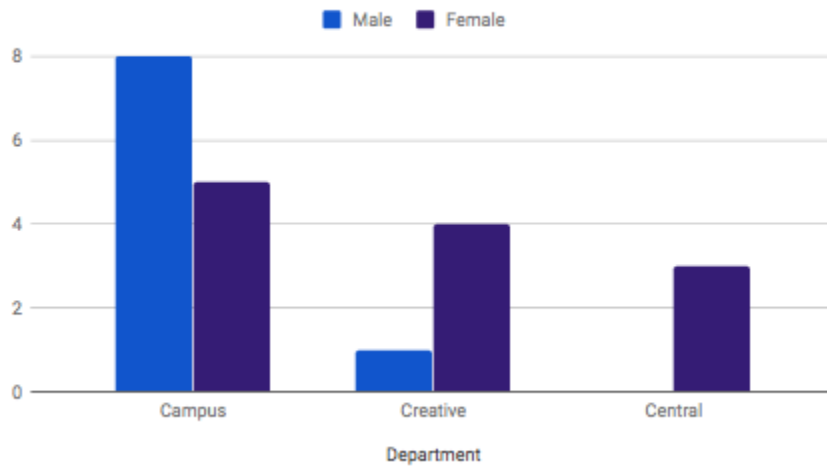
Intern Placements for Fall 2016



SPRING 2017

| Department | Male | Female |
|------------|------|--------|
| Campus | 8 | 5 |
| Creative | 1 | 4 |
| Central | 0 | 3 |

Intern Placements for Spring 2017

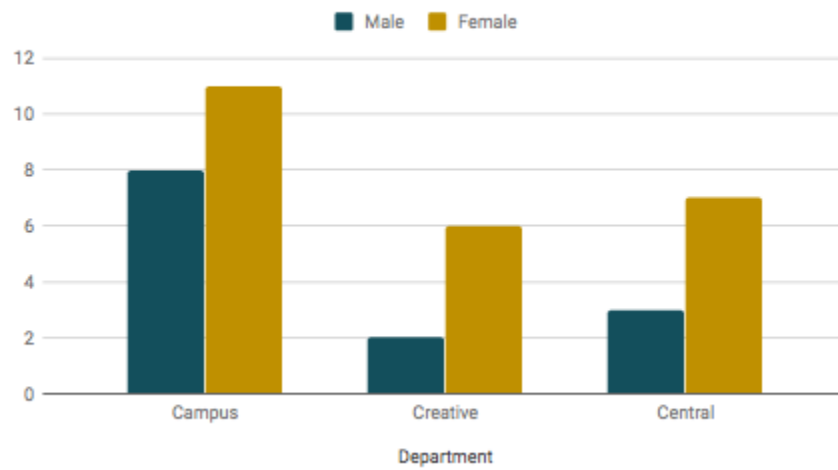


SUMMER 2017



| Department | Male | Female |
|------------|------|--------|
| Campus | 8 | 11 |
| Creative | 2 | 6 |
| Central | 3 | 7 |

Intern Placements for Summer 2017

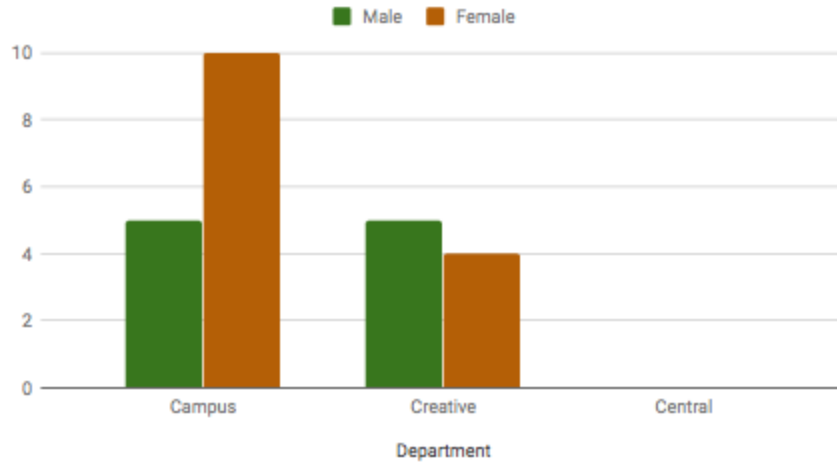


FALL 2017

| Department | Male | Female |
|------------|------|--------|
| Campus | 5 | 10 |
| Creative | 5 | 4 |
| Central | 0 | 0 |



