



Arkansas Valley Pregnancy Center
118 W. 4th PO Box 249
La Junta, CO 81050
719-384-5561 * 719-384-5564 Fax
www.myavpc.com

EMPLOYMENT APPLICATION

Name _____

Address _____ City _____ State _____ Zip _____

Daytime Phone Number _____ E-mail _____

Position Applied for: _____

How did you hear about this employment position? _____

Are you seeking: Full-Time Employment or Part-Time employment?

EDUCATION

High School Attended: _____ Diploma G.E.D.

College and/or Vocational School: _____

Major _____

Degree(s) Earned _____

College and/or Vocational School: _____

Major _____

Degree(s) Earned _____

List Other Training or Certificates: _____

WORK HISTORY (List most recent employment first.)

Employer 1: _____

Position: _____ Dates of Employment: From _____ To _____

Address: _____

Telephone: _____

Supervisor's Name: _____ Salary: _____

Reason for Leaving: _____



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Employer 2: _____

Position: _____ Dates of Employment: From _____ To _____

Address: _____

Telephone: _____

Supervisor's Name: _____ Salary: _____

Reason for Leaving: _____

Employer 3: _____

Position: _____ Dates of Employment: From _____ To _____

Address: _____

Telephone: _____

Supervisor's Name: _____ Salary: _____

Reason for Leaving: _____

APPLICANT INFORMATION

1. Briefly state what makes you interested in working with the Arkansas Valley Pregnancy Center? _____

2. Have you ever worked for another non-profit organization or ministry? Yes No

If yes, please describe the organization and what you did there. _____

3. List your previous work experience, highlighting how the experience gained in those positions would benefit this job position. _____

4. What gifts, talents, and experience or personality traits would you bring to this ministry? _____

5. What skills and/or additional training do you possess, including computer skills, that are related to the job for which you are applying? _____

6. This organization is a pro-life Christian ministry. We believe the faith of our staff and volunteers is significant. Please define what a Christian is. _____

7. Do you consider yourself a Christian? Yes No Unsure If yes, please explain how you came into a relationship with Jesus Christ and when. _____

8. Rate your knowledge in the following areas:

- a. Knowledge of how abortions are performed/methods used
 Excellent Good Fair Poor
- b. Knowledge of existing laws in the State of Colorado regarding abortions.
 Excellent Good Fair Poor
- c. Knowledge of what the Bible teaches concerning the sanctity of human life.
 Excellent Good Fair Poor



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9. Under what circumstances, if any, do you consider abortion a viable option in your opinion? Please explain. _____

10. When do you think sexual intercourse is morally permissible? _____

11. Describe your feelings about single parenting. _____

12. Explain how you feel regarding a woman who has had an abortion. _____

13. Have you ever experienced any type of pregnancy loss due to abortion, miscarriage, still-birth or other? If yes, please explain. _____

14. Do you agree with the Arkansas Valley Pregnancy Center's

Yes No - Statement of Faith

Yes No - Code of Christian Conduct

Yes No - Statement of Principle

Yes No - The Colorado Statement on Biblical

Yes No - Policy on Abortion

Sexual Morality

If you answered no to any of the above, please explain _____



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REFERENCES

Pastoral Reference

Please provide the following information about the local church that you attend:

Church Name _____

Church Address _____

Church Phone Number _____

Pastor's Name _____

How long have you been involved in this church? _____

Please include the names and contact information of two people, ***other than your pastor and who are not related to you***, whom we may contact for references.

Reference #1

Name _____ Phone _____

Address _____ City _____ State _____ Zip _____

Reference #2

Name _____ Phone _____

Address _____ City _____ State _____ Zip _____



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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 Arkansas Valley Pregnancy Support Center to verify their accuracy and to obtain reference information on my work performance and character. I recognize personal social media accounts may be screened, and background check will be required if employment is offered. I understand that, if employed, any falsified statements or omissions of material information on this application may lead to my prompt dismissal. If I am offered and accept employment, I agree to fully adhere to ALL the policies and rules of my prospective employer. However, I understand that neither the existence of such policies and rules nor anything said during my interview process shall be deemed to create an express or implied employment contract. I UNDERSTAND THAT ANY EMPLOYMENT THAT MAY BE OFFERED TO ME WILL BE FOR AN INDEFINITE DURATION AND ON AN AT-WILL BASIS. I understand that either my prospective employer or I will have the right to terminate any such employment at any time with or without notice or cause.

