



# EVERGREEN CHRISTIAN COMMUNITY



Employment Application  
1000 Black Lake Blvd. SW, Olympia, WA 98502  
Phone: 360-357-5590 www.eccsolympia.com

We do not discriminate on the basis of race, color, national origin, sex, age or disability in our programs or activities, as required by applicable laws and regulations. As a religious organization, we reserve the right to prefer employees on the basis of religion.

We look forward to receiving your initial application. Thank you for your interest in the ministry of Evergreen Christian Community. It is our prayer that God will fulfill His perfect will in the lives of all applicants.

### Application Process

The following items must be completed and returned for an application to be considered:

1. Completed and Signed Application
2. Completed list of References
3. Applicant's Certification and Agreement
4. Completed and Signed Core Values (exhibit 1)
5. Completed and Signed General Statements of Faith (exhibit 2)

Application Date \_\_\_\_\_ Date Available \_\_\_\_\_

Full Name \_\_\_\_\_  
Last First Middle

Address \_\_\_\_\_  
Street City State Zip

Phone Numbers:  
Home \_\_\_\_\_ Work \_\_\_\_\_ Cell \_\_\_\_\_

Email \_\_\_\_\_ Best Time to Call \_\_\_\_\_

Are you authorized to work in the United States? \_\_\_\_\_

If you are offered employment, you will be required to provide necessary documentation as a condition of employment.

**Position Desired**

\_\_\_\_\_

How did you learn about the position for which you are applying? \_\_\_\_\_

\_\_\_\_\_

**Professional Qualifications**

Summarize your special skills or qualifications.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Employment History**

List previous employment, begin with your most recent position.

1. Position \_\_\_\_\_ Dates of Employment \_\_\_\_\_

Address \_\_\_\_\_

Supervisor's Name \_\_\_\_\_ Phone \_\_\_\_\_

2. Position \_\_\_\_\_ Dates of Employment \_\_\_\_\_

Address \_\_\_\_\_

Supervisor's Name \_\_\_\_\_ Phone \_\_\_\_\_

3. Position \_\_\_\_\_ Dates of Employment \_\_\_\_\_

Address \_\_\_\_\_

Supervisor's Name \_\_\_\_\_ Phone \_\_\_\_\_

### Personal/Professional References

List three individuals that we may contact personally. At least one of the references should be qualified to speak of your spiritual experience and Christian service. At least two of the references should speak to your professional qualifications. Do not list family members or relatives for references.

1. \_\_\_\_\_  
Name Address City State Zip  
\_\_\_\_\_  
Phone Position

2. \_\_\_\_\_  
Name Address City State Zip  
\_\_\_\_\_  
Phone Position

3. \_\_\_\_\_  
Name Address City State Zip  
\_\_\_\_\_  
Phone Position

### Christian Background and Church Ministry

What is your local church affiliation?

\_\_\_\_\_

Are you a regular attender? \_\_\_\_\_ Name of Church \_\_\_\_\_

# Years \_\_\_\_\_

**Volunteer History**

List other volunteer or military experience that may have significance for the position for which you are applying.

1. Position \_\_\_\_\_ Dates of Position \_\_\_\_\_

Address \_\_\_\_\_

Supervisor's Name \_\_\_\_\_ Phone \_\_\_\_\_

2. Position \_\_\_\_\_ Dates of Position \_\_\_\_\_

Address \_\_\_\_\_

Supervisor's Name \_\_\_\_\_ Phone \_\_\_\_\_

3. Position \_\_\_\_\_ Dates of Position \_\_\_\_\_

Address \_\_\_\_\_

Supervisor's Name \_\_\_\_\_ Phone \_\_\_\_\_

**Education**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Background**

1. Have you ever been disciplined or terminated by a previous employer? \_\_\_\_\_

If yes, please explain: \_\_\_\_\_

2. Have you ever been investigated by DSHS or CPS? \_\_\_\_\_

If yes, please explain: \_\_\_\_\_

**APPLICANT'S CERTIFICATION AND AGREEMENT (INCLUDING RELEASE, DEFENSE,  
INDEMNIFICATION AND HOLD HARMLESS OBLIGATIONS)**

I hereby certify that the facts set forth in this application process are true and complete to the best of my knowledge. I understand that falsification of any statement or a significant omission of fact may prevent me from being hired, or if hired, may subject me to immediate dismissal regardless of the time elapsed before discovery.

I understand and agree that no offer or promise of employment has been made. I also understand and agree that any offer of employment that may be made is contingent upon satisfactory reference information, the presentation of documents that prove my identity and eligibility for employment in the United States, and upon satisfactory completion of any background inquiry, medical examination or other test deemed appropriate by Evergreen Christian Community in its sole and absolute discretion and not prohibited by law.

I hereby acknowledge that I have read, understand and willingly sign and agree to this Certification and Agreement including the Core Values (Exhibit 1) Statement of Faith (Exhibit 2), Criminal History Information Supplement (Exhibit 3), and Release (Exhibit 4).

