



EVERGREEN CHRISTIAN

EMPLOYMENT APPLICATION



Evergreen Christian Community
1000 Black Lake Blvd. SW, Olympia, WA 98502
360-352-3410 | evergreenpnw.com

Evergreen Christian School
1010 Black Lake Blvd. SW, Olympia, WA 98502
360-357-5590 | ecsolympia.com

EVERGREEN CHRISTIAN SCHOOL

*“To assist the family by providing a Christ-centered,
Bible-based education that inspires each student to pursue excellence
in moral character, academics, and service to others.”*

PROFESSIONAL APPLICATION: TEACHER

Your interest in Evergreen Christian School is appreciated. We invite you to complete this initial application and return it to the above address. If we have continued interest in your candidacy, we will arrange for a personal interview.

We realize that the key to a successful Christian school is its faculty. We are seeking applicants who are professionally qualified, who love children, and who, by the pattern of their lives, are Christian role models. 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 School. 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. Transcripts
3. References
4. Personal Philosophy
5. Copy of Teaching Certificate

Profile

Application Date _____ Date Available _____

Full Name _____
 Last First Middle

Address _____
 Street City State Zip

Cell Phone _____ Home Phone _____

Email _____ Best Time to Call _____

Position(s) Applied For

(1) _____ (2) _____ (3) _____

Do you have a valid Teacher's Certificate? _____ State _____ Type _____

If you do not hold a current Washington State Teacher Certificate, what requirements do you lack? _____

Number of years of teaching experience _____ (Christian) _____ (other) _____

Endorsements	List semester hours in endorsement area(s)
_____	_____
_____	_____

Do you have an ACSI Teaching Certificate? _____ What level? _____

Have you had any courses in the Christian Philosophy of Education? _____

If so, where and when? _____

If not, would you be willing to take such a course by correspondence or otherwise? _____

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

Are you willing to attend and supervise school activities as assigned? _____

Will you participate willingly in committee/other professional work? _____

Please indicate your experience and willingness to lead or assist in curricular or extracurricular programs.

____ Speech/Drama

____ Cheerleading

____ Volleyball

____ Track

____ Performing Arts

____ Academic competition

____ Cross-Country

____ Basketball

____ Art

Other

Professional Qualifications

Degree

Date Received

Issuing Institution

Major(s) _____ Minor(s) _____

Cumulative Grade Point Average: Bachelor's _____ Graduate Work _____

Sequentially list your teaching experience, the most recent first:

School Name

Grade or Subject

Dates

Reason for leaving your most current position:

Professional References

Provide three references qualified to speak of your professional training and experience. *List your current or most recent principal or supervisor first.* Candidates are expected to have the references listed below provide a professional reference/letter of recommendation mailed directly to the school address at the top of this application form.

1. _____
Name Address City State Zip

Phone Position Email School

2. _____
Name Address City State Zip

Phone Position Email School

3. _____
Name Address City State Zip

Phone Position Email School

Employment History

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

1. Company _____ Dates of Employment _____
Position _____
Address _____
Supervisor's Name _____ Phone _____

2. Company _____ Dates of Employment _____
Position _____
Address _____
Supervisor's Name _____ Phone _____

3. Company _____ Dates of Employment _____
Position _____
Address _____
Supervisor's Name _____ Phone _____

Personal 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 (you may list your pastor). At least two of the references should speak to your ability to work with children. 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 employment 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 _____

Personal Philosophy

Note: On the next page, please label and succinctly answer each of the questions below in one or two paragraphs. (Please print.)

1. Why do you wish to teach in a Christian school?
2. What are the main characteristics that distinguish a Christian school from a public school?
What is your personal Christian philosophy of education?
3. What do you consider to be the proper classroom atmosphere for learning?
4. What is your philosophy of discipline?
5. What areas do you feel are your strengths? Weaknesses?

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: _____

3. Have you ever been investigated by the Office of Superintendent of Public Instruction?
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 and School (the “School”) 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 Statement of Faith (Exhibit 1), Criminal History Information Supplement (Exhibit 2), and Release (Exhibit 3).

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 and School (the "School").

I authorize the School, 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 the School and other parties to treat a facsimile copy of this release as if it were the signed original.

I authorize the School 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 the School. 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 the School 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 the School, telephone interviews or other interviews initiated by the School, or any other means deemed appropriate by the School. 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 the School, 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 the School 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 the School 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 THE SCHOOL 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 the School for the application to be considered complete.

Signature of Applicant _____ Date _____