



867 S. West Camano Drive, Camano Island, WA 98282 - (360) 387-7202

CANDIDATE PROFILE & APPLICATION INSTRUCTIONS

Facilities Assistant

October 20, 2025

Camano Chapel is seeking candidates for a Facilities Assistant. This is a full-time position that supports the Facilities Director and Administrative Director in maintaining the buildings, grounds, and vehicles of Camano Chapel. Each applicant will be prayerfully considered. We will be accepting applications beginning October 20, 2025; applications will be reviewed in a timely manner. Completed application packages must be submitted to Janita Aalto. Any questions should be directed to Janita Aalto at 360-387-7202 or by email, janitaaalto@camanochapel.org

Education:

- Minimum-High School Graduate

Experience:

- Self-directed
- Strong communication skills
- Strong organizational skills
- Able to lift 50 pounds
- Able to meet deadlines & manage many projects simultaneously

Doctrine, Character, Ability and Personality/Philosophical Match

- Interview(s) and references will determine:
 - Doctrinal match (*agreement with core beliefs*),
 - Character match (*a testimony of integrity*),
 - Ability match (*alignment of God's equipping and the desired role or position*), and
 - Personality/Philosophical match (*a fit for the culture of Camano Chapel*).

Each applicant will be prayerfully considered to determine a "Best Match" for ministry.

Ministry Description

DATE: October 15, 2025

POSITION TITLE: Facilities Assistant

REPORTS TO: Facilities Director

COMPENSATION: \$20.50 per hour

TIME ALLOCATION: Non-Exempt, Part Time-40 hours

BENEFITS: 80 Hours Vacation and paid sick leave per L & I regulations

PAID HOLIDAYS: Observe 9 Holidays as well as the week between Christmas through New Year's Day

GENERAL DESCRIPTION:

The Facilities Director in conjunction with the Administrative Director, selects a Custodian for an unspecified period of service:

- To serve the public and staff of Camano Chapel in facilities, equipment and grounds maintenance and security.
- To contribute to the team spirit of the staff through fellowship, encouragement, cooperation, and prayer support in keeping with the Purpose and Core Values of Camano Chapel.

COMPENSATION:

Compensation will be recommended by the Compensation, Audit and Budget Committee and approved each year by the Administrative Board. Vacation periods, sick leave, insurance coverage and other benefits are indicated in the written Employee manual.

POSITION PURPOSE STATEMENT:

To maintain a singleness of purpose, striving to fulfill the mission and purpose of Camano Chapel by:

- Cleaning and maintaining the facilities and grounds as directed by the Facilities Director.
- Providing room and events set up as directed by the Facilities Director.
- Taking measures to provide building and grounds security.

GENERAL REQUIREMENTS:

1. Able to accomplish workload, meeting deadlines, organizing and managing many projects simultaneously.
2. Able to clearly express thoughts to others and exchange both oral and written information.
3. Able to learn skillful application of tools, equipment and chemicals.
4. Able to gain knowledge of, and problem solve building systems (ie. electrical, plumbing, HVAC, mechanical systems, security etc.).
5. Be in good physical condition, bending, and lifting up to 50 pounds is required.
6. Be an independent worker.
7. Possess a valid Washington State Driver's License.
8. Maintains flexible working hours as determined by the Facilities Director.

NOTE: Work assignments may vary, as the employee becomes familiar with equipment and facilities as directed by the Facilities Director.

SPECIFIC OBJECTIVES AND RESPONSIBILITIES

To maintain buildings, grounds and vehicles (Average 40 hours/week):