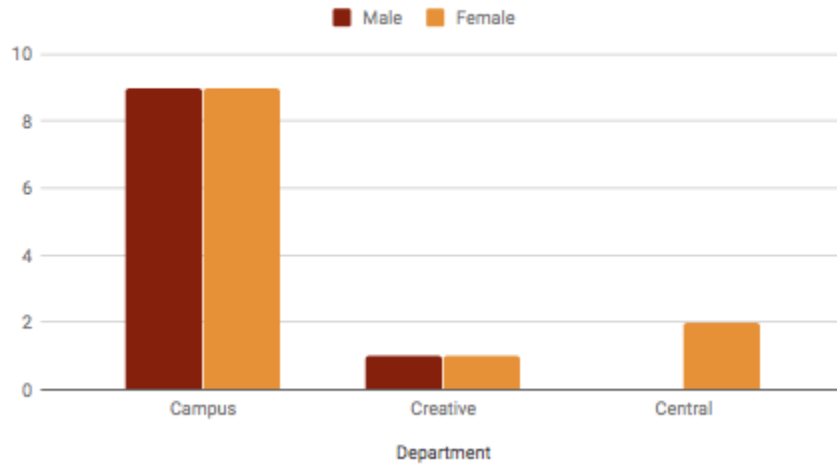
Intern Placements for Fall 2017



SPRING 2018

| Department | Male | Female |
|------------|------|--------|
| Campus | 9 | 9 |
| Creative | 1 | 1 |
| Central | 0 | 2 |

Intern Placements for Spring 2018

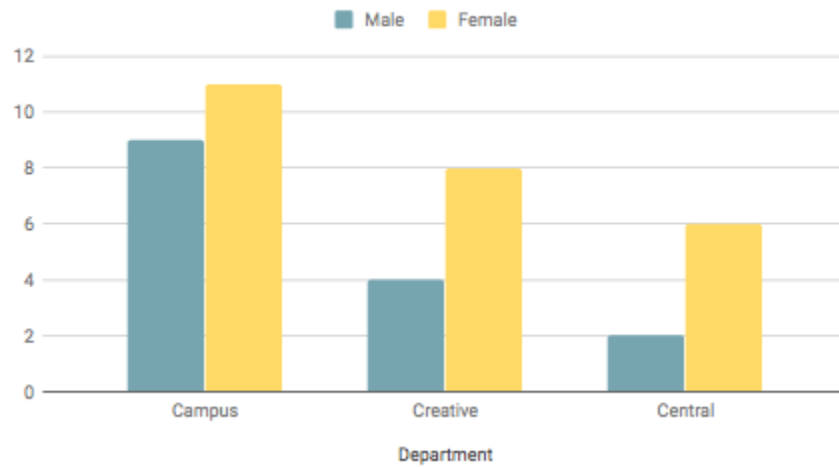


SUMMER 2018



| Department | Male | Female |
|------------|------|--------|
| Campus | 9 | 11 |
| Creative | 4 | 8 |
| Central | 2 | 6 |

Intern Placements for Summer 2018

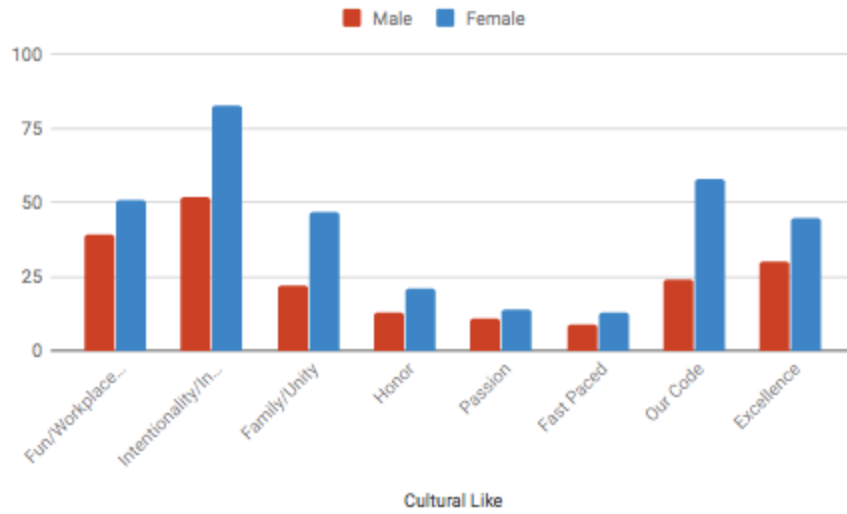


LIKES

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%. The findings that positively strengthen Elevation Church's culture are shown in Figures 1-8.

