



APPLICATION FOR EMPLOYMENT

Valley Christian Schools is a non-profit 501(c)3 religious organization and does not discriminate in employment opportunities or practices on the basis of race, color, sex, national origin, age, disability, or any other characteristics protected by law. Applicants requiring reasonable accommodation to the application and/or interview process should notify Human Resources or another representative of the organization. Our mission is to lead children and their families into a relationship with Jesus Christ, equipping them in heart and mind to influence the world for God's Kingdom. All employees are first and foremost ministers of the gospel, called of God to lead others to Christ, and to perform ministerial duties using their gifts, talents, and abilities for God's glory.

Please Print

Position(s) Applying for		Date of Application		
Print Name (Last, First, & Middle)				
Street Address		City	State	ZIP Code
Main Phone Number	Alternate Phone Number	Email		

CHURCH AFFILIATION: _____ CITY/STATE _____
(NAME OF CHURCH)

VCS HIRES TO ITS MISSION

"THIS SUBCHAPTER SHALL NOT APPLY TO ...A RELIGIOUS CORPORATION, ASSOCIATION, EDUCATIONAL INSTITUTION, OR SOCIETY WITH RESPECT TO THE EMPLOYMENT OF INDIVIDUALS OF A PARTICULAR RELIGION TO PERFORM WORK CONNECTED WITH THE CARRYING ON BY SUCH CORPORATION, ASSOCIATION, EDUCATIONAL INSTITUTION, OR SOCIETY OF ITS ACTIVITIES (42 U.S.C. §2000E-1(A))." SECTION 702 OF THE CIVIL RIGHTS ACT OF 1964, OFTEN REFERRED TO AS TITLE VII, PROTECTS THE ABILITY OF A RELIGIOUS ORGANIZATION TO HIRE TO ITS MISSION.

EMPLOYMENT EXPERIENCE

Please list ALL work experience for the last 10 years beginning with your most recent employer. Be sure to account for all periods of time including time periods of unemployment. If self-employed, give firm name and supply business references. Add additional page if necessary.

Name of Employer	Supervisor	May we contact?
		<input type="checkbox"/> Yes <input type="checkbox"/> No
Street Address		
Phone Number	Dates Employed (Month/Year)	
	From	To
Job Title and Duties	Reason for Leaving	

Name of Employer	Supervisor	May we contact?
		<input type="checkbox"/> Yes <input type="checkbox"/> No
Street Address		
Phone Number	Dates Employed (Month/Year)	
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Name of Employer	Supervisor	May we contact?
		<input type="checkbox"/> Yes <input type="checkbox"/> No
Street Address		
Phone Number	Dates Employed (Month/Year)	
	From	To
Job Title and Duties	Reason for Leaving	

Have you ever been involuntarily terminated or asked to resign from any job?..... Yes No

If yes, please explain:

Please explain any gaps in your employment history:

List any other experience, job related skills, additional languages, or other qualifications that you believe should be considered in evaluating your qualifications for employment.

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EDUCATION

Describe your educational background in the table provided below.

	School Name	Christian School?	Years Completed	Diploma/Degree (Yes/No)	Area of Study/Major	Specialized Training, Skills, or Extra-Curricular Activities
High School						
College/University						
Graduate/Professional School						
Trade School						
Other						

BUSINESS AND PROFESSIONAL REFERENCES

List two professional references who are **not** related to you:

Name and Title	Relationship	Phone Number or Email

PERSONAL/ SPIRITUAL REFERENCES

List two people who know you well and/or are qualified to speak of your spiritual experience and Christian Service:

Name and Title	Relationship and Years Acquainted	Phone Number or Email

GENERAL INFORMATION

1. Have you ever used another name?..... Yes No
 If yes, please provide additional name(s): _____
2. Have you ever worked for Valley Christian Schools before?..... Yes No
 If yes, give dates and position: _____

3. On what date are you available to begin work? _____
4. Are you available to work? Full-time Part-time Seasonal/Casual Temporary Substitute
5. Days and hours you are available to work:

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday

Teachers and Substitute Teacher Applicants Only:

POSITION DESIRED

Please indicate choice 1, 2, 3 in the parentheses. Then to the right, please indicate the grades or subjects in order of preference:

() Preschool () Kindergarten () Elementary _____

() Middle _____

() High School _____

Full-Time ___ **Part-Time** ___ **Substitute** ___

6. Can you travel if the position requires it?..... Yes No
7. Are you at least 18 years old? Yes No

Note: If under 18, hire is subject to verification that you are of minimum legal age.

8. If hired, can you present evidence of your identity and legal right to work in the United States? Yes No
9. Are you able to perform the essential job functions of the job for which you are applying with or without reasonable accommodation?..... Yes No

Note: We comply with the ADA and consider reasonable accommodation measures that may be necessary for qualified applicants/employees to perform essential job functions.