- a. Help maintain a schedule to repair, service and maintain buildings, furnishings, grounds, equipment and vehicles.
- b. Use power cleaning equipment and hand tools such as brooms, mops, squeegees, buffers, polishers, and vacuums required for the cleaning and general maintenance of floors, walls, carpets and furniture. (Training will be provided in the operation of carpet cleaners).
- c. Clean and sanitize restrooms and restroom fixtures (i.e. sinks, toilets, and showers).
- d. Empty trash, recycle and shredder containers; cleaning chalkboards/whiteboards and erasers; dust furniture; sweep, vacuum, mop and burnish floors.
- e. Replace light bulbs, tissue and other restroom supplies.
- f. Assist Facilities Director by recognizing needs for building, grounds and vehicles upkeep – helping prioritize observations and requests into the work schedule.
- g. Clean sidewalks and driveways; wash windows, rake leaves and help maintain campus grounds.
- h. Ensure facility readiness:
 - Assist set-up of rooms on a daily basis as required for regular programs
 - Assist set-up adjustments as room requirements change for special programs and events.
- f. Secure the building and grounds:
 - Open buildings and prepare them for use, may maintain building security when facilities are not in use by checking for unlocked doors and unauthorized occupants.
 - Assist security needs and daily building and gate lock-up procedures.
- g. Along with the Facilities Director, coordinate volunteer work:
 - Assist on site volunteer work efforts
 - Assist volunteer work parties as needed

Typical Maintenance Work

- a. Maintain furniture (i.e. replace screws on tables, black plastic caps on chairs) as directed by the Facilities Director.
- b. Maintain a consistent appearance and high image quality in all areas of facilities and grounds.

Related Ministry Responsibilities:

- a. Develop reasonable daily work goals
- b. Communicate needs and issues as needed regarding facilities

NOTE: All concerns related to programs, building usage or people using the facilities should be directed through the Facilities Director.

EMPLOYMENT AT WILL

Employment is with the mutual consent of the employee and Camano Chapel for an indefinite period. Consequently, both the employee and Camano Chapel have the right to terminate the employment relationship at any time with or without cause or advance notice. This employment “at-will” relationship shall remain in effect throughout employment. The language used in this job description is not intended to create or constitute the terms of an employment contract between Camano Chapel and any applicant or employee. Nothing contained herein should be understood as a guarantee of employment; but rather, employment which is on an at-will basis (i.e., is not for any specific time period or duration, and can be terminated without reason at any time by either Camano Chapel or yourself).

This policy shall not be modified by any statements contained in any other employment applications, recruiting materials, memorandums, letters of understanding provided at the time of hire, or other material provided to employees in connection with their employment. Also, those documents shall not create an expressed or implied contract of employment. No manager, supervisor, or employee of Camano Chapel has any authority to independently enter into any agreement for employment for any specific period of time or to make any agreement for employment other than at-will. Completion of an introductory period or conferral of regular status shall not change an employee's status as an employee-at-will or in any way restrict the employer's right to terminate such an employee.

NOTE: Camano Chapel Elders reserve the right to decline acceptance of, or remove, any staff member who holds or advocates any beliefs in conflict with the Bible-based nature of Camano Chapel.

APPLICATION FOR EMPLOYMENT

Date _____

Position Desired: Facility Assistant

CANDIDATE PROFILE:

Last Name _____ First _____ Middle _____

Address _____ City _____ State _____ Zip Code _____

Home Phone (____) _____ Work Phone (____) _____

Cell Phone (____) _____ E-mail Address _____

Pay Requirement/Expectation (do not leave blank): _____ Date available for employment: _____

Are you 18 years of age or older? ☐ YES ☐ NO (If hired, you may be required to provide proof of age).

Do you have a relative currently on staff? ☐ YES ☐ NO (If yes, give name(s) and relationship). _____

Are you a member of Camano Chapel? ☐ YES ☐ NO (If no, what is the name of your current church? _____

CHURCH MINISTRY OR EMPLOYMENT PROFILE:

Do not substitute a résumé for this section:

Present Church or Employer _____ Phone (____) _____

Address _____ City _____ State _____ Zip Code _____

Dates of Service: _____ to _____ Starting Compensation _____ Ending Compensation _____

Name of Overseer _____ May we contact this person as a reference? YES NO

Average weekly attendance (If applicable): _____ Position and Ministry Description: _____