| 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 |



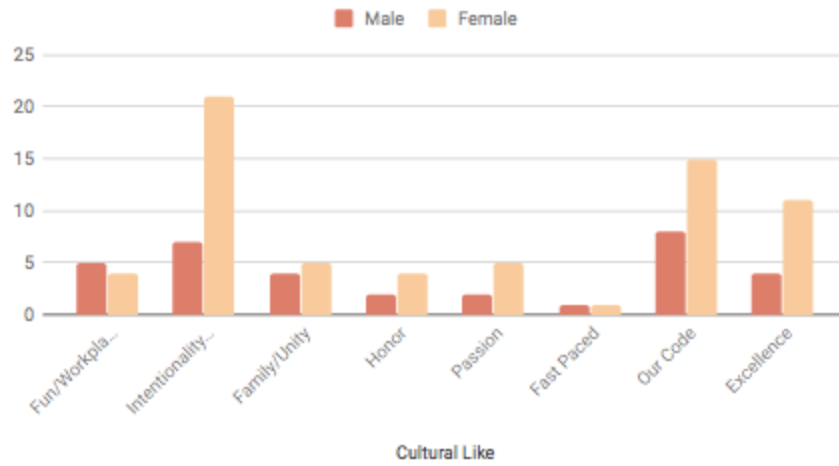


SUMMER 2016

| Cultural Like | Male | Female |
|---------------------------|------|--------|
| Fun/Workplace environment | 5 | 4 |
| Intentionality/Investment | 7 | 21 |
| Family/Unity | 4 | 5 |
| Honor | 2 | 4 |
| Passion | 2 | 5 |
| Fast Paced | 1 | 1 |
| Our Code | 8 | 15 |
| Excellence | 4 | 11 |



Cultural Likes for the Intern Class of Summer 2016

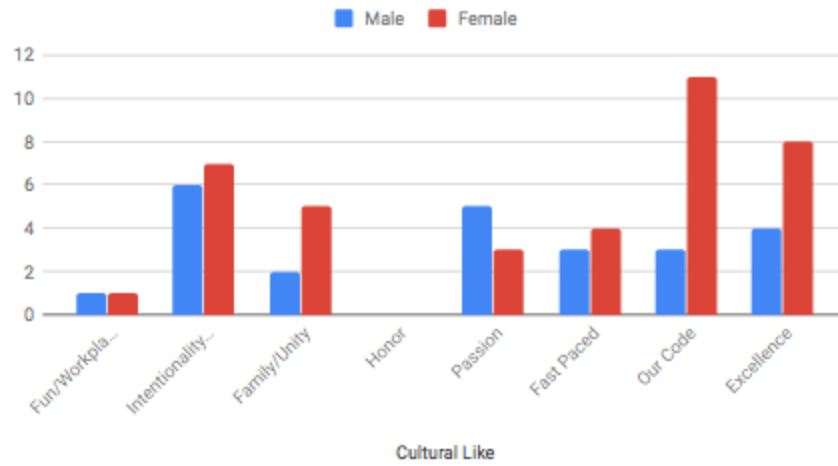


FALL 2016

| Cultural Like | Male | Female |
|---------------------------|------|--------|
| Fun/Workplace environment | 1 | 1 |
| Intentionality/Investment | 6 | 7 |
| Family/Unity | 2 | 5 |
| Honor | 0 | 0 |
| Passion | 5 | 3 |
| Fast Paced | 3 | 4 |
| Our Code | 3 | 11 |
| Excellence | 4 | 8 |



