

Smoky Mountain **PREGNANCY CARE** Center

226 East Palmer Street
Franklin, NC 28734
828-349-3200
Fax (828) 349-0808

1165 W. Main St.
Sylva, NC 28779
828-293-3600
Text Only (720) SMPCC NC

www.smpcc.org www.smokypartners.com email: Karenwhitley@mysmpcc.com

Confidential Employment Application

Name _____ Date _____

Address _____ City _____ Zip _____

Phone Numbers _____ / _____ / _____
Home Work Cell

Email Address _____ Date of birth _____

Marital Status _____ Occupation _____

Previous Occupations (if any) _____

Have you ever worked in a medical facility? If so, where? _____

Have you ever worked in a Pregnancy Center? If so, where? _____

Previous volunteer experience _____

1. Do you consider yourself a Christian? Yes _____ No _____

2. What is a Christian? _____

3. When did you become a Christian? _____ Please share what led you to become a believer.

4. Share the areas of Christian growth and maturity that you believe have resulted since your conversion.

5. Do you attend a church? Yes _____ No _____ Sometimes _____

Church Name _____ Address _____

City _____ Zip _____ Pastor's Name _____

Phone _____ Denomination or affiliation _____

How long have you attended this church? _____

Describe positions held / services performed within the church _____

May we call your pastor for a reference? Yes _____ No _____ Telephone # _____

6. Give 2 References

a. Name _____ Telephone # _____

How do you know this person? _____

b. Name _____ Telephone # _____

How do you know this person? _____

I give permission for SMPCC to do a criminal background check. Yes _____ No _____

My full name (include middle initial): _____

Race: _____ age (if not listed above) _____ Gender _____

7. Please provide the following information about yourself:

What is the extent of your formal education? _____

Areas of concentration _____ List any special training, Biblical studies, or

educational experiences _____

8. For what reasons are you interested in volunteering at SMPCC? _____

How does your spouse / family feel about this involvement? _____

9. What special gifts, talents, or personality traits do you bring to this ministry? _____

10. Have you ever counseled someone who was considering abortion? Yes _____ No _____

Explain: _____

Have you ever had any traumatic experiences related to abortion that you would be willing to share?

Yes _____ No _____ Explain: _____

Under what circumstances would you consider abortion as an alternative for a woman with an unexpected pregnancy?

Never an option _____ In cases of rape / incest _____

In cases of extreme psychological distress _____ other: _____

11. **Personal Abortion Knowledge.** In this section, please provide a general evaluation of your knowledge in the following areas.

a. Knowledge of how abortions are performed / methods used to perform abortions:

excellent _____ good _____ fair _____ poor _____

b. Knowledge of the existing laws regulating abortion:

excellent _____ good _____ fair _____ poor _____

c. Knowledge of what the Bible teaches (directly or indirectly) about abortion:

excellent _____ good _____ fair _____ poor _____

Have you read or viewed any books, films, videos, internet or other materials that relate to abortion, pregnancy, or alternatives to abortion? Yes _____ No _____

Which of the following areas are you interested in? (Check as many as you wish)

Direct Client Related Services

- _____ Pregnancy-related counseling
- _____ Parenting Program Class
- _____ Friendship & encouragement
- _____ Give information on pregnancy, abortion, STIs, sexual integrity, parenting, adoption, and marriage
- _____ Counseling in Spanish
- _____ Men's ministry
- _____ Post abortion support (group or 1:1)

Indirect Services

- _____ Rewards Store
- _____ Support ministries (washing, folding, sorting clothes or clean baby items)
- _____ Housekeeping/ janitorial
- _____ "Fix-it" type projects
- _____ Yardwork
- _____ Brochure upkeep

Administrative

- _____ Receptionist
- _____ Newsletter / Newspaper articles
- _____ Computer work
- _____ Volunteer recruitment
- _____ Office work
- _____ Count & wrap coins from baby bottles
- _____ Interpretation from English to Spanish