Date _____

Signature of Applicant

Christianity is central to the purpose and mission of the Arkansas Valley Pregnancy Center. It is the Center's policy to be staffed, whether by employees or volunteers, with only committed disciples of Jesus Christ. 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 of the community, it is imperative that all persons working at the organization in any capacity, or who serve as volunteers, are to be in agreement with the provisions set forth here and the mission statement and objectives of the Center. Consequently, all employees and volunteers are expected to annually review and affirm his or her agreement with the five core documents included as a condition of affiliation with the Center, both in terms of doctrinal belief and practical application. Violation of these principles shall constitute cause for discipline up to and including termination. *I Timothy 4:12b and Philippians 1:27*

Date _____

Signature of Applicant

OUR COMMITMENT OF CARE AND COMPETENCE

- ❖ Clients are served without regard to age, race, income, nationality, religious affiliation, disability, or other arbitrary circumstances.
- ❖ Clients are treated with kindness, compassion, and in a caring manner.
- ❖ Clients always receive honest and open answers.
- ❖ Client pregnancy tests are distributed and administered in accordance with all applicable laws.
- ❖ Client information is held in strict and absolute confidence. Releases and permissions are obtained appropriately. Client information is only disclosed as required by law and when necessary to protect the client or others against imminent harm.
- ❖ Clients receive accurate information about pregnancy, fetal development, lifestyle issues, and related concerns.
- ❖ We do not offer, recommend or refer for abortions, abortifacients or contraceptives. We are committed to offering accurate information about related risks and procedures.
- ❖ All of our advertising and communication are truthful and honest and accurately describe the services we offer.
- ❖ We provide a safe environment by screening all volunteers and staff interacting with clients.
- ❖ We are governed by a board of directors and operate in accordance with our articles of incorporation, by-laws, and stated purpose and mission.
- ❖ We comply with applicable legal and regulatory requirements regarding employment, fundraising, financial management, taxation, and public disclosure, including the filing of all applicable government reports in a timely manner.
- ❖ Medical services are provided in accordance with all applicable laws, and in accordance with pertinent medical standards, under the supervision and direction of a licensed physician.
- ❖ All of our staff, board members, and volunteers receive appropriate training to uphold these standards.

STATEMENT OF FAITH

While the Arkansas Valley Pregnancy Center is a broad-based organization subscribing to no particular sectarian viewpoints, we do hold the following to be essential to the organization's stated evangelical viewpoint:

1. The Bible is the Word of God and is inerrant in its original writings, being verbally and entirely inspired by God. Its authority is absolute and extends not only to matters of doctrine, but also to all matters of faith and practice. (*Hebrews 4:12; II Timothy 3:16-17; II Peter 1:21*)
2. There is one God who eternally exists in three persons: Father, Son, and Holy Spirit. (*Deuteronomy 6:4; II Corinthians 1:2; John 1:1; Acts 5:3-4*)
3. Jesus Christ is both fully God and fully man. Historically, He was virgin born, lived a sinless life, died a vicarious death for the forgiveness of all sin, was bodily raised from the dead, and ascended to heaven. Presently He sits at God's right hand making intercession for His people. In the future He will return to earth in glory to establish His eternal kingdom. (*John 1:1; I Timothy 2:5; Matthew 1:23; Hebrews 4:15; Acts 1:9; I Corinthians 15:3-4; Romans 8:34; Revelation 19:11-21*)
4. Satan is real and a distinct person and is the prince of the kingdom of darkness. (*Isaiah 14:12-17*)
5. Man was created in God's image, however, his sin through Adam brought about death and separation from God. Therefore, all men are born with a sinful nature and are accountable for their sins. Men are reunited with God and saved from their sins by God's unmerited grace and mercy when they believe that Christ died for their sins. (*Genesis 1:26; Romans 5:1, 12; 3:23; John 8:24; II Samuel 12:23; Acts 16:31; I Corinthians 15:1-3*)
6. We believe in the spiritual unity of believers in our Lord Jesus Christ. (*John 17:23; Ephesians 4:3,13; Colossians 3:14*)
7. The people of God are united into one company of believers called the Church, the Body of Christ. (*Colossians 1:24; I Corinthians 1:2, 12:27; Jude 3*)
8. Marriage, Gender, and Sexuality. We believe the term "marriage" has only one meaning and that marriage is 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 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. (*Genesis 1:26-27, 2:18-25; Exodus 20:14 & 16, 22:18; Leviticus 18:22-23, 20:13, 15-16; Deuteronomy 22:5; Matthew 15:16-20, 19:4-6, 9; Romans 1:26-31; 1 Corinthians 6:9-10, 15-20; Philippians 2:14-16; Hebrews 13:4; 1 Timothy 1:8-10; 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 of the community, it is imperative that all board members, persons employed by this 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. Hatred and



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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.