Cultural Likes for the Intern Class of Fall 2016

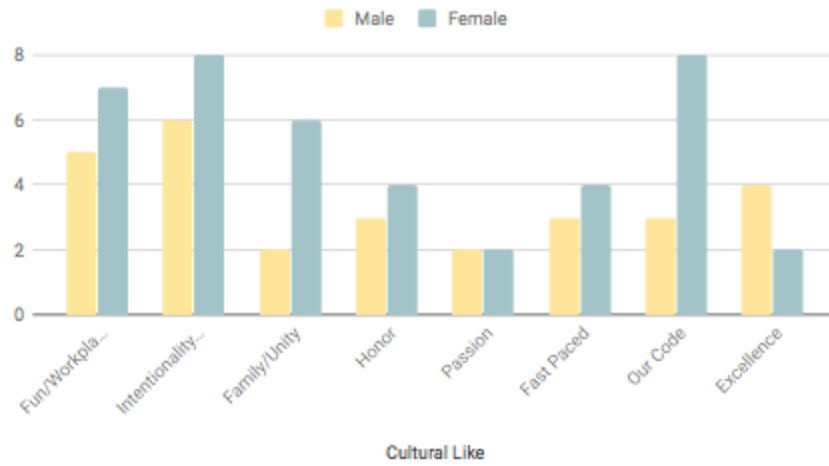


SPRING 2017

| Cultural Like | Male | Female |
|---------------------------|------|--------|
| Fun/Workplace environment | 5 | 7 |
| Intentionality/Investment | 6 | 8 |
| Family/Unity | 2 | 6 |
| Honor | 3 | 4 |
| Passion | 2 | 2 |
| Fast Paced | 3 | 4 |
| Our Code | 3 | 8 |
| Excellence | 4 | 2 |



Cultural Likes for the Intern Class of Spring 2017

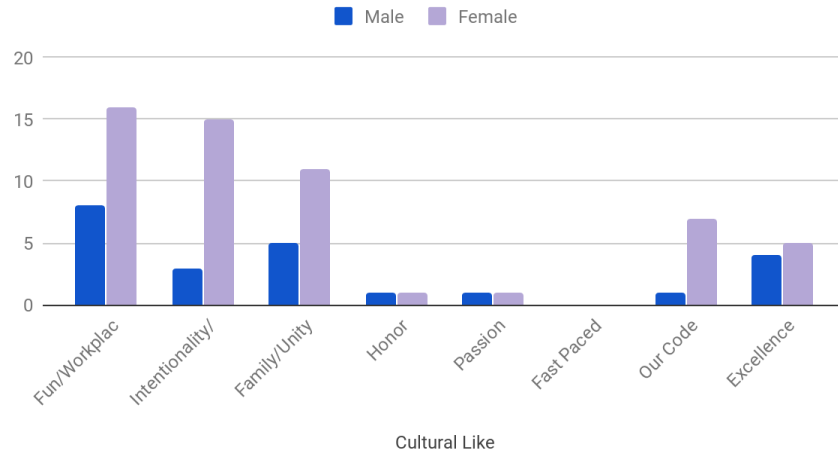


SUMMER 2017

| Cultural Like | Male | Female |
|---------------------------|------|--------|
| Fun/Workplace environment | 8 | 16 |
| Intentionality/Investment | 3 | 15 |
| Family/Unity | 5 | 11 |
| Honor | 1 | 1 |
| Passion | 1 | 1 |
| Fast Paced | 0 | 0 |
| Our Code | 1 | 7 |
| Excellence | 4 | 5 |



Cultural Likes for the Intern Class of Summer 2017

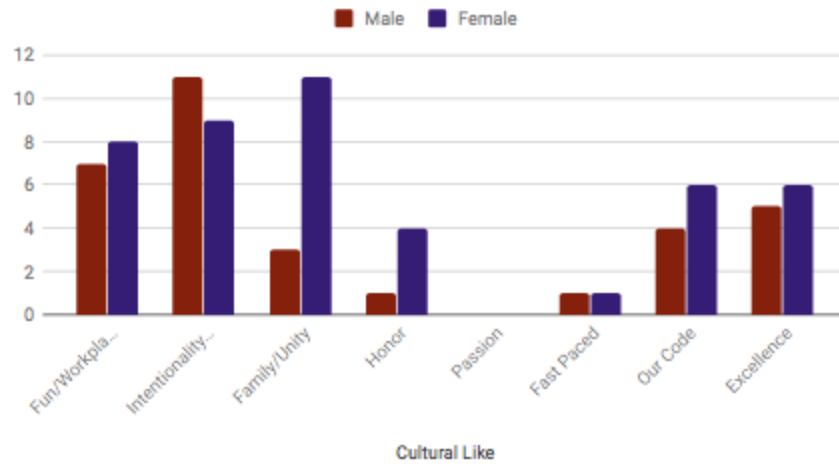


FALL 2017

| Cultural Like | Male | Female |
|---------------------------|------|--------|
| Fun/Workplace environment | 7 | 8 |
| Intentionality/Investment | 11 | 9 |
| Family/Unity | 3 | 11 |
| Honor | 1 | 4 |
| Passion | 0 | 0 |
| Fast Paced | 1 | 1 |
| Our Code | 4 | 6 |
| Excellence | 5 | 6 |