Community Contact

- _____ Public relations
- _____ Fundraising events
- _____ Sexual integrity presentations
- _____ Outreach to college campus
- _____ Outreach to high schools
- _____ Speak to church/ ladies' groups
- _____ Speak to clubs/ organizations
- _____ Church liaison

Professional

- _____ Medical Doctor, degree _____

____ Nurse, degree _____
____ Clergy _____
____ Attorney _____
____ Counselor (LSW) _____
____ Marketing _____
____ Development Director _____
____ Other: _____

____ Pray for ministry of SMPCC _____
____ Tell others about SMPCC _____
____ Donate monetarily or materially _____
____ Make up packets (client/volunteer) _____
____ Other: _____

Other:

EMPLOYMENT AGREEMENT

1. Will hand in completed "Employment Application"
2. Agree to Mission Statement, Statement of Faith and Commitment of Care, and Statement of Principles
3. Agree to CONFIDENTIALITY of client information and I will not disclose at any time, any information or data concerning business or clients of Smoky Mountain Pregnancy Care Center, disclosed to or acquired by me in confidence.
4. **I understand that any breach of confidentiality as outlined in #3, can be cause for immediate dismissal of my position as a volunteer at SMPCC**

Signature

Date

Signature

Date

We appreciate you so very much and want your service to God and others to be a joyful and rewarding experience. Thank-you.

SMPCC'S COPY

Board Members 2025 & Staff
Smoky Mountain Pregnancy Care Center
BOARD OF DIRECTORS
Joanna Gamble - Chairman of Board
Barry Roma - Treasurer
Scott Massie - Secretary
Greg Boyer
Valerie Niskanen
Marie Cook
Senator H. Kevin Corbin
Krista Young
Robert Holland
Janet Sweimer

Staff

Karen Whitley, Executive Director {FT}
Pam Bowen - Finance Director/Special Events(FT)
Michelle Finnie – Client Services Director (FT)
Beckie Langston - Media Marketing Director (FT)
Heather Mallard - Case Manager (FT)

Medical Staff

Dr. Allison Smith, Volunteer Medical Director
Pam Raby RN, Nurse Sonographer, Nurse Manager/Office Manager, (FT)
Elaine Parfitt, RN, Nurse Sonographer (PT)
Debra Prince, RN, Nurse Sonographer (PRN)

CONTACT PERSON:

Michelle Finnie, Client Services Director; Pam Raby, Nurse Manager/Office Manager
Jenny Golding, Executive Director

SUPPORT SERVICES PROVIDED:

SMPCC has two locations with a medical clinic operating under the license, supervision and direction of Dr. Allison Smith with the assistance of professional nurses. SMPCC also provides patients and clients facing an unplanned/unwanted pregnancy the necessary support services to equip them to carry their babies to term. All services are provided at no cost to our client. Services that are available at both locations include:

SPECIAL NEEDS AND MATERIALS:

We are a Christian non-profit organization 501 c 3 supported by churches and individuals. Monetary gifts are accepted and receipts given.

- Donations allow both Franklin and Sylva locations to offer free services daily
- We accept material donations. (Items are dispersed at no cost to our clients)

Donated items accepted are:

- o Infant clothing – new preemie size to 7T
- o Maternity clothing
- o Baby furniture – bassinets, changing tables, strollers, high chairs, Pack-n-Plays
- o ***we cannot accept used car seats, cribs or stuffed toys due to safety issues***
- o Infant items – bedding, infant toys, blankets, new bottles, bath supplies

Tax receipts for material donations are issued upon request.

Mission Statement: We educate, encourage, and empower women and men to make informed life choices.