Reason for leaving: _____

Previous Church or Employer _____ Phone (_____) _____

Address _____ City _____ State _____ Zip Code _____

Dates of Service: _____ to _____ Starting Compensation _____ Ending Compensation _____

Name of Overseer _____ May we contact this person as a reference? YES NO

Average weekly attendance (*If applicable*): _____ Position and Ministry Description: _____

Reason for leaving: _____

Previous Employer _____ Phone (_____) _____

Address _____ City _____ State _____ Zip Code _____

Dates of Service: _____ to _____ Starting Compensation _____ Ending Compensation _____

Name of Overseer _____ May we contact this person as a reference? YES NO

Average weekly attendance (*If applicable*): _____ Position and Ministry Description: _____

Reason for leaving: _____

Please detail Christian ministries you have worked with, indicating the duration of your involvement, location and role.

In the same manner, please list any secular work experience that has helped you prepare for your ministry.

Please evaluate your practical abilities. Indicate whether you have: Limited skills, **Moderate skills**, or Proficiency.

	L	M	P		L	M	P
Recruit leaders	☐	☐	☐	Equip others for ministry	☐	☐	☐
Administration	☐	☐	☐	Work within a team	☐	☐	☐
Communication	☐	☐	☐	Microsoft Based Software	☐	☐	☐
Training Leaders	☐	☐	☐	Event planning	☐	☐	☐

Camano Chapel is a multiple staff church. Please give examples of how you would work with a ministry team and with your staff overseer.

EDUCATION PROFILE:

	Name:	Location:	Years Completed:	Graduated:	Last year:
High School	_____	_____	_____	☐ YES ☐ NO	_____
Trade or Business School	_____	_____	_____	☐ YES ☐ NO	_____
College (*)	_____	_____	_____	☐ YES ☐ NO	_____
Bible College or Seminary (*)	_____	_____	_____	☐ YES ☐ NO	_____
How many years of Bible have you had? _____					
Do you plan any further study? ☐ YES ☐ NO If yes, explain _____					

PERSONAL PROFILE:

What types of activities within your communities have you taken part in? _____

What are some of your favorite leisure, hobby and vacation interests? _____

What are your cultural interests (music, art, literature, and athletics) and how do you express these interests? _____

What books/periodicals have you read in the past 12 months (except for school)? Please list. _____

From past experience, how do you respond to stress? _____

Have you ever been convicted of a felony? ☐ YES ☐ NO (If yes, please give the date, place and nature of the charge of which you were convicted. Note: A conviction will not necessarily disqualify you from employment).

Do you have any current criminal charges pending against you? ☐ YES ☐ NO If yes, describe _____

May we check with your present or past employer for a reference? ☐ YES ☐ NO

If hired, can you furnish proof that you are eligible to work in the United States? ☐ YES ☐ NO (employment is contingent upon satisfactory proof of eligibility to work in the United States).

SPIRITUAL PROFILE:

Because of the unique nature of our ministry, we are concerned that our employees be committed to the Christian perspective as explained in our Statement of Faith. We expect all of our employees to actively pursue their walk with God and to be involved in times of prayer for the specific needs our Chapel family, and to not teach contrary to the "Doctrines Camano Chapel's Elders Hold to be True".

To help us evaluate our compatibility, please take a moment to answer the following questions.

Are you currently having a consistent quiet time and Bible based devotional life? ☐ YES ☐ NO

Are you currently leading regular devotions with your family? ☐ YES ☐ NO

Are you currently involved in a one-to-one discipleship relationship? ☐ YES ☐ NO

Are you committed to implementing the equipping ministry of Ephesians 4:11 in your personal ministry? ☐ YES ☐ NO

In the following space, write a brief sketch of your life. Please include:

1. How you came to know Jesus Christ as your personal Savior (*your personal letter of testimony.*)
2. Your life's purpose statement and its practical application to your daily life.
3. Pertinent factors such as childhood, setting (rural, urban, etc.), home life, salvation, church background, marriage, leading to ministry, etc., to the present time.