Cultural Likes for the Intern Class of Fall 2017

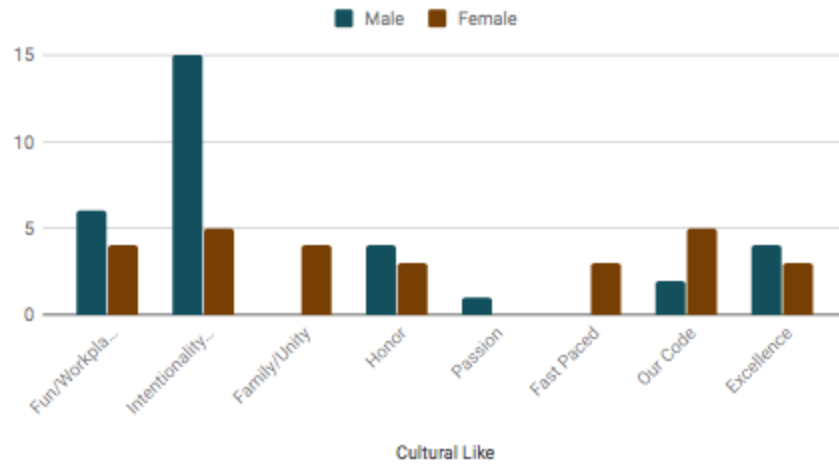


SPRING 2018

| Cultural Like | Male | Female |
|---------------------------|------|--------|
| Fun/Workplace environment | 6 | 4 |
| Intentionality/Investment | 15 | 5 |
| Family/Unity | 0 | 4 |
| Honor | 4 | 3 |
| Passion | 1 | 0 |
| Fast Paced | 0 | 3 |
| Our Code | 2 | 5 |
| Excellence | 4 | 3 |



Cultural Likes for the Intern Class of Spring 2018

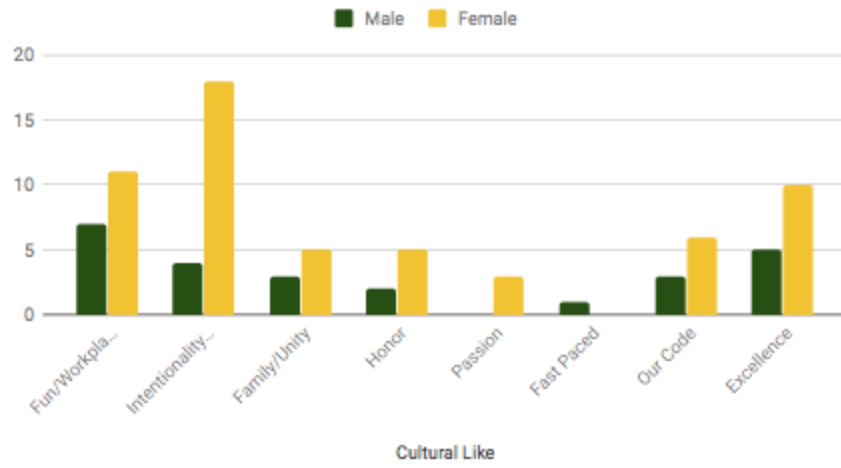


SUMMER 2018

| Cultural Like | Male | Female |
|---------------------------|------|--------|
| Fun/Workplace environment | 7 | 11 |
| Intentionality/Investment | 4 | 18 |
| Family/Unity | 3 | 5 |
| Honor | 2 | 5 |
| Passion | 0 | 3 |
| Fast Paced | 1 | 0 |
| Our Code | 3 | 6 |
| Excellence | 5 | 10 |



Cultural Likes for the Intern Class of Summer 2018

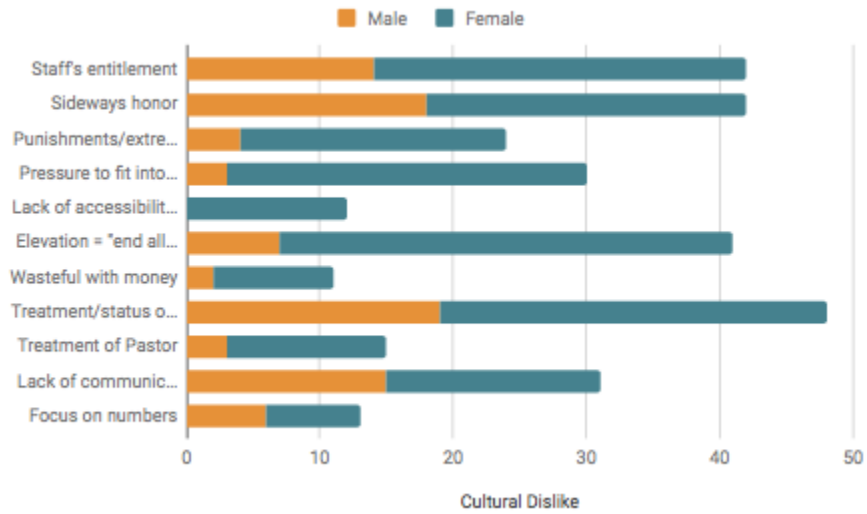


DISLIKES

Elevation Church interns indicated the attributes they believed affected staff culture negatively and the areas which could be improved through the dislike portion on the survey. According to the results, treatment/status of interns and sideways honor were thought to be the characteristics that most negatively affected culture. 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.

