

APPLICANT'S STATEMENT & AGREEMENT

In the event of my employment to a position with Every Generation Ministries (EGM), I understand the first ninety (90) days of full-time employment is an introductory period. During this introductory period my job performance, attendance, attitude, and overall interest in the job will be observed by EGM. Throughout the introductory period, EGM will be assessing my selection as an employee. Employees who fail to demonstrate the commitment, performance, and attitude expected by EGM may be terminated at any time during the introductory period. However, completion of the introductory period does not change or alter the "at-will" employment relationship. I continue to have the right to terminate my employment at any time, with or without cause or notice, and EGM has a similar right.

I further understand that EGM may contact my previous employers. I authorize those employers to disclose to EGM all records and information pertinent to my employment with them. In addition to authorizing the release of any information regarding my employment, I hereby waive any rights or claims I have or may have against my former employers, their agents, employees, and representatives, as well as other individuals who release information to EGM, and release them from any and all liability, claims, or damages that may directly or indirectly result from the use, disclosure, or release of any such information by any person or party, whether such information is favorable or unfavorable to me. I authorize the persons named herein as personal references to provide EGM with any pertinent information they may have regarding me.

I hereby state that all the information that I have provided on this application or any other documents completed in connection with my employment, and in any interview is true and accurate. I have withheld nothing that would, if disclosed, affect this application unfavorably. I understand that if I am employed and any information provided to EGM is found to be false or incomplete in any respect, I may be dismissed.

I further agree and acknowledge that EGM and I will utilize binding arbitration to resolve all disputes that may arise out of the employment context. Both EGM and I agree that any claim, dispute, and/or controversy that either I may have against EGM (or its directors, officers, managers, employees and agents) or EGM may have against me, arising from, related to, or having any relationship or connection whatsoever with my seeking employment with, employment by, or other association with EGM shall be submitted to and determined exclusively by binding arbitration under the Federal Arbitration Act, in conformity with the procedures of the California Arbitration Act (Cal. Code Civ. Proc. sec 1280 et seq., including section 1283.05 and all of the Act's other mandatory and permissive rights to discovery).

Included within the scope of this Agreement are all disputes, whether based on tort, contract, statute (including, but not limited to, any claims of discrimination and harassment, whether they be based on the California Fair Employment and Housing Act, Title VII of the Civil Rights Act of 1964, as amended, or any other state or federal law or regulation), equitable law, or otherwise, with exception of claims arising under the National Labor Relations Act which are brought before the National Labor Relations Board, claims for medical and disability benefits under the California Workers' Compensation Act, Employment Development Department claims, or as otherwise required by state or federal law. However, nothing herein shall prevent me from filing and pursuing proceedings before the California Department of Fair Employment and Housing, or the United States Equal Employment Opportunity Commission (although if I choose to pursue a claim following the exhaustion of such administrative remedies, that claim would be subject to the provisions of this Agreement). In addition to any other requirements imposed by law, the arbitrator selected shall be a retired California Superior Court Judge, or otherwise qualified individual to whom the parties mutually agree, and shall be subject to disqualification on the same grounds as would apply to a judge of such court. Resolution of the dispute shall be based solely upon the law governing the claims and defenses pleaded, and the arbitrator may not invoke any basis (including but not limited to, notions of "just cause") other than such controlling law. Awards shall include the arbitrator's issuance of written Award. I understand and agree to this binding arbitration provision and both I and EGM give up our right to trial by jury of any claim I or EGM may have against each other.

I understand that no supervisor or representative of EGM, other than its President, has any authority to enter into any agreement for employment for any specified period of time or make any agreement contrary to the foregoing. Oral representations made before or after I am hired do not alter this Agreement.

I ACKNOWLEDGE THAT IF I HAVE ANY QUESTIONS REGARDING THIS STATEMENT, I SHOULD ASK A EGM REPRESENTATIVE BEFORE SIGNING. I HEREBY ACKNOWLEDGE THAT I HAVE READ THE ABOVE STATEMENTS AND UNDERSTAND THE SAME.

Date

Signature of Applicant

Every Generation Ministries is an international, interdenominational Christian organization which ministers together with local churches to develop effective ministry to children and families. Since its inception in 1991, EGM has worked closely with national church leadership to establish nationally led national ministry teams that work on a nationwide basis to equip local churches for effective ministry to children and families.