STATEMENT OF FAITH

To achieve coherence and unity within the ministry; to assure that the work of the ministry is conducted in a manner worthy of the calling to which Camano Chapel has been established; to maintain fidelity to the announced purpose, vision and mission of Camano Chapel, even as described in its constitution and by-laws; to advance these compelling interests of Camano Chapel; and to foster a loving supportive and redemptive work environment with the ministry, Camano Chapel evaluates each prospective employee in part, according to his or her ability and willingness to subscribe to these principles and requires that each employee of the organization enthusiastically embrace the Statement of Faith, The Doctrines Camano Chapel's Elders Hold to be True, as well as the Purpose, Vision and Mission statements as part of the employment process to affirm such principles in their lives, both in and out of the work place.

Please read the enclosed Camano Chapel Statement of Faith, The Doctrines Camano Chapel Elders Hold to be True, and Camano Chapel Constitution and Bylaws and sign below. Without reservation, I hereby agree with Camano Chapel's Statement of Faith and Doctrines Camano Chapel Elders Hold to be True.

Applicant's signature _____ Date _____

CHARACTER REFERENCES

Three references are needed. *(Please use references who know you well – 2 must be work related - not mere acquaintances.)*

Employer _____ Length of time known _____
Home Phone (____) _____ Work Phone (____) _____ ☐ Free to contact
☐ Please wait to contact

Employer _____ Length of time known _____
Home Phone (____) _____ Work Phone (____) _____ ☐ Free to contact
☐ Please wait to contact

Personal _____ Length of time known _____
Home Phone (____) _____ Work Phone (____) _____ ☐ Free to contact
☐ Please wait to contact

PLEASE READ EACH STATEMENT CAREFULLY BEFORE SIGNING

I certify that all information provided in this application and any attachments is true and complete. I understand that any false information or omission may disqualify me from further consideration of employment, or, if I am hired, may result in my dismissal from employment if discovered at a later date.

I understand that the employer may request an investigative consumer report from a consumer reporting agency. This report may include information as to my character, reputation, personal characteristics and mode of living obtained from interviews with neighbors, friends, former employers, schools and others. I understand I have a right to make a written request within a reasonable time for the disclosure of the name and address of the consumer reporting agency so that I may obtain a complete disclosure of the nature and scope of the investigation.

I authorize the investigation of any or all statements contained in this application. I also authorize wither listed or not, any person, school, current employer, past employers, and organizations to provide relevant information and opinions that may be useful in making a hiring decision. I release such people and organizations from any legal liability in making such statements.

Background Authorization:

I understand that prerequisites for all candidate finalists may include completion of the DISC Test and StrengthsFinder2.0 Personality Inventories (or similar human resource tool), and standard Washington State Department of Motor Vehicle evaluation as a part of final screening.

Employment at Will:

I understand that this application or subsequent employment does not create a contract of employment nor guarantee employment for any definite period of time. If employed, I understand that I have been hired at the will of the employer and that my employment may be terminated at any time, with or without cause and with or without notice. I understand that no employee or representative of Camano Chapel, has any authority to enter into any agreement for employment for a specified period of time or to make any agreement contrary to the foregoing except where stated in Camano Chapel's Constitution and By-laws. Further, no staff member may alter the at-will nature of the employment relationship unless done so specifically and in writing. This employment at will relationship shall remain in effect throughout your employment.

I have read, understand and consent by my signature to these statements.

Applicant's signature _____ Date _____

PRE-EMPLOYMENT INVESTIGATIVE REPORT RELEASE

I understand that Camano Chapel may obtain a consumer investigative report for employment purposes. This report will contain a review of my credit history. I further understand that the use of a photocopy of this form may be necessary to verify this information; I authorize this use and request that such a photocopy be honored fully.

POST-EMPLOYMENT INVESTIGATIVE REPORT RELEASE

I understand if hired by Camano Chapel my fingerprints may be submitted to the FBI in compliance with Title 12 of the United States Code, Section 1730.

Full Name (Print)

Social Security Number

Signature of Applicant

Date

Street Address

City

State

Zip Code