| 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 |



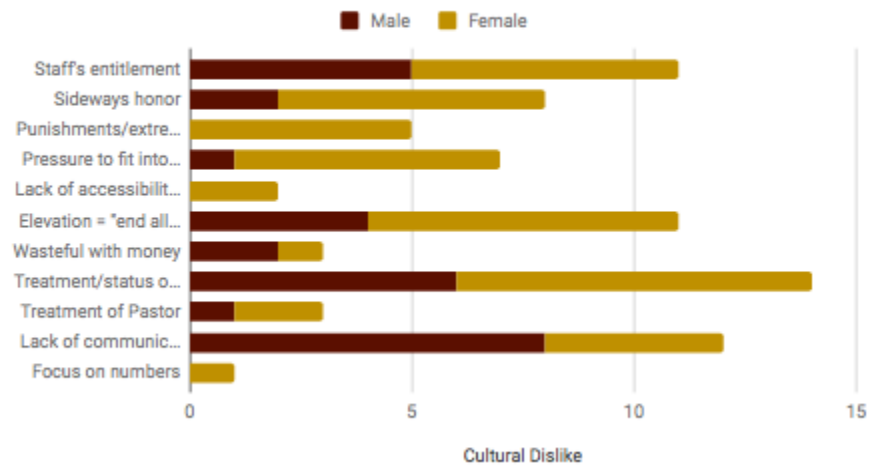


SUMMER 2016

| Cultural Dislike | Male | Female |
|---------------------------------|------|--------|
| Staff's entitlement | 5 | 6 |
| Sideways honor | 2 | 6 |
| Punishments/extreme competition | 0 | 5 |
| Pressure to fit into eCulture | 1 | 6 |
| Lack of accessibility to staff | 0 | 2 |
| Elevation = "end all be all" | 4 | 7 |
| Wasteful with money | 2 | 1 |
| Treatment/status of interns | 6 | 8 |
| Treatment of Pastor | 1 | 2 |
| Lack of communication | 8 | 4 |
| Focus on numbers | 0 | 1 |



Cultural Dislikes for the Intern Class of Summer 2016

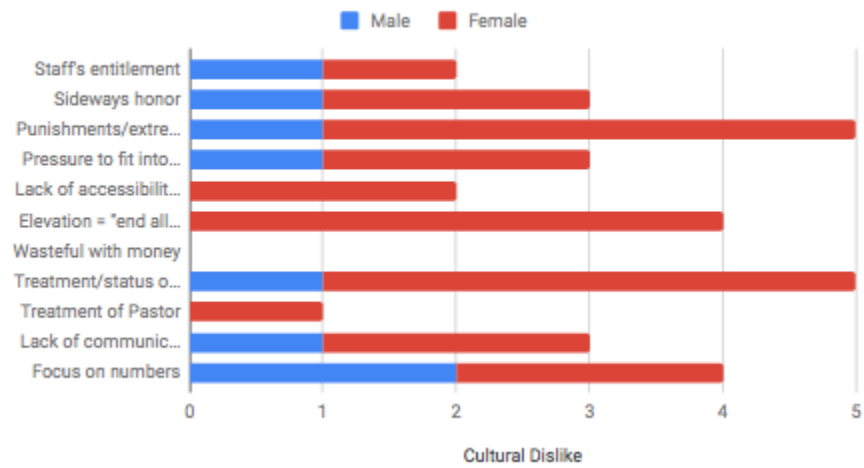


FALL 2016

| Cultural Dislike | Male | Female |
|---------------------------------|------|--------|
| Staff's entitlement | 1 | 1 |
| Sideways honor | 1 | 2 |
| Punishments/extreme competition | 1 | 4 |
| Pressure to fit into eCulture | 1 | 2 |
| Lack of accessibility to staff | 0 | 2 |
| Elevation = "end all be all" | 0 | 4 |
| Wasteful with money | 0 | 0 |
| Treatment/status of interns | 1 | 4 |
| Treatment of Pastor | 0 | 1 |
| Lack of communication | 1 | 2 |
| Focus on numbers | 2 | 2 |



