



## Welcome to the YMCA of Columbia-Willamette

**Mission:** YMCA of Columbia-Willamette Mission: To put the Christian principles of love, respect, honesty, responsibility and service into practice through programs that build a healthy spirit, mind and body for all.

**Vision:** Strong Communities Inspired through Family, Fitness, Faith and Fun

### **Culture of Inclusion:**

Culture of Inclusion: The YMCA of Columbia-Willamette staff, volunteers, members, participants and guests thrive in culturally diverse and vibrant communities. The YMCA of Columbia-Willamette embraces all individuals and families and is inclusive and welcoming to all people regardless of the following protected classes: Ability, Age, Background, Ethnicity / race, Faith, Gender, Gender identity, Gender expression, Sexual orientation, Income, HIV or Hepatitis C, Breastfeeding, Whistleblower, The presence of sensory, mental, or physical actual Disability or perceived Disability, Marital status/familial status and/or Sex / Pregnancy. The YMCA believes that, in a diverse world, we are stronger when we are inclusive, when our doors are open to all, and when everyone has the opportunity to be part of the YMCA of Columbia-Willamette mission and our cause. Our staff and volunteers are members of these communities we serve and are integral to ensuring that the YMCA of Columbia-Willamette remains a vital resource to our members.

To fulfill our mission, we recruit, develop and maintain a diverse workforce in an environment of mutual support, encouragement, accountability, compassion and forgiveness.

Please consider our Mission and Vision while answering the question below.

**To fulfill our mission, we recruit, develop and maintain a diverse workforce in an environment of mutual support, encouragement, accountability, compassion and forgiveness.**

As part of the application process, in one page or less please answer the question below:

The YMCA of Columbia-Willamette's mission is to put the Christian principles of love, respect, honesty, responsibility and service into practice through programs that build a healthy spirit, mind and body for all. Please provide an example of how you would incorporate the mission of the YMCA in the job for which you are applying?



## INTERNAL EMPLOYMENT APPLICATION

Employee Number \_\_\_\_\_

Position for which you are applying: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Employee Name: \_\_\_\_\_

Current Supervisor: \_\_\_\_\_

Current Location: \_\_\_\_\_

Why do you want the position for which you are applying? \_\_\_\_\_

YMCA or other Certifications.

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What qualifications do you bring to this position? \_\_\_\_\_

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What would your current supervisor say about your work performance, your work ethic and your commitment to the YMCA vision and mission? \_\_\_\_\_

Why should you be selected for this position over other candidates? \_\_\_\_\_

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What are your career goals one year from now? \_\_\_\_\_

What are your career goals three years from now? \_\_\_\_\_



## INTERNAL EMPLOYMENT APPLICATION

I HEREBY AUTHORIZE MY PAST EMPLOYERS TO RELEASE INFORMATION TO THE YMCA of Columbia-Willamette regarding my employment. I give my permission for representatives of the YMCA of Columbia-Willamette to check references with any and all work-related contacts, including those listed on my employment application, those provided specifically by me, and any other contacts that may surface during the course of the hiring process. I understand that these references will be confidential and I will not have access to them. I indemnify and release the YMCA of Columbia-Willamette and all providers of information from any liability as a result of furnishing and receiving this information. This release of information covers my employment record in general, including information on the following: dates of employment; position(s) held; the quality and quantity of my work; my attendance habits (excluding worker's compensations, pregnancy, disability and protected absences); my relationship with co-workers and supervisors; my attitude toward work; reason for leaving and eligibility for rehire; strong and weak points; whether I have had outbursts of temper, threatened, provoked fights with or assaulted others, engaged in hostile or violent behavior, have a criminal record or any traits that would present security or safety issues for others; and other relevant information regarding my performance, skills, ability and suitability for employment sought. I authorize all previous employers and supervisors, including all persons with and for whom I have worked, to give YMCA of Columbia-Willamette's representatives any and all information regarding my previous employment and me. I release YMCA of Columbia-Willamette, and all previous employers and supervisors, from liability for any damages that may result from furnishing information to YMCA of Columbia-Willamette. (\_\_\_ Initial Here)

In consideration of my employment, I agree to conform to the instructions, rules and policies of YMCA of Columbia-Willamette. My employment and compensation can be terminated at any time, with or without cause and with or without notice, at the option of either the company or myself. (\_\_\_ Initial Here)

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Current Supervisors signature: \_\_\_\_\_ Date: \_\_\_\_\_