9. 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.

As a Board Member, Employee, or Volunteer, I have read this Statement of Faith, agree with it, and will abide by these beliefs.

Signature

Date

Executive Director Signature

Date

STATEMENT OF PRINCIPLE

1. Arkansas Valley Pregnancy Center (AVPC) is an outreach ministry of Jesus Christ through His church. Therefore, the AVPC, embodied in its volunteers, is committed to presenting the gospel of our Lord to those who seek help through the AVPC – both in word and in deed. Commensurate with this purpose, those who labor as AVPC advisory council members, board members, employees and volunteers are expected to know Christ as their Savior and Lord.
2. AVPC is committed to providing its clients with accurate and complete information about both prenatal development and abortion.
3. AVPC is committed to assisting women in both prenatal and postnatal care by providing emotional support and practical assistance. Through the provision of God's people and the community at large, women may face the future with hope and plan constructively for themselves and their babies.
4. AVPC never discriminates in providing services because of race, creed, color, national origin, age, or marital status of its clients.
5. AVPC never advises, provides, or refers for abortion or abortifacients.
6. AVPC offers assistance free of charge at all times.
7. AVPC is committed to creating an awareness within the local community of the needs of pregnant women and of the fact that abortion only compounds human need rather than resolving it.
8. AVPC does not engage in contraceptive counseling or in referring for contraceptives or contraceptive services. Married women seeking contraceptive information should be urged to seek counsel, along with their husbands, from their pastor and physician.
9. AVPC recognizes the validity of adoption as one alternative to abortion but is not biased toward adoption when compared to the other life-saving alternatives. Centers are independent of adoption agencies, relating to them in the same manner as to other helpful referral sources. AVPC receives no payments of any kind from these agencies, does not enter into contractual relationships with them, and does not share combined office space. Adoption agencies are not established under the auspices of the Center. AVPC neither initiates nor facilitates independent adoptions.

As a Board Member, Employee, or Volunteer, I have read this Statement of Principle, agree with it, and will abide by these beliefs.

Signature

Date

Executive Director Signature

Date

THE COLORADO STATEMENT ON BIBLICAL SEXUAL MORALITY

The Bible reveals that God's character defines for us what it means to be sexually pure: God's mandate to His people is to "be holy, because I am holy."

We believe that God intends for people to enjoy sex within His established limits. However, because we live in a fallen world, we also believe the following:

Desire and experience cannot be trusted to set the morality of sex. The morality of sex is set by God's holiness.

God's standard is purity in every thought about sex, as well as in every act of sex. Sexual purity is violated even in thoughts that never proceed to outward acts. Sex must never be used to oppress, wrong or take advantage of anyone. Rape, incest, sexual abuse, pedophilia, voyeurism, prostitution and pornography always exploit and corrupt.

God's standards for sexual moral purity protect human happiness. But sex is not an entitlement, nor is it needed for personal wholeness or emotional maturity.

God calls some to a life of marriage and others to lifelong celibacy, but His calling to either state is a divine gift worthy of honor and respect. No one is morally compromised by following God's call to either state, and no one can justify opposing a divine call to either state by denying the moral goodness of that state.

Sexual behavior is moral only within the institution of heterosexual, monogamous marriage. Marriage is secure only when established by an unconditional, covenantal commitment to lifelong fidelity, and we should not separate what God has joined. Christians continue to debate whether there are a limited number of situations in which divorce is justifiable (Deut. 24:1-4; Matt. 19:9; I Cor 7:15), but all agree that divorce is never God's ideal; lifelong commitment should always be the Christian's goal.

Marriage protects the transcendent significance of personal sexual intimacy. Heterosexual union in marriage expresses the same sort of holy, exclusive, permanent, complex, selfless, and complementary intimacy that someday will characterize the union of Christ with the redeemed and glorified Church.

Sex in marriage should be an act of love and grace that transcends the petty sins of human selfishness and should be set aside only when both partners agree to do so, and then only for a limited time of concentrated prayer.

