



Employment Application

Your interest in applying for the teaching position at **River City Believers Academy** is appreciated. We invite you to fill out this application and return it to our school office, at which time we will review your application and contact your references. We realize that the key to a successful Christian school is its staff; therefore, we are seeking personnel who are experienced and qualified, who really love the Lord, and who, by the pattern of their lives, are Christian role models (Luke 6:40). We look forward to receiving your application. Thank you for your interest in the ministry of our school. It is our prayer that God will fulfill His perfect will in the lives of all applicants.

A. APPLICANT'S NAME AND ADDRESS

Full name: _____ Birth date: _____
Application date: ____/____/____ Date available: _____
Present address: _____

Phone: Day (____) _____ Evenings (____) _____
Best time to call you? _____ Soc. Sec. No. _____
How long have you lived at the above address? _____
Permanent address and phone number if different than present address (if applicable): _____

**On separate piece of paper, please indicate additional addresses where you have resided during the past five years.*

B. POSITION DESIRED

How did you learn about the position for which you are applying? _____

Please list extra-curricular activities or sports which you would be capable of or willing to direct, sponsor, advise or coach. (Indicate the grade level or ability levels.) _____

What would you like to be doing five years from now? _____

C. PERSONAL INFORMATION

Marital – Being a Christian role model in all aspects of life is a major requirement for this position. The Bible is our standard for marriage and sexual conduct. It is a bona fide occupational requirement for the staff to live by those standards. Please indicate your marital status.

Single _____ Engaged _____ Married _____ Separated _____ Divorced _____
Re-married _____ Widow(er) _____

If you are married:

Spouse's name _____ Years married _____

Occupation _____

Please attach a typed explanation if divorced or remarried.

Personal – (If you answer “yes” to any of the questions in the following section, please attach a separate sheet indicating the nature of the suit, offense, date, court, and disposition or other appropriate explanation. Please type your answer.)

Are you presently being investigated or under a procedure to consider your discharge for misconduct by your present employer or if you offered a resignation, by your previous employer? Yes _____ No _____

Have you ever been reprimanded, disciplined, discharged, or asked to resign from a prior position? Yes _____ No _____

Have you ever resigned from a prior position without being asked, but were under circumstances involving your employer's investigation of sexual harassment or sexual contact with another person, of mishandling of funds, or of criminal conduct? Yes _____ No _____

Have you ever been charged in civil or criminal proceedings with improprieties regarding children? Yes _____ No _____

Have you ever been convicted of any offense involving dishonesty, breach of trust, stealing, any type of moral impropriety, or any type of felony? Yes _____ No _____

Have you ever entered a court plea of guilty, a court plea of “no contest” (nolo contendere), or has any court ever deferred further proceedings without entering a finding of guilty and placed you on probation or in public service or in an education program for any crime other than a minor traffic offense? Yes _____ No _____

Ability to Perform Essential Job Functions

Is there any reason why you might be unable to perform all the duties and responsibilities of the position for which you are applying? Yes _____ No _____ If yes, please explain. _____

If you answered “yes” to the above question, is there anything that we can do to reasonably accommodate your needs so that you would be qualified to perform the duties and responsibilities of this position?

If you are offered a position, will you be able to verify that you are legally permitted to be employed in the United States? Yes _____ No _____

D. CHRISTIAN BACKGROUND

*** In your own handwriting on a separate piece of paper, briefly give your Christian testimony.**

Do you believe the Bible to be the ONLY inspired and infallible Word of God, our final authority in all matters of faith, truth, and conduct?

Yes _____ No _____ Signature: _____

Please carefully read our Doctrinal Statement (pp. 9-11) and indicate below your degree of support.

_____ I fully support the Doctrinal Statement as written without mental reservations.

Signature: _____

_____ I support the Doctrinal Statement except for the area(s) listed and explained on a separate paper (typed answers please). The exceptions represent either disagreements or items for which I have not yet formed an opinion or conviction.

