



Employment Application

Name_____Date_____

Address_____

City_____Email_____

Home Phone_____Cell_____Work_____

Current Occupation_____

Education:

High School: Years completed (*circle one*) 1 2 3 4 Diploma or G.E.D. ☐ Yes ☐ No

School_____

College and/or Vocational School: Number of years completed (*circle one*) 1 2 3 4 5 6 7

School(s)_____

Major_____Degrees Earned_____

Describe any other areas of training, study or degrees_____

What is your reason for wanting to work at Informed Choices?

Do you possess any special skills or expertise in any of the following areas?

☐ Bilingual ☐ Fundraising ☐ HR ☐ Finances ☐ Business ☐ PR ☐ Technology ☐ Legal

☐ Counseling ☐ Accounting ☐ Public Speaking/Teaching ☐ Networking ☐ Writing ☐ Computer

Employment History:

List most recent employment first.

May we contact your present employer? ☐ Yes ☐ No

Employer _____ Date of Employment: From _____ To _____

Address _____ Telephone _____

Position/Duties _____

Supervisor's Name _____ Reason for Leaving _____

Employer _____ Date of Employment: From _____ To _____

Address _____ Telephone _____

Position/Duties _____

Supervisor's Name _____ Reason for Leaving _____

Employer _____ Date of Employment: From _____ To _____

Address _____ Telephone _____

Position/Duties _____

Supervisor's Name _____ Reason for Leaving _____

List any special training or areas of study including biblical studies or educational experiences.

List any special areas of interest or hobbies.

Describe positions held or services performed within the community or other volunteer organizations.

How do you feel about abortion as a solution to a problem pregnancy?

Under what circumstances would you consider abortion as an alternative for a woman with an unintended or unwanted pregnancy?

Never an option ____ In case of rape/incest ____ In case of extreme psychological stress ____ other ____

Do you feel single individuals should use birth control rather than taking a chance of pregnancy or STDs?

References:

Please provide two references and a pastor if possible

	Name	Address	Phone	Years Known
1.	_____	_____	_____	_____
2.	_____	_____	_____	_____
3.	_____	_____	_____	_____

Applicant's Certification and Agreement

I certify that the facts set forth in this employment application are true and complete to the best of my knowledge, and I authorize Informed Choices to verify their accuracy and to obtain reference information on my work performance and character.

I release Informed Choices and any person or entity providing such reference information from any and all liability relating to the provision of such information or decisions made relating to employment at Informed Choices based upon such information.

I understand that as an employee, any falsified statements or omissions of material information on this application may lead to my position being curtailed. If I am offered a position, I agree to fully adhere to the Policies and Procedures of Informed Choices. However, I understand that neither the existence of such policies and procedures nor anything said during my interview process shall be deemed to create an express or implied association with Informed Choices as an employee. I understand that any position

that may be offered to me will be for an indefinite duration and on an at will basis. I understand that either I or Informed Choices will have the right to terminate any such association at any time with or without notice or cause.

By signing below I acknowledge that I have received, understand and am in alignment with the Mission & Purpose, Commitment of Care and Competency, Commitment to Christian Living, Commitment to Core Principles, and Statement of Faith of Informed Choices.

Signature of Applicant_____ Date_____

Commitment of Care and Competency

- We operate and comply with applicable laws and regulatory requirements regarding employment, fundraising, financial management, taxation, and public disclosure, including filing all applicable government reports in a timely manner.
- Medical Services are provided in accordance with all applicable laws and pertinent medical standards, under the supervision and direction of a licensed physician.
- Our board members, staff, and volunteers receive appropriate training to uphold these standards.
- We provide a safe environment by requiring Department of Justice Livescan background checks screening on board members, staff, and volunteers for best practices before serving at Informed Choices (January 2022).
- We are governed by a Board of Directors and operate in accordance with our Articles of Incorporation, Bylaws, Mission and Purpose, and Core Principles.
- All board members, staff, volunteers, and other representatives of Informed Choices shall agree with our Statement of Faith, profess Jesus Christ as Lord and Savior, hold a solid pro-life position on abortion, and live a lifestyle consistent with biblical values as described in our Commitment to Christian Living.
- Client Information is held in strict and absolute confidence. Medical releases and permission are obtained appropriately. Client information is only disclosed as required by law and when necessary to protect the client or others against imminent harm.
- We believe in the sanctity of human life from the moment of conception to natural death. We do not offer, recommend or refer for abortions or abortifacients, but we are committed to providing evidence-based, medically sourced information about abortion procedures and risks.
- Clients receive accurate information about pregnancy, fetal development, lifestyle issues, and related concerns.
- Clients are treated with respect, honesty, and in a supportive manner, in accordance with Our Promise.
- All our advertising and communication are truthful and honest and accurately describe our services.

Commitment to Christian Living

The Greatest Commandment.

And one of the scribes came up and heard them disputing with one another, and seeing that he answered them well, asked him, "Which commandment is the most important of all?" Jesus answered, "The most important is, 'Hear, O Israel: The Lord our God, the Lord is one. And you shall love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.' The second is this: 'You shall love your neighbor as yourself.' There is no other commandment greater than these." (Mark 12:28-31 ESV)

The Great Commission.

Now the eleven disciples went to Galilee, to the mountain to which Jesus had directed them. And when they saw him they worshiped him, but some doubted. And Jesus came and said to them, "All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age." (Matt. 28:16-20 ESV)

Love and Devotion.