THEOLOGICAL FAITH AND DOCTRINAL STATEMENT

1. Describe your personal relationship with Jesus Christ. _____

2. Please read the Doctrinal Statement as summarized on the following page of this application. Do you subscribe to this doctrinal statement? Yes No

ADDITIONAL INFORMATION (PLEASE ATTACH A SEPARATE SHEET IF NECESSARY)

3. Why do you wish to work for Valley Christian Schools? _____

4. Explain how your previous work experience would benefit your work for VCS: _____

5. Comment on one or two personal strengths that you would bring to the job: _____

DOCTRINAL STATEMENT

The Valley Christian Schools Society was organized by the Reformed community of the Bellflower-Artesia area and took for its doctrinal basis the standards of the Reformed churches. These standards are first, the Holy Scriptures, and second, the Three Forms of Unity, which the Reformed churches received as correctly setting forth the Scriptural system of truth. Members of the School Society should be in substantial agreement with this doctrinal basis and should understand that the charter of the Society requires that all teaching in the school shall conform to this doctrinal basis. The *Three Forms of Unity* are the **Belgic Confession, The Heidelberg Catechism, and the Canons of Dort**. The principal teachings of the Christian faith as set forth in these writings may be summarized as follows:

ESSENTIALS OF THE CHRISTIAN FAITH

THE HOLY SCRIPTURES - The Bible is the inspired word of God and hence is man's infallible guide in all matters of which it treats. It consists of sixty-six books and was given to man through human authors who were so influenced by God and the Holy Spirit that what they wrote is the Word of God. Our ultimate authority is the Bible.

GOD - There is only one eternal, all-powerful, and all-knowing, triune God. This means that the one God is, at one and the same time, the Father, the Son, and the Holy Spirit. Each Person in the Godhead is fully God with all the infinite qualities, yet each Person is also completely distinct. This is the mystery of the Trinity. Although the three Persons are active in all the works of God, there are distinctions in function. Creation and providence are particularly ascribed to the Father. The Son is the Mediator who became flesh that He might be the Savior of sinners. The Holy Spirit is the Sanctifier of the Church.

MAN - Man and his environment have come into existence by the creative act of God. Unlike other creatures on the earth, man was created in the likeness of God. As God's image bearer, man was created in a state of righteousness to be the servant and friend to God. The original pair, Adam and Eve, yielded to the temptation of Satan and violated the express command of God. They thus abandoned their righteous condition and fell into sin. As representatives of the race that was to spring from them, they involved all of humanity in sin. As a result, all are born in a sinful condition and cannot find acceptance with God, unless they are redeemed by Christ.

SALVATION - Salvation is freely given by God, merely of grace, only for the sake of Christ's merits. The Lord, Jesus Christ, the Second Person of the Trinity, became flesh, lived a sinless life, and died a substitutionary death and arose from the grave to redeem God's elect. God grants and credits such sinners the perfect satisfaction, righteousness, and holiness of Christ, as if they had never sinned nor been a sinner. Only this can make one right with God. This righteousness can be received in no other way than by faith alone. In this way they are justified before God's judgment, adopted into the family of God, and made ready for heaven.

THE COVENANT OF GRACE AND CHRISTIAN WORLDVIEW - God enters into a covenant with those whom He is saving. As God revealed to Abraham, this covenant includes the children of believers. These covenant children bear a special relationship to God and have a special responsibility. Thus, God's people, the Church, are regarded as being made up of believers and their children. The children should be equipped with knowledge to bring peace and transformation into our fallen world. Thus, we teach children how to live in the world **as opposed to sheltering them from the fallen world**.

SANCTIFICATION - Those sinners who have been brought into God's Covenant of Grace are indwelt by God, the Holy Spirit from the moment of their regeneration so that they are now able to glorify God through righteous and holy living. The guide for this holy living is found in the Moral Law of God as set forth in the Ten Commandments and as summarized by Christ in Matthew 22:37-39: "Jesus said unto them, Thou shalt love the Lord thy God with all thy heart, and with all thy soul, and with all thy mind. This is the first and great commandment. And the second is like unto it, thou shalt love thy neighbor as thyself."

DOCTRINAL STATEMENT (CONT.)

We affirm this call to holiness in all aspects of our lives (1 Pet 1:14-16, Rom 1:7, 1 Cor 1:2, Eph 1:4, 1 Thess 4:7, Rom 1:29-32, 2 Tim 3:2-4, 1 Cor 6:9-11, Gal 5:22-23). Regarding human sexuality, our position is the following:

1. We believe that heterosexual practice outside the covenant of marriage and all homosexual practice is incompatible with the will of God as revealed in Scripture.
2. We believe that transgender practice is incompatible with the will of God as revealed in Scripture. Although the believer must struggle against his sinful nature throughout this life, the indwelling Holy Spirit will increasingly bring forth in this life the fruits of sanctification.

FINAL THINGS - When history has run the course laid out for it in God's plan, the Lord, Jesus Christ will return in power and glory to judge impenitent sinners and to take His redeemed people to live with Him for eternity. Until that time it is the duty of God's people to glorify the name of their Covenant God by living righteously and prayerfully, by witnessing concerning His grace to all people, and by bringing all things into subjection to the Lordship of Christ.