Signature of Applicant \_\_\_\_\_ Date \_\_\_\_\_

## Exhibit 1

### OUR MISSION

Changing the world through more and better followers of Jesus.

### WHO WE ARE

Evergreen is a multi-site church committed to equipping people of all generations to join with Jesus in changing their world. Through powerful gatherings, purposeful relationships, spiritual disciplines, and meaningful service, we help one another grow in our devotion to God and partnership in His mission. Every person has 8-15 people (*Oikos*) whom God has supernaturally and strategically placed near us so that we can help them find their way to Jesus. These are family members, friends, neighbors, co-workers, and others in our traffic pattern around whom we are uniquely positioned for influence. Evergreen is here to help you live a growing and fruitful life among your 8 to 15 and to partner with you in serving them well.

### WHAT WE VALUE

- **All People** - Nothing matters more to God than people.
- **Process** - Transformation is not a one-time event.
- **Authentically Safe Community** - A safe place to process the dangerous gospel of Jesus Christ.
- **Audacious Humility** - Confidence in God's desire and ability to use us powerfully in spite of our brokenness.
- **Health** - We believe "healthy" is the most important adjective and should accurately describe every facet of our lives and relationships.

### HOW WE LIVE

- Intimacy with **GOD**: A conviction that a relationship with Jesus is the most important thing in life.
- Investment in our **Oikos**: A commitment to serve and nurture the closest relationships God has entrusted to us including those 8-15 people who need to find their way to a thriving relationship with Jesus

If I am employed by Evergreen Christian Community (ECC), I accept and fully support the Mission and Values of ECC. I voluntarily agree to refrain from any conduct in violation of Evergreen Christian Community's Core Values, Principles of Operation, and Vision and Mission Statements.

Signature of Applicant \_\_\_\_\_ Date \_\_\_\_\_

## **Exhibit 2**

### **GENERAL STATEMENTS OF FAITH**

#### **ABOUT THE BIBLE**

The sole basis of our belief is the Bible, composed of the 66 books of the Old and New Testaments. We believe that Scripture in its entirety originated with God and was given by the inspiration of the Holy Spirit through chosen men. Scripture both speaks with the authority of God and reflects the backgrounds, styles, and vocabularies of the human authors. We hold that the Scriptures are infallible and inerrant in the original manuscripts. They are the unique, full, and final authority on matters of faith and practice, and there are no other writings similarly inspired by God. Deuteronomy 6:6-9; Psalms 19:7-11; 2 Timothy 3:15-17; Hebrews 4:12; 1 Peter 1:23-25

#### **ABOUT GOD**

We believe that the one and only true God is the creator, ruler and sustainer of all things. He exists in three co-equal and co-eternal persons: The Father, the Son, and the Holy Spirit – each of whom possesses all the attributes of deity and the characteristics of personhood. Genesis 1:1-2; Deuteronomy 6:4; Isaiah 43:10-13; Matthew 28:19; Luke 24:49 1 Corinth. 8:5-6

#### **ABOUT JESUS**

We believe that Jesus Christ is fully God and fully human, having been conceived by the Holy Spirit and born of a virgin. He lived a life of perfect obedience to the Father and voluntarily atoned for the sins of all humanity by dying on the cross as their substitute, thus satisfying divine justice and accomplishing salvation for all who trust in Him alone. He rose bodily from the grave, was seen by many and ascended into heaven where he intercedes for his people and rules as Lord of all creation. Jesus will come again to earth, personally and visibly, to fulfill history and the eternal plan of God. Isaiah 9:6; Isaiah 53; Matthew 1:22-23; John 1:5; Acts 1:3; 1:9-11; 4:10-12; Luke 24:36-48; Romans 1:3-4; 1 Corinthians 15:3-8; Philippians 2:5-11; Colossians 1:13-20; Titus 2:13-14; Hebrews 4:14-15; Revelation 22:20

#### **ABOUT THE HOLY SPIRIT**

The result of a genuine saving relationship with Jesus Christ is a maturing life of holiness and obedience, attained by believers as they submit to the Holy Spirit, the third Person of the Trinity. He was sent into the world by the Father and the Son to apply to mankind the saving work of Christ. He enlightens the mind of sinners, awakens in them recognition of their need of a Savior and regenerates them. At the point of salvation, He indwells every

believer to become the source of assurance, strength and wisdom, and uniquely empowers each believer with spiritual gifts for the strengthening of the Body. The Holy Spirit provides each Christian with power to live in a manner pleasing to God, to understand spiritual truth, and to serve as ambassadors for Christ in our world. John 14:16-17, 16:7-13; Acts 1:8; 2:1-4; Romans 12:6-8; 1 Corinthians 2:12-16, 6:19-20, 1 Corinthians 12; 2 Corinthians 3:16-18; Galatians 5:16-25; Ephesians 1:13-14, 4:11-13

