



Fit Factors for CTK Employment

Success and satisfaction as an employee at Christ the King Church requires a certain level of “fit” within the organization and your given role. These five “Fit Factors” are qualities we consider when hiring, evaluating, and training all employees at CTK.

Character: *moral and ethical qualities that form a person’s public and private reputation. We believe a high-character person is truthful, faithful, generous, fair, respectful, humble and Christ-like (bearing the Fruit of the Spirit). We see the cores of character as integrity (consistent behavior in private and in public) and intent (desire to do the right thing).*

Competence: *the ability to do a job successfully or efficiently. We value employees who demonstrate the skills, natural talent, applicable experience, discipline, good instincts, and spiritual gifting required to perform well in their assigned role.*

Chemistry: *interaction with supervisors, co-workers, volunteers, and congregants. We value employees who “play well” with others and “lift” the room rather than bring it down. We expect an appropriate degree of camaraderie, connection, and cooperation between all employees.*

Culture: *the behaviors, beliefs and spirit that define an organization. Every church has a unique culture shaped by its locale, theology, history, style, preferences, unwritten rules, etc. Examples at CTK include authenticity, casual style, generous evangelicalism, theological simplicity, and servant leadership. An employee must be a good cultural fit in order to flourish.*

Core Commitments: *believing in and practicing six core commitments of discipleship. As an employee at CTK you are expected to:*

1. Consistently cultivate a vibrant relationship with Jesus Christ
2. Consistently participate in biblical community
3. Consistently reach out to people who are far from God
4. Consistently serve in a CTK ministry or another ministry that aligns with our mission, vision and values
5. Consistently steward personal resources to finance the ministry of CTK
6. Consistently attend corporate worship gatherings

I acknowledge that this Fit Factors document is neither a contract of employment nor a legal document. I have received the Fit Factors, and I understand that it is my responsibility to read and consider the Fit Factors as a step in the application process.

Name

Signature

Date