Cultural Dislikes for the Intern Class of Fall 2016

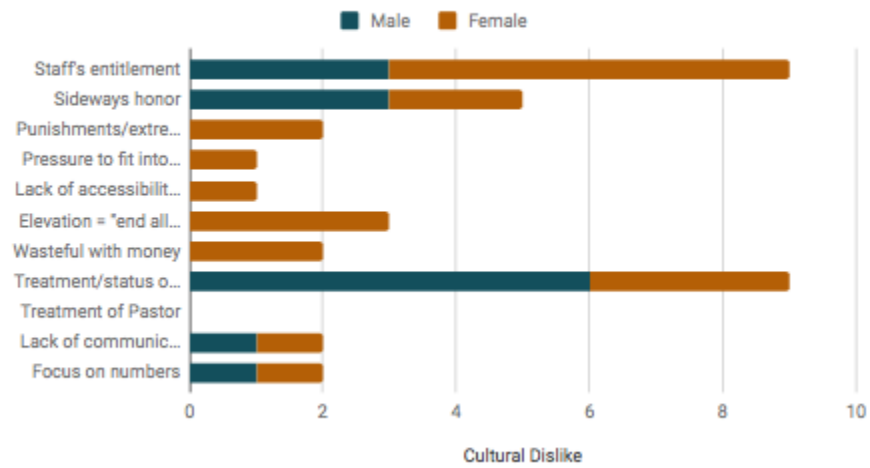


SPRING 2017

| Cultural Dislike | Male | Female |
|---------------------------------|------|--------|
| Staff's entitlement | 3 | 6 |
| Sideways honor | 3 | 2 |
| Punishments/extreme competition | 0 | 2 |
| Pressure to fit into eCulture | 0 | 1 |
| Lack of accessibility to staff | 0 | 1 |
| Elevation = "end all be all" | 0 | 3 |
| Wasteful with money | 0 | 2 |
| Treatment/status of interns | 6 | 3 |
| Treatment of Pastor | 0 | 0 |
| Lack of communication | 1 | 1 |
| Focus on numbers | 1 | 1 |



Cultural Dislikes for the Intern Class of Spring 2017

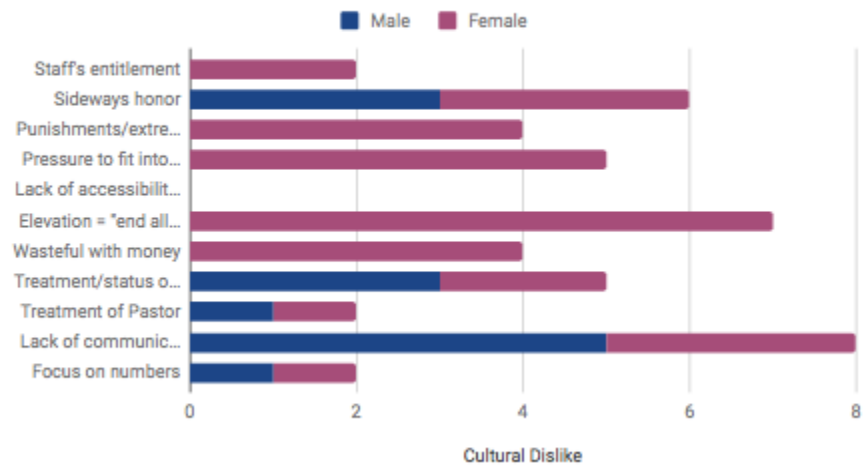


SUMMER 2017

| Cultural Dislike | Male | Female |
|---------------------------------|------|--------|
| Staff's entitlement | 0 | 2 |
| Sideways honor | 3 | 3 |
| Punishments/extreme competition | 0 | 4 |
| Pressure to fit into eCulture | 0 | 5 |
| Lack of accessibility to staff | 0 | 0 |
| Elevation = "end all be all" | 0 | 7 |
| Wasteful with money | 0 | 4 |
| Treatment/status of interns | 3 | 2 |
| Treatment of Pastor | 1 | 1 |
| Lack of communication | 5 | 3 |
| Focus on numbers | 1 | 1 |