Vision Statement: To be the first choice for pregnancy answers & resources

Core Values: Life-Affirming Compassionate Non-judgmental Offering Hope

Christ-Centered

Committed to Excellence

Smoky Mountain Pregnancy Care Center's Statement of Faith
Reapproved by the SMPCC Board of Directors January 08, 2025

1. We believe in one God eternally existing in three persons: Father, Son, and Holy Spirit.
2. We believe in God the Father, whose creation reveals his unparalleled power and whose love extends to every person even before each is born.
3. We believe in the deity of Jesus Christ, His virgin birth, His sinless life, His miracles, His atoning death on the cross in our place, His bodily resurrection, His ascension to the right hand of the Father, and His future personal return in power and glory,
4. We believe that human beings are created in God's image, but because of human sin against God that image was defaced and fellowship with God was broken.
5. We believe that God has demonstrated His love for lost and sinful humanity, in that while we were yet sinners Christ died for us.
6. We believe that the Holy Spirit convicts us of sin and leads us to experience God's salvation through faith in Jesus Christ as Saviour and Lord, who alone reconciles us to God and who is restoring God's image in us.
7. We believe in the ongoing ministry of the Holy Spirit, who empowers us to live Godly lives and to express our personal faith in good works.
8. We believe in life after death of both the saved and the lost: the saved to dwell in God's presence forever, and the lost to exist eternally without God.
9. We believe that the Bible is the inspired, infallible, and uniquely authoritative Word of God, and our guide in faith and life.
10. We believe in the Body of Christ, which by the Holy Spirit is bound together in spiritual unity and sent out in gifted diversity to accomplish Christ's mission in the world.

Note: This statement of faith was developed by an interdenominational task force, consisting of Christians describing themselves as Evangelicals, Catholics, and Protestants of various denominations, all involved in one pregnancy center.

Smoky Mountain Pregnancy Care Center's Commitment of Care and Competence

1. Clients are served without regard to age, race, income, nationality, religious affiliation, disability, or other arbitrary circumstances.
2. Clients are treated with kindness, compassion and in a caring manner.
3. Clients always receive honest and open answers.
4. Client pregnancy testing is administered in accordance with all applicable laws.
5. Client information is held in strict and absolute confidence. Releases and permissions are obtained appropriately. Client information is only disclosed as required by law and when necessary to protect the client or others against imminent harm.
6. Clients receive accurate information about pregnancy, fetal development, lifestyle issues, and related concerns.
7. We do not offer, recommend, or refer for abortions or abortifacients, but are committed to offering accurate information about abortion procedures and risks.
8. All of our advertising and communication are truthful and honest and accurately describe the services we offer.
9. We provide a safe environment by screening all volunteers and staff interacting with clients.

10. We are governed by a board of directors and operate in accordance with our articles of incorporation, by-laws, and stated purpose and mission.
11. We comply 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.
12. Medical services are provided in accordance with all applicable laws, and in accordance with pertinent medical standards, under the supervision and direction of a licensed physician.
13. All of our staff, board members, and volunteers receive training to uphold these standards.

Final language as approved by the National Leadership Alliance of Pregnancy Care Services – March 3, 2009 Originally approved by SMPCC Board of Directors on July 20, 2009. SMPCC Board of Directors revised on January 17, 2017. Reapproved by Board January 08, 2025.

