

TEAM COVENANT

As a participant of Team Expansion's Pathways Internship I agree to:

- **Remember that I am representing Jesus Christ. I will model Jesus in my behavior and attitude.**
- Remember that I am representing Team Expansion. I will adhere to their protocols, follow their guidelines and strive to help accomplish their stated goals.
- Remember that I am representing those Christians who support me through prayer, encouragement and finances.
- Remember that I come to learn, as well as to teach. I'll resist the temptation to inform our hosts about 'how we do things back home.' I'll be open to learning about other people's methods and ideas.
- Remember that I am not on a tour but rather I am joining pioneers in evangelism into needy areas in the world. As a result, I realize that sometimes the processes will not go smoothly and many plans will have to be altered in midstream.
- Respect the host's view of Christianity. I recognize that Christianity has many faces throughout the world, and that one of the purposes of this ministry is to experience faith lived out in a new setting.
- Develop and maintain a servant attitude toward all nationals and my teammates.
- Comply with team leadership's (coach and/or host missionary) decisions.
- Refrain from gossip.
- Abide to our team's e-mail usage policy, which may be zero usage at times.
- Refrain from complaining. I know that travel can present numerous unexpected and undesired circumstances, but the rewards of conquering such obstacles are innumerable. Instead of whining and complaining, I'll be creative and supportive.
- Finish all my expected requirements before attending PFO.
- Attend PFO and Debriefing (Re-entry training)
- Attend all team meetings during the internship.
- Remember not to be exclusive in my relationships. I will make every effort to interact with all the members of the team. If I am attracted to a teammate, I will not attempt to pursue a relationship until after we return home.
- Refrain from any activity that could be construed as romantic interest in a national, teammate, or expatriate.
- Refrain from encouraging nationals to visit the United States of America for any reason whatsoever before, during or after the internship
- Abstain from consumption of illegal drugs and usage of tobacco while on this trip.
- Abstain from consumption of alcohol if I am under the age of 21.
- Abide by my host missionary's policy on alcohol consumption if I am over the age of 21.
- Live in harmony with my teammates and abide by this covenant and any items that we add to it.

Signature _____ Date _____

WAIVER OF LIABILITY

“I do hereby certify that I am willing, physically fit and will be sufficiently prepared to travel with and participate in a voluntary work project with Team Expansion. I realize that the activities include walking for long periods of time, carrying all of my own luggage, engaging in a ‘ropes course like’ event, and other simulation experiences which may require lifting, running, crawling, etc.”

I, for myself, and on behalf of my estate, heirs, executors, and administrators do hereby fully release and discharge Team Expansion and all Team Expansion affiliates from any liabilities, claims, obligations, damages, and causes of action whatsoever arising or growing out of my traveling and participation in the programs of Team Expansion.

Furthermore, any of the above-mentioned have my permission to take me to a doctor for medical treatment, hospitalization or emergency surgery if the need should arise. I assume the responsibility for all medical bills for myself. Should it be necessary for me to return home due to medical reasons or disciplinary action, I will assume total transportation costs incurred above the original ticket cost of the work project.

I understand that Team Expansion interns serve at their own risk and Team Expansion is not liable in the event of sickness, accident, death or terrorist acts.

I also understand that Team Expansion, like many other businesses and organizations, has a policy that they will NOT pay ransom for any person who may be kidnapped or held hostage while serving with them.

Signature _____ Date _____

COVENANT OF DISCIPLINARY ACTION

“If it is deemed necessary to provide discipline for some action on my part during my internship with Team Expansion, I _____ covenant with Team Expansion to abide by the following process:”

My team coach or host missionary will talk with me privately.

My team coach or host missionary will bring witnesses to talk with me.

My team of interns or team of missionaries (as a whole) will talk with me.

My team coach or host missionary will communicate with International Services in the USA and ask that contact be made with my parent (or other adult responsible for me) and/or sending church to help in resolving the issue.

Arrangements will be made for my departure from the field (at my expense). [Note: If this step is necessary, I will at that time make arrangements to turn over all my internship funds to my team for use as ministry funds by Team Expansion.]

I have read all of and agreed in full to this waiver of liability and covenant of disciplinary action.

Signature _____ Date _____

FINANCIAL MEMO OF UNDERSTANDING:

I understand and agree to the following financial principles:

- Financial donations which have been made to my Team Expansion account are not mine- they belong to God and have been given to Team Expansion in order to accomplish the missions work of this organization.
- If, for some reason, I decide to back out of the ministry program into which I have been accepted, I am responsible for any fees incurred as a result of my cancellation.
- If I do not raise enough money to pay for my trip, I will not be able to go.
- If I raise an amount of money that exceeds my needs, including my stipend and my reimbursable expenses, this remaining money can be kept by Team Expansion for my future missions experiences with Team Expansion, be sent to the field where I served for use in their ministries, or be given to International Services to benefit the work which goes on in the home office.
- If, for some reason, I back out of the ministry program into which I have been accepted, I understand that monies donated for me cannot be refunded due to the non-profit status of Team Expansion. These funds can, however, be applied in one of the following ways.
 - Any future missions service opportunities that I take with Team Expansion in the next 36 months.
 - The field team where I was hoping to serve for use in their ministries.
 - International Services Mobilization Team for use in education, mobilization, and training of others who will serve.
 - Another intern who is lacking necessary funds.
 - A non-profit church who has sent Team Expansion funds to be applied on my behalf. Usually Team Expansion can send them back any funds which they gave, which have not been already spent on expenses incurred on my behalf.
- All checks for my support must be made out to Team Expansion, in order to comply with the IRS.
- If inappropriate behavior and/or the breaking of the team covenant causes me to be sent home early from my internship as a disciplinary action, I will receive none of the stipend I may have otherwise received.
- I am responsible for reporting a stipend that I may receive on my income taxes.
- I will return any unused money from my on-field fund at Debriefing (upon my return from my trip).

Signature _____ Date _____