And they devoted themselves to the apostles' teaching and the fellowship, to the breaking of bread and the prayers. And awe came upon every soul, and many wonders and signs were being done through the apostles. And all who believed were together and had all things in common. And they were selling their possessions and belongings and distributing the proceeds to all, as any had need. And day by day, attending the temple together and breaking bread in their homes, they received their food with glad and generous hearts, praising God and having favor with all the people. And the Lord added to their number day by day those who were being saved. (Acts 2:42-47 ESV)

Living in Unity.

I therefore, a prisoner for the Lord, urge you to walk in a manner worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, eager to maintain the unity of the Spirit in the bond of peace. (Ephesians 4:1-3 ESV)

Christian Character.

Now the works of the flesh are evident: sexual immorality, impurity, sensuality, idolatry, sorcery, enmity, strife, jealousy, fits of anger, rivalries, dissensions, divisions, envy, drunkenness, orgies, and things like these. I warn you, as I warned you before, that those who do such things will not inherit the kingdom of God. But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, self-control; against such things there is no law. And those who belong to Christ Jesus have crucified the flesh with its passions and desires. If we live by the Spirit, let us also keep in step with the Spirit. Let us not become conceited, provoking one another, envying one another. (Galatians 5:19-26 ESV)

Purity & Human Sexuality.

Or do you not know that the unrighteous will not inherit the kingdom of God? Do not be deceived: neither the sexually immoral, nor idolaters, nor adulterers, nor men who practice homosexuality, nor thieves, nor the greedy, nor drunkards, nor revilers, nor swindlers will inherit the kingdom of God. And such were some of you. But you were washed, you were sanctified, you were justified in the name of the Lord Jesus Christ and by the Spirit of our God.

"All things are lawful for me," but not all things are helpful. "All things are lawful for me," but I will not be dominated by anything. Food is meant for the stomach and the stomach for food"—and God will destroy both one and the other. The body is not meant for sexual immorality, but for the Lord, and the Lord for the body. And God raised the Lord and will also raise us up by his power. Do you not know that your bodies are members of Christ? Shall I then take the members of Christ and make them members of a prostitute? Never! Or do you not know that he who is joined to a prostitute becomes one body with her? For, as it is written, "The two will become one flesh." But he who is joined to the Lord becomes one spirit with him. Flee from sexual immorality. Every other sin a person commits is outside the body, but the sexually immoral person sins against his own body. Or do you not know that your body is a temple of the Holy Spirit within you, whom you have from God? You are not your own, for you were bought with a price. So glorify God in your body. (1 Corinthians 6:9-20 ESV)

Marriage.

The man gave names to all livestock and to the birds of the heavens and to every beast of the field. But for Adam there was not found a helper fit for him. So the God caused a deep sleep to fall upon the man, and while he slept took one of his ribs and closed up its place with flesh. And the rib that the Lord God had taken from the man he made into a woman and brought her to the man. Then the man said, "This at last is bone of my bones and flesh of my flesh; she shall be called Woman because she was taken out of Man." Therefore a man shall leave his father and his mother and hold fast to his wife and they shall become one flesh. And the man and his wife were both naked and were not ashamed. (Genesis 2:20-25 ESV)

Commitment to Core Principles

Statement of Biblical Authority

The statement of faith does not exhaust the extent of our faith. The Bible itself is the sole and final source of all that we believe as interpreted and applied by our governing board. We believe the Bible to be the inspired, infallible Word of God and is final authority concerning morality and conduct of mankind. For purposes of our religious foundations, our Board of Directors in consultation with the Pastoral Advisory Committee is the final interpretive authority on the Bible's meaning and application.

Statement on Marriage, Gender and Sexuality

We believe that the term "marriage" has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, bestiality, incest, pornography or any attempt to change one's gender, or disagreement with one's biological gender, is sinful and offensive to God. (Gen. 1:26-27, 2:18-25; Ex. 20-14, 16, 22:18; Lev. 18:22-23, 20:13, 15-16; Deut. 22:5; Matt. 15:16-20, 19:4-6, 9; Rom. 1:26-31; I Cor. 6:9-10, 15-20; Phil. 2:14-16; Heb. 13:4; I Tim. 1:8-11; Jude 7) We believe that in order to preserve the function and integrity of the purposes and mission of our organization, and to provide a biblical role model to the clients we serve and members and the community, it is imperative that all persons employed by the organization in any capacity, or who serve as volunteers, should abide by and agree to this Statement on Marriage, Gender and Sexuality and conduct themselves accordingly. We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with scripture nor the mission of this organization.

Statement of Sanctity of Human Life

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including all pre-born babies, the aged, the physically or mentally challenged and every other stage or condition from conception through natural death. We are therefore called to defend, protect and value all human life.

Qualifications of Members, Staff and Volunteers

All members of the Board of Directors, all officers, all employees and volunteers, all advisory board members and committee members and any key contractors or consultants shall be composed only of individuals who are dedicated Christians and evidence a deep spiritual life and an active love for Jesus Christ and His work. All are to be in agreement with the Mission and Purpose, Core Principles, and objectives of the organization. All shall sign an agreement statement pertaining to the Statement of Faith, Mission & Purpose, and Commitment to Core Principles; and shall meet any additional qualifications as established by the Board of Directors.

Statement of Faith

1. We believe the Bible to be the inspired, infallible, authoritative Word of God.
2. We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.
3. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
4. We believe that for the salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential, and that this salvation is received through faith in Jesus Christ as Savior and Lord and not as a result of good works.
5. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life and to perform good works.
6. We believe in the resurrection of both the saved and the lost; and that the saved have been saved unto the resurrection of life and that the lost are lost unto the resurrection of damnation.
7. We believe in the spiritual unity of believers in our Lord Jesus Christ.