OUR MISSION

Our statement of mission is: "Transforming children in Christ through His Church."

This means that our focus is children and that the ministry we seek to have is to see those children transformed. We know it is Christ who transforms and we believe the task of reaching the children has been given to His Church.

OUR VISION

We believe that God has called Every Generation Ministries to establish national ministry teams in 38 countries where over 75% of the world's children live that are governed, staffed and fully funded from their national Christian communities. These teams will develop a growing number of Model Children's Workers by providing innovative leadership development training programs and culturally relevant Bible teaching resources to children's workers serving in local churches.

Countries currently involved in EGM's vision:

Argentina, Belarus, Chile, Egypt, Democratic Republic of Congo, Hungary, Mexico, Peru, Poland, Romania, Uganda, Ukraine, U.S. Hispanic Ministry

EGM MINISTRY VALUES

Every Generation Ministries is rooted in Evangelical Christianity as understood in a positive historic sense. EGM is committed to Scripture as the divine revelation of God to humanity and to the truth and power of the Christian gospel to change individual lives. Inherent in the ministry of EGM are five core values taken from Scripture that influence every aspect of our ministry. We, as a ministry, have placed a special value on:

- Children
- The local Church
- Transformational ministry
- Excellence in stewardship
- National ministries.

Pursuing God's vision for ministry, EGM has committed itself to these five crucial values in all areas of our ministry.

I fully support the mission, vision and values of Every Generation Ministries.

--	--

Signature of Applicant

Date

Statement of Faith

We accept those large areas of doctrinal teaching on which, historically, there has been general agreement among all true Christians. We desire to allow for freedom of conviction on other doctrinal matters, provided that any interpretation is based upon accepted exegetical procedure and that no such interpretation shall become an issue which hinders the ministry to which God has called us.

We explicitly affirm our belief in these basic teachings as follows:

1. There is one true God, eternally existing in three persons—Father, Son and Holy Spirit—each of whom possesses equally all the attributes of Deity and the characteristics of personality.
2. We believe the Bible is God's infallible written Word, authoritative in all matters of faith and practice. We believe that it was uniquely, verbally and fully inspired by the Holy Spirit and it was written without error in the original manuscripts. It is the supreme and final authority on that which it speaks.
3. Jesus Christ is God, the living Word, who became flesh through the miraculous conception of the Holy Spirit and His virgin birth. Hence, He is perfect Deity and true humanity united in one person forever.
4. Jesus Christ lived a sinless life and voluntarily atoned for the sins of humanity by dying on the cross as their substitute, thus satisfying divine justice, expressing God's love and accomplishing salvation for all who trust in Him alone.
5. Jesus Christ arose from the dead in the same body, though glorified, in which He had lived and died.
6. Jesus Christ ascended bodily into heaven and sat down at the right hand of God the Father, where He, the only mediator between God and humanity, continually makes intercession for His own.
7. Humanity was originally created in the image of God and sinned by disobeying God; thus, was alienated from their Creator. That historic fall brought all humanity under divine condemnation.
8. Humanity's nature was corrupted by the Fall and is totally unable to please God. Every person is in need of regeneration and renewal by the Holy Spirit.
9. The salvation of any person is wholly the work of God's free grace and is not the result, in whole or in part, of human works, goodness or religious ceremony. God imputes His righteousness to those who put their faith in Christ alone for their salvation and thereby justifies them in His sight.
10. The Holy Spirit has come into the world to reveal and glorify Christ and to apply the saving work of Christ to humanity. He convicts and draws sinners to Christ, imparts new life to them, continually indwells them from the moment of spiritual birth and seals them until the day of redemption. His fullness, power, gifts and control are appropriated in the believers by faith.
11. Every believer is called to so live in the power of the indwelling Spirit that he will not fulfill the lust of the flesh, but will bear fruit to the glory of God.
12. Jesus Christ is the Head of the Church, His Body, which is composed of all people, living and dead, who have been joined to Him through saving faith.
13. God admonishes His people to assemble together regularly for worship, for participation in baptism and the Lord's Supper, for edification through the Scriptures and for mutual encouragement.
14. There will be a 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.
15. Jesus Christ will come again to the earth—personally, visibly and bodily—to consummate history and to fulfill the eternal plan of God.