REFORMED DISTINCTIVES

1. All areas of life are created by God and need to be transformed, enjoyed, and worked by His people. All things were created good and became corrupted with sin. We are called upon to bring restoration to this fallen world with the help of God, to understand it and be a light in it.
2. God's plan of salvation has not changed throughout history. A single plan of God's love has been unfolding since creation.
3. Infants are baptized to indicate they are part of his covenant of grace. As they mature, they publicly express their desire to commit their life fully to God.
4. The understanding of the depth of our sinfulness and our inability to achieve salvation outside of the grace of God is specified in the Canons of Dort. Specifically, there are five points that are helpful in distinguishing reformed beliefs regarding salvation:
 - a. Radical Corruption. We believe sin has corrupted every aspect of our being. People are unable to choose God without first being regenerated (reborn) by the power of the Holy Spirit.
 - b. Unconditional Election. God chooses to save people from sin's penalties based on his sovereign plan.
 - c. Intentional Atonement. The extent of Christ's sacrifice is focused on the elect. This means that his atonement was completely effective in bringing about salvation for everyone in God's salvation plan.
 - d. Effectual Calling. God's regenerative call is completely effective and cannot be rejected. Once someone is born again, they will follow God's call.
 - e. Preservation of Believers. God's elect cannot lose their salvation.

Points where Reformed Theology and Roman Catholic Theology Differ:

We welcome, respect, and value students and families from the Roman Catholic tradition who have a relationship with our Lord Jesus Christ. We count it a privilege to partner with these families as part of God's beautiful and diverse kingdom. We also lovingly believe it is important to note a few key differences between the Roman Catholic faith and Reformed teaching. In

Reformed theology:

1. We do not believe in the infallibility of any church pontiff, cardinal, or patriarch.
2. We do not believe in purgatory.
3. We do not believe in devotion to Mary or "The Saints," nor are they intermediaries between us and God.
4. We do not believe a human priest can mediate between Christians and God.
5. We do not believe in mortal and venial sins because all sin renders us guilty before God.
6. We do not believe that people can contribute towards their salvation or can earn salvation through their good deeds and actions.
7. We do not believe that Christ had only a divine nature while on earth.

(February 5, 2016)

DECLARATION OF MORAL INTEGRITY

Our school expects all of its employees with unsupervised access to children to model the same Christian values and lifestyle that it seeks to inculcate in its students. As an applicant for a ministry position as an employee at this school, I (print name) _____ recognize, understand, and agree to live by the Christian moral standards of the school.

I declare that during the past year I have not engaged in, at the current time I am not engaging in, and promise that I will not during the term of my employment, engage in inappropriate sexual conduct. Inappropriate conduct includes, but is not limited to, such behaviors as the following: heterosexual activity outside of marriage (e.g., premarital sex, cohabitation, extramarital sex), homosexual or lesbian sexual activity, sexual harassment, use or viewing of pornographic material or websites, or sexual abuse or improprieties toward minors as defined by Scripture and federal or state law. I declare that the above statement is factual and true. My signature below indicates that I meet the moral integrity standards and Christian role model lifestyle requirements of this Christian School.

Applicant's signature _____ Date _____

Administrator's signature after discussion with applicant _____ Date _____

"Honor marriage, and guard the sacredness of sexual intimacy between wife and husband. God draws a firm line against casual and illicit sex." Hebrews 13:4 The Message

"A pupil is not superior to his teacher, but every one [when he is] completely trained—readjusted, restored, set to rights, and perfected—will be like his teacher." Luke 6:40 The Amplified Bible

APPLICANT STATEMENT AND AGREEMENT

Read and initial each paragraph below. If there is anything that you do not understand, please ask.

_____ I hereby authorize Valley Christian Schools (VCS) to thoroughly investigate my references, work record, education and other matters related to my suitability for employment and, further, authorize the prior employers and references I have listed to disclose to VCS any and all letters, reports and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release VCS, my former employers, references, and all other persons, corporations, partnerships, and associations from any and all claims, demands, or liabilities arising out of or in any way related to such investigation or disclosure.

_____ If I am employed by VCS, I understand that I am required to comply with all rules, codes of conduct, and regulations of VCS.

_____ If hired, I understand and agree that my employment with VCS is at-will, and that neither I, nor VCS is required to continue the employment relationship for any specific term. I further understand that VCS or I may terminate the employment relationship at any time, with or without cause, and with or without notice. I understand that the at-will status of my employment cannot be amended, modified, or altered in any way by any oral modifications.

_____ Since I will be working with children, I understand that I must submit to a LiveScan/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 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 that it could reflect adversely on the school or on me as a Christian role model.

_____ I hereby certify that the facts set forth in this application process are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery. I further understand and agree that I will be paid and receive benefits only through the day of my release.

_____ I understand that if I am selected for hire, it will be necessary for me to provide satisfactory evidence of my identity and legal authority to work in the United States, and that federal immigration laws require me to complete an I-9 Form in this regard.

_____ I understand that if any term, provision, or portion of this Agreement is declared void or unenforceable, it shall be severed, and the remainder of this Agreement shall be enforceable.

MY SIGNATURE INDICATES THAT I HAVE READ, UNDERSTAND, AND AGREED TO ALL OF THE ABOVE TERMS.

Signature: _____

Name (print): _____ **Date:** _____