Signature: _____

Denominational preference? _____

What is your local church affiliation? _____

Are you presently a member in good standing? _____ Years? _____

In what church activities are you involved and with what degree of regularity? _____

What other Christian service have you done since becoming a Christian? _____

What is your attitude toward working with those of other races and those of other Christian denominational beliefs? _____

Describe your routine of personal Bible study and prayer life. _____

E. PROFESSIONAL QUALIFICATIONS

*** Please attach a copy of your current resume.**

What degrees do you hold?

| Degree | Date received | Issuing Institution | Major(s) Minor(s) |
|--------|---------------|---------------------|-------------------|
|--------|---------------|---------------------|-------------------|

Have you had any courses in the Christian Philosophy of Education? _____

If so, where and when? _____

If not, would you be willing to take such a course? _____

Have you had other courses giving specific training for Christian day schools? _____

Give details: _____

List any conferences or seminars that you have led in the past. _____

F. PERSONAL PHILOSOPHY

** On a separate paper, please label and succinctly answer in one or two sentences each of the questions below. Please type your answers.*

1. Why do you wish to work in a Christian school?
2. What are the main characteristics that distinguish a Christian school from a public school?
3. What areas do you feel are your strengths? Weaknesses?
4. What is your philosophy of discipline?
5. Please summarize any additional information that you would like to present regarding your qualifications for this position.
6. Please describe how well you get along with your peers.
7. You have read our Doctrinal Statement. Do you strongly hold to any doctrines that are not on that statement? (e.g., instrumental music should not be a part of the worship service, you should not eat pork, etc.) If yes, please list and describe.

G. CURRENT ISSUES

We live in a pluralistic society with many conflicting beliefs and values. As a staff member you may be asked specific questions about controversial issues by the students. Your answers will come from your personal convictions. We need to know the views of those who would be **Christian role models** for our children. Please share your personal convictions as a Christian toward the following:

wine, beer, and other alcoholic beverages - _____

smoking and chewing tobacco - _____

marijuana and other non-prescription drugs - _____

entertainment (music/dancing) - _____

pre-marital sex - _____

divorce and remarriage - _____

abortion - _____

homosexuality - _____

personal debt - _____

gossip/lying/cheating - _____

H. EMPLOYMENT HISTORY

Please start with your current or most recent employer and work backwards for the past five years. If necessary, you can make copies of this page or, following the same format, attach another page.

Employer _____
Position _____ Dates of employment _____
Address _____
Supervisor's name _____ Phone number _____
Reason for leaving _____

Employer _____
Position _____ Dates of employment _____
Address _____
Supervisor's name _____ Phone number _____
Reason for leaving _____

Employer _____
Position _____ Dates of employment _____
Address _____
Supervisor's name _____ Phone number _____
Reason for leaving _____

Have you ever worked under a different name for any of the employers you have listed? If so, what was the name or names? _____

Have you already signed a contract for the next school year with any other institution? _____

I. PERSONAL REFERENCES

****Please sign the Reference Release Form that is attached and return it with this application. Do not list family members or relatives for references.***

Give two references who are qualified to speak of your spiritual experience and Christian service. List your current pastor first.

Name/complete address/phone/position/e-mail address (if known)

1. _____

2. _____

Give two references who are qualified to speak of your professional training and experience. List your current or most recent supervisor first.

Name/complete address/phone/position/e-mail address (if known)

1. _____

2. _____

J. AUTHORIZATION TO RELEASE REFERENCE INFORMATION

I have made application for a position as a _____ with **River City Believers Academy**. I have authorized the school to thoroughly interview the primary references which I have listed, and secondary references mentioned through interviews with primary references, or other individuals who know me and have knowledge regarding my testimony and work record. I also authorize the school to thoroughly investigate my work records and evaluations, my educational preparation, and all other matters related to my suitability for employment.

I authorize references and my former employers to disclose to the school any and all employment records, performance reviews, letters, reports, and other information related to my life and employment, without giving me prior notice of such disclosure.

In addition, I hereby release **River City Believers Academy**, my former employers, references, and all other parties from any and all claims, demands, or liabilities arising out of or in any way related to such investigation or disclosure.

I waive the right to ever personally view any references given to **River City Believers Academy**.

I agree that a photocopy or facsimile copy of this document and any signature shall be considered for all purposes as the original signed release on file.

I certify that I have carefully read and do understand the above statements.

Applicant's name (print)

Date

Applicant's Signature

Applicant's Social Security Number

K. APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that **River City Believers Academy** does not discriminate in its employment practices against any person because of race, color, national or ethnic origin, gender, age, or disability.

I hereby certify that the facts set forth in this application are true and complete to the best of my knowledge. I understand that discovery of falsification of any statement or a significant omission of fact may prevent me from being hired, or if hired, may subject me to immediate dismissal regardless of the time elapsed before discovery.