Sex outside of marriage is never moral. This includes all forms of intimate sexual stimulation that stir up sexual passion between unmarried partners. Such behavior offends God, and often causes physical and emotional pain and loss in this life. Refusal to repent of sexual sin may indicate that a person never has entered into a saving relationship with Jesus Christ.

The Old and New Testaments uniformly condemn sexual contact between persons of the same sex; and God has decreed that no one can ever excuse homosexual behavior by blaming his or her Creator.

The moral corruption of sexual sin can be fully forgiven through repentance and faith in Christ's atonement, but physical and emotional scars caused by sexual sin cannot always be erased in this life.

Christians must grieve with and help those who suffer hardships caused by sexual immorality, even when it is caused by their own acts of sin. But we must give aid in ways that do not deny moral responsibility for sexual behavior.



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We want to help men and women understand God's good plan for sexual conduct, and thereby to realize all the joy, satisfaction and honor God offers to sexual creatures made in His image.

As a Board Member, Employee or Volunteer, I have read the Colorado Statement on Biblical Sexual Morality, agree with it, and will abide by these beliefs.

Signature

Date

Executive Director Signature

Date

CODE OF CHRISTIAN CONDUCT

- We are conscious of the fact that everything we do, directly or indirectly, has the potential to reflect upon the Arkansas Valley Pregnancy Center as a whole.
- We always conduct ourselves with openness, forthrightness, and honesty in dealing with people and organizations, both internally and externally.
- We hold ourselves to the highest possible standard of conduct, always striving to avoid even the appearance of impropriety.
- All our communications are truthful, honest, and accurately describe the services we offer.
- We operate in accordance with all applicable laws.
- We respect confidentiality and only disclose information as required by law.
- We treat others with kindness, compassion and in a caring and courteous manner.
- We believe in the sanctity of life from the moment of conception to natural death.
- We oppose abortion under any circumstance.
- We oppose all forms of abortifacients.
- We give accurate information about pregnancy, fetal development, lifestyle issues, and related concerns.
- We do not offer, recommend or refer for abortions or abortifacients, but we are committed to offering accurate information about abortion procedures and risks.
- We believe the Bible is the authoritative Word of God and provides guidance for our lives.
- We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. We believe in the sanctity of marriage between one man and one woman as taught in the Bible. Therefore, all staff and volunteers commit to a lifestyle of sexual purity and will refrain from engaging in any sexual relationships outside the bonds of Christian marriage.
- We live a lifestyle consistent with biblical values.
- All "conflict of interest" relationships will be avoided with board members, staff, suppliers, those we serve, and other organizations with whom we deal, unless disclosed and approved.
- No one will accept gifts or favors which might influence the performance of their responsibilities.

I agree to uphold the values and beliefs expressed in this Code of Christian Conduct and promise to strive to live a biblical lifestyle. I understand that violation of these principles shall constitute cause for discipline up to and including termination.

Signature

Date

Executive Director Signature

Date

POLICY ON ABORTION

While recognizing the reality of the existence of legalized abortion in the United States, Arkansas Valley Pregnancy Center (AVPC) is, without apology, opposed to abortion as an acceptable means of dealing with unwanted pregnancies.

While recognizing legitimate rights of women, as well as all human beings, AVPC would approve of legislation that would protect the rights of unborn human beings. However, AVPC also recognizes that for the foreseeable future, the judicial and legislative branches of our national government will not extend that legal protection to the unborn. In view of that reality, AVPC holds to an "informed choice" position. That is defined as follows:

"Whether one agrees or disagrees with the legal choice to abort or not, the fact remains, that there is a choice. But that choice should be the most informed, educated, thought-out choice possible."

AVPC does not see abortion as an acceptable choice for the following reasons:

1. It is a violation of the Scriptural teachings on the taking of human life and is primarily a self-centered solution, rather than an others-centered solution.
2. Abortion is a human-rights issue and a violation of the civil rights of the unborn.
3. The abortion mentality de-humanizes and cheapens human life.
4. Abortion is a violent, cruel, and painful act upon a pre-born human.
5. There is increasing evidence of the varied emotional and physical problems experienced by women following an abortion. Men involved in the abortion decision are also experiencing emotional problems.

As a Board Member, Employee, or Volunteer, I have read this Policy on Abortion, agree with it, and will abide by these beliefs.

Signature

Date

Executive Director Signature

Date

Thank you for filling out this employment application. Please return it to:
The Arkansas Valley Pregnancy Center, 118 W. 4th Street, PO Box 249, La Junta, CO 81050.
Attention: Executive Director