

EMPLOYMENT APPLICATION FOR FIRST COAST WOMEN'S SERVICES

Name: _____ Position Sought: _____
Last First Middle Initial

Address: _____
Number and Street City State ZIP Code

Phone # _____ Email: _____

Are you 21+? ☐ Yes ☐ No

Are you legally eligible for employment in the United States?
(If offered employment, you will be required to provide documentation to verify eligibility.) ☐ Yes ☐ No

Have you ever been convicted of a crime other than a minor traffic offence? ☐ Yes ☐ No
(including while in the military) If yes, explain:

Education:

High School: Number of years completed _____ Diploma: ☐ Yes ☐ No GED: ☐ Yes ☐ No

Name of School _____

College and/or Vocational School: Number of years completed _____

School _____

Address _____

Major _____ Degrees Earned _____

Describe other training or degrees:

Employment History: List most recent employment first. May we contact your present employer? ☐ Yes ☐ No

Employer _____	Date of Employment From: _____ To: _____
Address _____	Position _____
Telephone _____	Salary _____
Supervisor Name _____	Reason for leaving _____

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Address _____	Position _____
Telephone _____	Salary _____
Supervisor Name _____	Reason for leaving _____

Additional Information:

1. What is your reason for seeking employment here?

2. What special skills, talents, gifts or personality traits would you bring to this ministry

3. This organization is a pro-life Christian ministry. We believe that our faith in Jesus Christ empowers us, enables us, and motivates us to provide crisis pregnancy services in this community. Please write a brief statement about how your faith would affect your work if hired.

4. Tell about any life experiences you have had which acquainted you with abortion

References: Please provide at least two employment references and at least two personal references (including your pastor):

	Name	Address	Phone #	Years Acquainted	Relationship
1.	<hr/>				
2.	<hr/>				
3.	<hr/>				
4.	<hr/>				

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 my prospective employer to verify their accuracy and to obtain reference information on my work performance and character. I give permission to my prospective employer to conduct a criminal background check to the extent that the position for which I am applying may involve interaction with minors. I release my prospective employer and any person or entity providing such reference information from any and all liability relating to the provision of such information or relating to any employment decisions made based upon such information. 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 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.

I further certify that I have read and that I am in full agreement with the pregnancy center's Statement of Faith and Core Values.

Signature of Applicant _____ Date _____

First Coast Women's Services' Core Values

WE CARE

1. First Coast Women's Services is committed to assisting women to carry to term 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.
2. First Coast Women's Services treats others with kindness, compassion and in a caring manner through sharing the love of Christ.
3. First Coast Women's Services is committed to creating 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.
4. First Coast Women's Services offers assistance free of charge at all times.

WE BELIEVE

5. First Coast Women's Services is an outreach ministry of Jesus Christ through His church. It is committed to presenting the Gospel of our Lord to women and their families both in word and in deed. Commensurate with this purpose, those who labor as Board Members, Staff and Volunteers are expected to know Christ as their Savior and Lord, and agree with the First Coast Women's Services Statement of Faith.
6. FCWS opposes abortion and, therefore, does not offer, recommend or refer for abortions or abortifacients, but is committed to offering accurate, documented information about abortion procedures and risks.
7. FCWS believes in the sanctity of life from the moment of conception to natural death.
8. FCWS believes in chastity outside of marriage and fidelity within. It believes 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 which reflects sexual purity, including not cohabiting before marriage or not engaging in any sexual relationships outside of the bonds of Christian marriage.
9. First Coast Women's Services believes that God wonderfully and immutably created each person male and female and that these two distinct, complementary genders together, reflect the image and nature of God. We believe that gender is assigned at conception, and the Holy Scripture does not permit an individual to alter their sexual identity physically or otherwise. (See Genesis 1:27)
10. First Coast Women's Services does not recommend, provide, or refer single women for contraceptives. (Married women seeking contraceptive information should be urged to seek counsel, along with their husbands, from their pastor or physician.)

First Coast Women's Services' Core Values

WE BELIEVE (CONT.)

11. First Coast Women's Services is committed to integrity in dealing with clients, earning their trust and providing promised information and services. The ministry denounces any form of deception in its corporate advertising or individual conversations with clients.

WE COMPLY

12. First Coast Women's Services provides services without regard to age, race, income, nationality, religious affiliation, disability or other arbitrary circumstances.

13. FCWS will only disclose client information as required by law and when necessary to protect people against imminent harm.

14. FCWS gives accurate, documented information about pregnancy, fetal development, lifestyle issues, and related concerns.

15. FCWS is truthful, honest, and accurately describes the services offered in all of its advertising and communications.

16. FCWS is governed by a Board of Directors, and operates in accordance with its Articles of Incorporation, bylaws, and mission.

17. FCWS complies 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.

18. FCWS provides proof of pregnancy and limited ultra-sonography in accordance with applicable laws, and in accordance with pertinent medical standards, under the supervision and direction of a licensed physician.

19. FCWS provides appropriate training to uphold ministry standards to all of the staff and volunteers.

20. First Coast Women's Services recognizes the validity of adoption as one alternative to abortion, but is not biased toward adoption when compared to other life-saving alternatives.