Smoky Mountain Pregnancy Care Center's Statement of Principle

Revised by SMPCC Board of Directors on January 08, 2025

1. Smoky Mountain Pregnancy Care Center is a Christian outreach ministry. As a Christian outreach ministry SMPCC, embodied in its volunteers, encourages presenting the gospel of Jesus Christ our Lord – both in word, whenever appropriate, and always in deed — to women and men facing pregnancies. Commensurate with this purpose, those who labor as board members, paid staff, and volunteers are expected to know and serve Jesus Christ as their Savior and Lord.
2. SMPCC is committed to providing its clients with accurate information about both fetal development and abortion.
3. SMPCC is committed to educate, encourage, and empower abortion vulnerable men and women to choose life and to carry their babies to term by providing emotional support, practical assistance, and referrals.
4. SMPCC is committed to integrity in dealing with clients, earning their trust and providing promised information and services. SMPCC denounces any form of deception in its corporate advertising and during individual conversations with clients.
5. SMPCC does not discriminate in providing services because of race, creed, gender, sexual orientation, national origin, age, or marital status of its clients.
6. SMPCC does not recommend, provide, or refer for abortion or abortifacients.
7. SMPCC offers all services free of charge.
8. SMPCC does not recommend, provide, or refer for contraceptives or birth control methods.
9. SMPCC recognizes the validity of adoption as one alternative to abortion but is not biased toward adoption when compared to other life-saving alternatives. SMPCC is independent of adoption agencies, relating to them in the same manner as to other helpful referral sources. SMPCC receives no payment of any kind from these agencies, does not enter into contractual relationships with them, and does not share combined office spaces. Adoption agencies are not established under the auspices of the center. SMPCC neither initiates nor facilitates independent adoptions, though they may refer for independent adoptions in states where it is legal.
10. SMPCC is committed to personally upholding the Biblical standard of abstinence before marriage, faithfulness within marriage, and that marriage is between one natural born male and one natural born female.
11. We comply 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.

Smoky Mountain Pregnancy Care Center's Code of Ethics Policy

We, as the board, staff and volunteers of Smoky Mountain Pregnancy Care Center (SMPCC) dedicate ourselves to carrying out the mission of this organization. We will do the following:

1. Recognize that the chief function of SMPCC at all times is to serve the best interests of our clients and their families.
2. Accept as a personal duty the responsibility to keep up-to-date on emerging issues and to conduct ourselves with professional competence, fairness, impartiality, efficiency, and effectiveness.
3. Respect the structure and responsibilities of the board, provide them with facts and advice as a basis for their making policy decisions, and uphold and implement policies adopted by the board.
4. Keep those we serve in our communities informed of relevant issues.
5. Conduct our organizational and operational duties with positive leadership exemplified by open communication, creativity, dedication, and compassion.
6. Exercise whatever discretionary authority we have under the law to carry out the mission of the organization.
7. Serve with respect, concern, courtesy, and responsiveness in carrying out the organization's mission.
8. Demonstrate the highest standards of personal integrity, truthfulness, honesty, and fortitude in order to inspire confidence and trust in our organization.
9. Avoid any interest or activity that is in conflict with the conduct of our official duties.
10. Respect and protect privileged information to which we have access in the course of our official duties.
11. Strive for personal and professional excellence and encourage the professional development of others.

Reapproved by the SMPCC Board of Directors January 08, 2025

Categories of Different Pregnancy Centers

Look at the categories below, the bolded categories best fit Smoky Mountain Pregnancy Care Center

1. Adoption – Licensed non-profit adoption agencies, professional staff, (some housing)
2. **Pregnancy Support** – Run by volunteers (Support services for PG women, peer support, classes, material aid, for those who have already decided to continue their pregnancies.)
3. Housing – Group setting, professional staff, and educational programs.
4. **Hotline Consulting** – Professionals, volunteers (phone support, makes referrals).
5. **Medical Services or Medical Clinic** – Medical personnel, lay volunteers (medical services to clients deciding alternatives, ultrasound to confirm a pregnancy. Some offer

additional medical services: STD testing, limited prenatal care, health assessments, & some resource see R).

6. **Post Abortion** – professionals, lay personnel (group or individual counseling)

7. **Resources** - professionals in various fields and lay volunteers (Wide range of resources are available for clients) such as:

Pregnancy tests	Support groups	Material items	Post abortion
Crisis interventions	Adoption support	Community referrals	healing programs
Medical	Peer counseling	Educational	
Consultations	Classes	programs	

8. Social Services – professionals, social workers, & counselors (foster care, counseling)

"We Educate Encourage and Empower"

As an employee, I have read the above and agree with the SMPCC's statement of creeds.

Name

Date

Application received on _____ By _____
Executive Director