I authorize **River City Believers Academy** to thoroughly interview the primary references that I have listed, and secondary references mentioned through interviews with primary references, or other individuals who know me and have knowledge regarding my testimony and work record. I also authorize the school to thoroughly investigate my work records and evaluations, my educational preparation, and all other matters related to my suitability for employment.

I authorize references and my former employers to disclose to the school any and all employment records, performance reviews, letters, reports, and other information related to my life and employment, without giving me prior notice of such disclosure. In addition, I hereby release **River City Believers Academy**, my former employers, references, and all other parties from any and all claims, demands, or liabilities arising out of or in any way related to such investigation or disclosure. I waive the right to ever personally view any references given to **River City Believers Academy**.

Since I will be working with children, I understand that I must submit to a fingerprint check by the FBI and possibly other federal and state authorities. I agree to fully cooperate in providing and recording as many sets of fingerprints as are necessary for such an investigation. I authorize the school to conduct a criminal records check. I understand and agree that any offer of employment that I may receive from the school is conditioned upon the receipt of background information, including criminal background information. The school may refuse employment or terminate conditional employment if the school deems any background information unfavorable or to reflect adversely on the school or on me as a Christian role model.

I understand that this is only an application for employment and that no employment contract is being offered at this time.

I certify that I have carefully read and do understand the above statements.

Applicant's name (print)

Date

Applicant's Signature

Applicant's Social Security Number

RIVER CITY BELIEVERS ACADEMY DOCTRINAL STATEMENT

Purpose

- To corporately worship, praise, and give thanks to the Triune God: Father, Son, and Holy Spirit. (Luke 1:74-75; John 4:23; Heb. 13:15)
- To teach the Word of God to believers so they may be built up in the faith and equipped for the work of the ministry. (Eph. 4:11-16; 6:11-20)
- To proclaim the gospel of the grace of God through the personal witnessing of individual believers, through our worship services, and through the support of missionaries of like precious faith. (Matt. 28:19-20; Rom. 10:14-15)
- To assemble for prayer, fellowship, and administration of the ordinances of baptism and the Lord's Supper. (Acts 2:42; 1 John 1:3)
- To provide opportunity to minister to the needs of all men, especially those who are of the household of faith. (Gal. 6:10; I Cor. 8:4-7)

The Holy Scriptures

- We believe the Holy Scriptures to be the only verbally inspired Word of God and to be authoritative, inerrant, infallible, and God-breathed.
- We believe that the whole Bible is inspired in the sense that holy men of God "were moved by the Holy Spirit" to write the very words of Scripture. This divine inspiration extends equally and fully to every portion in the original manuscripts.
- We believe that all the Scriptures center around the Lord Jesus Christ in His Person and work in His first and second advent and, hence, that no portion, even of the Old Testament, is properly read or understood until it leads to Him.
- We believe the Bible to be the true center of Christian union and the supreme standard by which all human conduct, creeds, and opinions shall be tried. (Mark 12:26; Luke 24:27,44; John 5:39; Acts 1:16, 17:2-3, 18:28, 26:22-23, 28:23-27; Rom. 15:4; I Cor. 2:13, 10:11; II Tim. 3:14-17; II Pet. 1:19-21)

The Godhead

We believe in one Triune God, existing in three persons, Father, Son, and Holy Spirit, eternal in being, identical in essence (not three separate Gods or modes of existence), equal in power and glory, and having the same divine attributes and perfections. (Deut. 6:4; Isa. 45:22, 48:16; Matt. 28:19; I Cor. 8:6; II Cor. 13:14; Phil. 2:6; Rev. 4:11)

Creation

We believe that God, according to His sovereign will and for His own glory, brought forth in the beginning the whole visible and invisible universe, without any evolutionary process or without the use of pre-existent material, and thus gave it an existence, distinct from Him yet always dependent on Him and predestined by Him according to the counsel of His own will. (Gen. 1:1-2:25; Acts 17:24-25; Eph. 1:11; Col. 1:15-17; Heb. 1:1-3)

The Personality of Satan

We believe in the existence of Satan as a personal being and a fallen angelic creature of God, who is the open and declared enemy of God and the adversary of those of the household of faith. (Job 1:6-12; Isa. 14:12-17; Matt. 4:2-11; II Cor. 4:3-5, 11:3, 11:14-15; I Pet. 5:8)