## **ABOUT THE CHURCH**

The church is composed of all persons who, through saving faith in Jesus Christ, are united together in faith and fellowship. The church is expressed in many unique and diverse ways through local congregations as it fulfills its five primary purposes: to worship God; to experience community with each other; to engage in the process of spiritual growth; to equip each other for service; and to reach the world through mission. Matthew 16:18, Matthew 28:16-19; Acts 2:42-47; Romans 12:1-2; 1 Corinthians 12:12-13; Ephesians 2:19-22, 4:3-4, 11-16; Hebrews 10:25

## **ABOUT ETERNITY**

Created to exist forever, each person's death consummates his or her eternal destiny. Upon Christ's return, the dead will be raised together with those who are alive to face the judgment of God. He or she will either consciously exist in Hell—eternally separated from God by sin, or, in the new Heaven and new earth—eternally in union with God through forgiveness and salvation. John 3:16; Romans 6:23; 2 Corinthians 5:6-10; 1 Thessalonians 4:13-18; Hebrews 9:27; 1 John 2:25; 5:11-13; Revelation 20:15; Revelation 21:1-8

This list of core beliefs is an intentionally brief list, upheld with an understanding of freedom in which less essential matters are left to the conscience of our church leadership and our members. The less-essentials are important because we embrace the whole Word of God; but we also recognize there may be different interpretations and applications. We respect varying points of view, provided the essentials are not compromised. We speak the truth to define our faith and extend it to others, but we speak out of love for them, and out of love for Jesus Christ, who said, "by this everyone will know that you are my disciples, if you love one another." John 13:35 NRSV

If I am employed by Evergreen Christian Community, I accept and fully support the General Statements of Faith and voluntarily agree to refrain from any conduct in violation of Evergreen Christian Community's Biblical teachings or the Statements of Faith.

Signature of Applicant \_\_\_\_\_ Date \_\_\_\_\_

### **Exhibit 3**

#### **RELEASE**

#### **(INCLUDING AUTHORIZATION OF RELEASE OF INFORMATION, AND DEFENSE, INDEMNIFICATION AND HOLD HARMLESS OBLIGATIONS BY APPLICANT)**

I, \_\_\_\_\_, have applied for employment at Evergreen Christian Community (ECC).

I authorize Evergreen Christian Community, in its efforts to process my application and to check my background and contact references, to provide a copy of this release to any person or entity, and authorize Evergreen Christian Community and other parties to treat a facsimile copy of this release as if it were the signed original.

I authorize Evergreen Christian Community to contact any person or entity to obtain information about me, including the employers, organizations, supervisors, governmental agencies and references that I list in my application and others identified by Evergreen Christian Community. Without limiting the foregoing, I understand and agree that this release allows the Department of Social and Health Services, including Child Protective Services, to release information concerning me.

I hereby request, consent to, and authorize any current or former employer, person, firm, corporation, organization, education or vocational institution, or government agency to provide Evergreen Christian Community with information they have regarding me, including the release of information concerning my performance, qualifications, personal and work history, dates of employment, dates of volunteer service, job titles, reasons for leaving, salary, and opinions about me. The released information may be in the form of a letter of reference, a response to an evaluation form prepared by Evergreen Christian Community, telephone interviews or other interviews initiated by ECC, or any other means deemed appropriate by ECC. I understand that the information released may include facts and/or opinions that are unfavorable to me and/or with which I may disagree.

I hereby expressly waive any and all rights I may have of access to any letter of reference, to any response to an evaluation form, to anything discussed in telephone conversations or interviews, or information otherwise obtained by Evergreen Christian Community, including any right to inspect and review, any right to have a copy made for my use, and any right to request an amendment of or correction to any released information.

I hereby release and agree to defend, indemnify and hold harmless Evergreen Christian Community and its past, present and future pastors, elders, deacons, leaders, employees, directors, officers, volunteers, agents, successors and assigns, and insurers from any and all liabilities arising from or in any way related to requesting or receiving information about me. I also release and agree to defend, indemnify and hold harmless any person or organization or entity (whether listed in my application or not) and its respective directors, owners, officers, employees, volunteers and agents who provide information or references about me to Evergreen Christian Community from and against any and all liability arising from or in any way related to their disclosure of any information or opinions about me.

I hereby acknowledge that I have read, understand, and willingly sign and agree to this document.

**THIS STATEMENT CONTAINS A RELEASE OF CLAIMS AND AN OBLIGATION TO DEFEND,  
INDEMNIFY AND HOLD HARMLESS EVERGREEN CHRISTIAN COMMUNITY AND OTHERS.  
PLEASE READ IT CAREFULLY.**

This signed Release must be a part of the application package. The Release must be mailed, faxed, or taken to Evergreen Christian Community for the application to be considered complete.

Signature of Applicant \_\_\_\_\_ Date \_\_\_\_\_