Cultural Dislikes for the Intern Class of Summer 2017

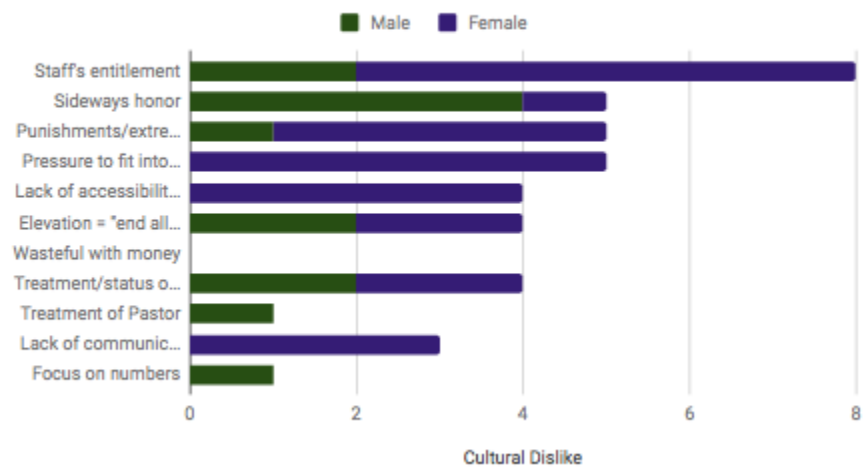


FALL 2017

| Cultural Dislike | Male | Female |
|---------------------------------|------|--------|
| Staff's entitlement | 2 | 6 |
| Sideways honor | 4 | 1 |
| Punishments/extreme competition | 1 | 4 |
| Pressure to fit into eCulture | 0 | 5 |
| Lack of accessibility to staff | 0 | 4 |
| Elevation = "end all be all" | 2 | 2 |
| Wasteful with money | 0 | 0 |
| Treatment/status of interns | 2 | 2 |
| Treatment of Pastor | 1 | 0 |
| Lack of communication | 0 | 3 |
| Focus on numbers | 1 | 0 |



Cultural Dislikes for the Intern Class of Fall 2017

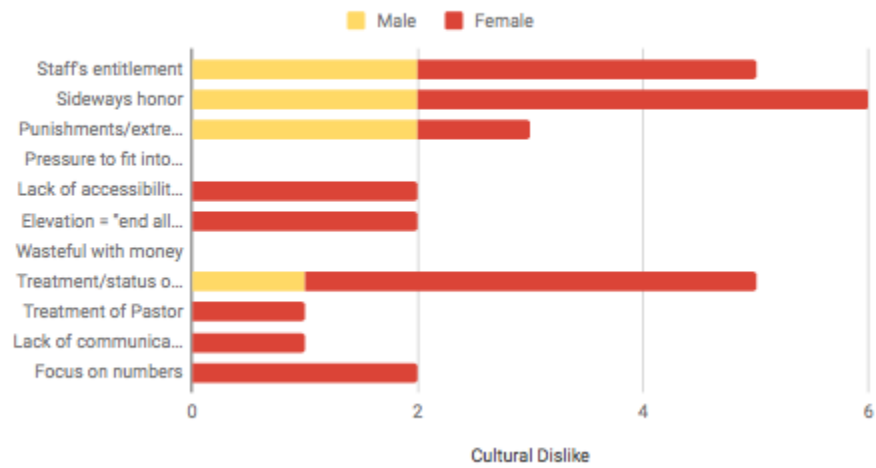


SPRING 2018

| Cultural Dislike | Male | Female |
|---------------------------------|------|--------|
| Staff's entitlement | 2 | 3 |
| Sideways honor | 2 | 4 |
| Punishments/extreme competition | 2 | 1 |
| Pressure to fit into eCulture | 0 | 0 |
| Lack of accessibility to staff | 0 | 2 |
| Elevation = "end all be all" | 0 | 2 |
| Wasteful with money | 0 | 0 |
| Treatment/status of interns | 1 | 4 |
| Treatment of Pastor | 0 | 1 |
| Lack of communication | 0 | 1 |
| Focus on numbers | 0 | 2 |



Cultural Dislikes for the Intern Class of Spring 2018



SUMMER 2018

| Cultural Dislike | Male | Female |
|---------------------------------|------|--------|
| Staff's entitlement | 1 | 4 |
| Sideways honor | 3 | 6 |
| Punishments/extreme competition | 0 | 0 |
| Pressure to fit into eCulture | 1 | 8 |
| Lack of accessibility to staff | 0 | 1 |
| Elevation = "end all be all" | 1 | 9 |
| Wasteful with money | 0 | 2 |
| Treatment/status of interns | 0 | 6 |
| Treatment of Pastor | 0 | 7 |
| Lack of communication | 0 | 2 |
| Focus on numbers | 1 | 0 |



Cultural Dislikes for the Intern Class of Summer 2018