The Total Depravity of Man

We believe that man was created in the image and likeness of God; but that in Adam's sin all mankind fell, inherited a sinful nature, became alienated from God, and is totally unable to regain his former position. (Gen. 1:26; 3:1-24; Rom. 3:23, 5:12, 8:7-8; Eph. 2:1-3)

The Person and Work of Christ

- We believe that the Lord Jesus Christ, the Eternal God the Son, became man without ceasing to be God, having been conceived of the Holy Spirit and born of the virgin Mary in order that He might reveal God and redeem sinful men.
- We believe that He accomplished our redemption through His death on the cross as a substitutionary sacrifice.
- We believe that our redemption and salvation are guaranteed to us by His literal physical resurrection from the dead. (Isa. 53:4-12; John 1:1, 14, 18; 10:14-16, 26-30; Luke 1:35; Rom. 3:21-26, 4:25)
- We believe that the Lord Jesus Christ is now in heaven, exalted to the right hand of God, where as His people's High Priest, He fulfills the ministry of intercession and advocacy. (Heb. 1:3, 3:1, 7:23-25, 9:24, 12:2; I John 2:1-2)

The Holy Spirit

- We believe that the Holy Spirit, the third Person of the blessed Trinity, though omnipresent from all eternity, took up His abode in the world in a special sense on the day of Pentecost according to the divine promise, dwells in every believer, by His baptism unites all to Christ in one body, and as the Indwelling One is the source of all power and all acceptable worship

and service.

- We believe that He never takes His departure from the Church nor from the feeblest of the saints, but is ever present to testify of Christ, seeking to occupy believers with Christ and not with themselves nor with their experiences.
- We believe that His abode in the world in this special sense will cease when Christ comes to receive His own at the completion of the Church age. (John 14:16-17; 16:7-15; I Cor. 6:19; Eph. 2:22; II Thess. 2:7)
- We believe that in this age certain well-defined ministries are committed to the Holy Spirit and that it is the duty of every Christian to understand them and to be adjusted to them in his own life and experience. These ministries are the restraining of evil in the world to the measure of the divine will; the convicting of the world respecting sin, righteousness and judgment; the regeneration of all the elect; the indwelling of all who are saved, thereby sealing them unto the day of redemption; the baptizing into the one body of Christ all who are saved; and the filling for power and service. (John 3:6; 16:7-11; Rom. 8:9; I Cor. 12:13; Eph. 4:30, 5:18; II Thess. 2:7; I John 2:20-27)
- We believe that some gifts of the Holy Spirit were for signs to the nation of Israel and were, therefore, temporary. These were never common, nor were they a necessary sign of the baptism or of the filling of the Spirit. Our emphasis is to be on that which edifies the Church. (Isa. 28:11; Acts 4:8, 31; Rom. 8:23; I Cor. 12:13, 18:8, 14:21)

Salvation

- We believe that salvation is the gift of God by grace and is received by man only through personal faith in the Lord Jesus Christ, whose precious blood was shed for the forgiveness of our sins. (Jn. 1:12-13; Eph. 1:7, 2:8-9)
- We believe that due to the universal death through sin, no one can enter the kingdom of God unless born again; and that no degree of reformation (however great), no attainments in morality (however high), no culture (however attractive), no baptism or other ordinance (however administered), can help the sinner to take even one step toward heaven; but that a new nature imparted from above and a new life implanted by the Holy Spirit through the Word are absolutely essential to salvation; and that only those thus saved are sons of God.
- We also believe that our redemption has been accomplished solely by the blood of our Lord Jesus Christ, who was made to be sin and was made a curse for us, dying as our substitute, and that no repentance, no feeling, no faith, no good resolutions, no sincere efforts, no submission to the rules and regulations of any ecclesiastical body that has ever existed since the days of the Apostles can add in the very least degree to the value of the blood or to the merit of the finished work wrought for us by Him who united in His person true and proper deity with perfect and sinless humanity. (Lev. 17:11; Isa. 64:6; Matt. 26:28; John 3:5, 18; Rom. 5:6-9; II Cor. 5:21; James 1:18; I Pet. 1:18-19, 23)
- We believe that the new birth of the believer is a gift of God by the Holy Spirit and manifested through faith in Christ and that repentance is a vital part of believing, and is no way in itself a separate and independent condition of salvation; nor are any other acts such as confession, baptism, prayer, or faithful service to be added to believing as a condition of salvation. (John 1:12-13; 3:16-17, 36; 5:24; 6:29; Acts 13:38-39; 16:31; Rom. 1:16-17; 3:22,26; 4:5: 5:1; 10:4; Gal. 3:22)
- We believe that when salvation is wrought in an unregenerate person as illustrated and described in the New Testament, he immediately passes out of spiritual death into spiritual life, and from the old creation into the new, being justified from all things, accepted before the Father accordingly as Christ His Son is accepted, loved as Christ is loved, having his place and portion as linked to Him and one with Him forever. Though the saved one should grow in the realization of his blessings and know a fuller measure of divine power through the yielding of his life to God, he is, as soon as he is saved, in possession of every spiritual blessing and absolutely complete in Christ. (John 5:24; 17:23; Acts 13:38-39; Rom. 5:1; I Cor. 3:21-23; Eph. 1-3; Col. 2:10; II Pet. 3:18; I John 4:17; 5:11-12)