First Coast Women's Services' Statement of Faith

PREAMBLE

We are living in an age of spiritual confusion and hostility toward truth and we see this statement of faith as an opportunity to express our beliefs as revealed and defined by Scripture. Therefore we embrace the following precepts and consider them essential toward fulfilling the work of this ministry.

1. We believe the Bible to be the inspired, the only infallible, authoritative Word of God.

Explanation: The word “inspired” means that the Bible is God’s personal revelation to mankind. Though written by men who were moved by the Holy Spirit, God remains its only author. The word “infallible” means that the Bible’s content is true without any errors. The Bible is considered “authoritative” in that it is the standard by which human conduct, creeds or theological opinions should be tried and measured. Regardless of ones position or association with any church, his or her words are not inspired and infallible and should never be considered the Word of God.

All Scripture is inspired by God and profitable for teaching, for reproof, for correction, for training in righteousness; so that the man of God may be adequate, equipped for every good work. 2 Timothy 3:16–17 (See also 2 Peter 1:20–21)

2. We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.

Explanation: We are monotheistic which means we believe in one God. There is one God who reveals Himself to mankind in three persons. Each person of the Godhead shares the same nature, essence and being, yet differs in function and personal attributes.

“Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age.” Matthew 28:19–20 (See also 1 John 5:7–8)

First Coast Women's Services' Statement of Faith

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.

Explanation: Jesus is God and is never considered to be anything less. He is not a god among many and His divine status is one that can never be achieved by mankind. While on earth He veiled His powers and made Himself lower than the angels that He should fulfill the redemption of mankind through the shedding of His blood. Though He took on the flesh of man and veiled His powers, Jesus never ceased being God. Jesus' position at the right hand proclaims His equality with God the Father. Jesus alone is mankind's redeemer and intercessor before the Triune God and He alone maintained a sinless existence on earth and any similar claims by those currently living or having existed in the past is false. No man may forgive another person's sins nor should anyone pray to God except through the person of Christ.

"Behold, the virgin shall be with child and shall bear a Son, and they shall call His name Immanuel," which translated means, "God with us." Matthew 1:23 (See also John 1:1, John 1:14, Galatians 4:4-5, 1 Timothy 2:5)

4. We believe that for the salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential and this salvation is received through faith in Jesus Christ as Savior and Lord and not as a result of good works.

Explanation: It is impossible for mankind to work for, earn or merit salvation. Regeneration (the new birth or the event of being born again) is a work of God whereby individuals become new spiritual beings under the lordship of Christ. It is a change of heart brought about by the Holy Spirit to which a sinful individual responds in repentance toward God and faith in Christ. Repentance and faith are inseparable experiences of God's grace. Repentance is a turning toward God and faith is a trust in the atoning work of Christ on the cross. Good works do not prepare one for salvation but rather are evidences of one having been born again. Salvation is not brought about by any earthly work or deed including baptism, confirmation, christening, church membership, communion or personal lifestyle.

For by grace you have been saved through faith; and that not of yourselves, it is the gift of God; not as a result of works, so that no one may boast. Ephesians 2:8-9 (See also Titus 3:5, Romans 3:28, John 14:6, 1 John 1:9.)

First Coast Women's Services' Statement of Faith

5. We believe in the present ministry of the Holy Spirit by whom indwelling the Christian is enabled to live a godly life and to perform good works.

Explanation: The Holy Spirit is the third person of the Godhead, fully divine. In the past He inspired the writers of the Bible and today through illumination He reveals its truths to mankind. He convicts people of sin, calls them to salvation and regenerates the new believer. Furthermore, the Holy Spirit cultivates Christian character and godly living. Upon salvation He indwells every believer sealing them till the final day of redemption.

"But I tell you the truth, it is to your advantage that I go away; for if I do not go away, the Helper will not come to you; but if I go, I will send Him to you. And He, when He comes, will convict the world concerning sin and righteousness and judgment." John 16:7-8 (See also 1 Corinthians 2:12, Ephesians 4:30)

6. We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation

Explanation: Once an individual passes this physical life, their eternal destiny is set. There exists no limbo or purgatory by which an individual can be prayed into heaven. Upon death the believer's spirit will ascend into Heaven and the lost individual's spirit will descend into Hades awaiting the final judgment which will send him or her to Hell for all eternity.

Having a hope in God, which these men cherish themselves, that there shall certainly be a resurrection of both the righteous and the wicked. Acts 24:15 (See also 1 Thessalonians 4:16, Revelation 20:15)

7. We believe in the spiritual unity of believers in our Lord Jesus Christ.

Explanation: There exists no one church, ecclesiastical body or denomination by which a person must be a member to be considered part of God's kingdom. There is one unifier of the Christian faith and that is the Holy Spirit which indwells each believer and who continually exalts our Savior and Lord Jesus Christ. We seek like-minded individuals from different evangelical traditions who fully embrace this Statement of Faith to serve and minister through this ministry.

There is one body and one Spirit, just as also you were called in one hope of your calling; one Lord, one faith, one baptism, one God and Father of all who is over all and through all and in all. Ephesians 4:4-6