



## Welcome to the YMCA of Columbia-Willamette

Thank you for considering employment at the YMCA. The YMCA (Young Men's Christian Association) of Columbia-Willamette is an association of **people who are passionately committed to our vision and mission**. Our culture, based on our Christian heritage, is welcoming and accessible to all.

To fulfill our mission, we recruit, develop and maintain a diverse workforce in an environment of mutual support, encouragement, accountability, compassion and forgiveness. We are committed to the following:

- Establish long-term relationships
- Strive for excellence in all that we do
- Lead by example and serve others
- Develop people to their fullest potential
- Incorporate YMCA Christian principles into our work
- Thoroughly enjoy what we do

As part of the application process, in one page or less answer the questions below. Additional information about the mission and purpose of the YMCA of Columbia-Willamette can be found on our website: [www.ymcacw.org](http://www.ymcacw.org).

1. Why are you interested in working for the YMCA? What are your expectations?
2. The YMCA of Columbia-Willamette's vision statement is "Igniting the Passion for Excellence: Spirit, Mind, and Body." What does excellence look like for you: and how might you ignite the passion for excellence in this position?
3. What do you know about the mission of the YMCA? What is your reaction to the Christian based mission of our organization? Please provide an example of how you would put into practice the mission of the YMCA in the job you are applying for?
4. By providing examples, convince me that you can adapt to a wide variety of people, situations and environments. What obstacles did you face? How did you overcome them? What did you do?



# 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.

\_\_\_\_\_  
\_\_\_\_\_

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

\_\_\_\_\_  
\_\_\_\_\_

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? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

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: \_\_\_\_\_