Sanctification

We believe that sanctification, the setting apart unto God, is threefold:

1. The believer receives the imputed holiness of Christ when new life is bestowed upon him by the Holy Spirit at the time of the new birth. He is therefore counted as righteous and perfect in Christ. (I Cor. 1:30; II Cor. 5:21; Heb. 10:10-14)
2. The believer is commanded to be holy in thought, speech, and life, and to grow in Christ. It is the work of the Holy Spirit in the individual believer to separate him from the world unto God and to manifest the image of Christ. (I Cor. 10:31; II Cor. 3:18; Eph. 4:11-16; I Peter 3:18)
3. The believer is going to be made perfect in Christ when he shall see his Lord and be "like Him". (I Cor. 15:42-49; Phil. 3:20-21; I John 3:2)

Preservation of the Saints

We believe the Scriptures teach that such as are truly regenerate, being born of the Holy Spirit, will not utterly fall away and finally perish, but will endure unto the end. All true believers, once saved, are kept secure by the power of God in Christ forever. (John 6:39, 8:31, 10:27-29; Rom. 8:35-39; Heb. 1:14, 13:5; I Pet. 1:5; I John 2:19, 27-28, 5:18; Jude 24-25)

The Church

We believe that the church, the Body and Bride of Christ, which began on the day of Pentecost, is a spiritual organism made up of all born again persons irrespective of their affiliation with Christian organizations. (I Cor. 12:12-13; Eph. 1:20-23, 4:1-16; Col.

3:14-15)

The Second Coming of Christ

We believe in the personal imminent coming of the Lord Jesus Christ for His own, the Church, and after the great tribulation, His subsequent return to earth in power and in glory to set up His Messianic, millennial kingdom. (Zech. 12:9-10, 14:4-11; I Cor. 15:50-54; I Thess. 1:9-10, 4:13-18; Rev. 3:10, 19:11-20:6)

The Eternal State

We believe that the souls of those who have trusted in the Lord Jesus Christ for salvation do at death immediately pass into His presence and there remain in conscious bliss until the resurrection of the physical body at His coming for the Church, when soul and body reunited shall be associated with Him forever in glory, but the souls of unbelievers remain after death in conscious misery until the final judgment of the great white throne at the close of the millennium, when soul and body reunited shall be cast into the lake of fire, not to be annihilated, but to be punished with everlasting separation from the presence of the Lord and from the glory of His power. (Luke 16:19-26, 23:43; II Cor. 5:8; Phil. 1:23; II Thess. 1:7-9; Rev. 20:11-15)

The Responsibility of Believers

- We believe that every believer should seek to walk blamelessly before God and men in order to bring glory to his Lord while in the world through a humble obedience to the Word of God; to walk by the Spirit, not bringing reproach upon his Lord and Savior; and to be separated from those worldly pleasures and practices that are commanded of God. (Rom. 12:1-2; II Cor. 6:14, 7:1; Gal. 5:16, 25)
- We believe that it is the obligation of every believer to witness by life and by word to the truths of Holy Scripture and to seek to proclaim the gospel to all the world. (Matt. 28:19-20; Mark 16:15; Acts 1:8)
- We believe that it is the responsibility of every believer to remember the work of the Lord in prayer and to support it with his means as the Lord has prospered him. (I Cor. 16:2; II Cor. 8:1-9:15)
- We believe that every believer has the privilege to be used by the Spirit of God so that the body of Christ might be edifying itself in love. (Eph. 4:11-16)