



**RINCON VALLEY**  
**CHRISTIAN SCHOOL**

**Employment Application**

**Desired Position(s)** \_\_\_\_\_

**Applicant Information**

Full Name: \_\_\_\_\_ Date: \_\_\_\_\_  
*Last First M.I.*

Address: \_\_\_\_\_  
*Street Address Apartment/Unit #*

\_\_\_\_\_ *City State ZIP Code*

Phone: \_\_\_\_\_ Email \_\_\_\_\_

Date Available: \_\_\_\_\_ Social Security No.: \_\_\_\_\_ Desired Salary: \$ \_\_\_\_\_

Position Applied for: \_\_\_\_\_

Are you a citizen of the United States? YES  NO  If no, are you authorized to work in the U.S.? YES  NO

Have you ever worked for this company? YES  NO  If yes, when? \_\_\_\_\_

Have you ever been convicted of a felony? YES  NO

If yes, explain: \_\_\_\_\_

**Education**

High School: \_\_\_\_\_ Address: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Did you graduate? YES  NO  Diploma: \_\_\_\_\_

College: \_\_\_\_\_ Address: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Did you graduate? YES  NO  Degree: \_\_\_\_\_

Other: \_\_\_\_\_ Address: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Did you graduate? YES  NO  Degree: \_\_\_\_\_

### Professional Qualifications

Degree	_____	Issuing	_____
Certificate	_____	Institution	_____
Degree	_____	Issuing	_____
Certificate	_____	Institution	_____
Degree	_____	Issuing	_____
Certificate	_____	Institution	_____
Degree	_____	Issuing	_____
Certificate	_____	Institution	_____

### References

*Please list three professional references.*

Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_  
Company: \_\_\_\_\_ Phone: \_\_\_\_\_  
Address: \_\_\_\_\_

Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_  
Company: \_\_\_\_\_ Phone: \_\_\_\_\_  
Address: \_\_\_\_\_

Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_  
Company: \_\_\_\_\_ Phone: \_\_\_\_\_  
Address: \_\_\_\_\_

### Previous Employment

Company: \_\_\_\_\_ Phone: \_\_\_\_\_  
Address: \_\_\_\_\_ Supervisor: \_\_\_\_\_  
Job Title: \_\_\_\_\_ Starting Salary: \$ \_\_\_\_\_ Ending Salary: \$ \_\_\_\_\_

Responsibilities: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_

May we contact your previous supervisor for a reference? YES  NO

Company: \_\_\_\_\_ Phone: \_\_\_\_\_  
Address: \_\_\_\_\_ Supervisor: \_\_\_\_\_  
Job Title: \_\_\_\_\_ Starting Salary: \$ \_\_\_\_\_ Ending Salary: \$ \_\_\_\_\_

Responsibilities: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_

May we contact your previous supervisor for a reference? YES  NO

Company: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Job Title: \_\_\_\_\_ Starting Salary:\$ \_\_\_\_\_ Ending Salary:\$ \_\_\_\_\_

Responsibilities: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_

May we contact your previous supervisor for a reference? YES  NO

### Military Service

Branch: \_\_\_\_\_ From: \_\_\_\_\_ To: \_\_\_\_\_

Rank at Discharge: \_\_\_\_\_ Type of Discharge: \_\_\_\_\_

If other than honorable, explain:

### Christian Background

On a separate paper, briefly give your Christian testimony.

Please carefully read our statement of faith and indicate your degree of support.

I fully support the statement as written, without reservations.

I support the statement except for any areas listed and explained on a separate paper. These areas represent either disagreements or items for which I have not yet formed an opinion or a conviction.

Do you have any additional doctrines or convictions not a part of the statement of faith that we should be aware of?

Yes  No  If yes, please explain on a separate paper.

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

Do you have a denominational preference? \_\_\_\_\_

What is your local church affiliation? \_\_\_\_\_

Are you currently a member in good standing? \_\_\_\_\_ Years? \_\_\_\_\_

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

To what extent do you believe you should become involved in the ministries of the sponsoring church or the church you are attending? \_\_\_\_\_

Describe your routine of personal Bible study and prayer: \_\_\_\_\_

List any books or articles that you have read recently that have helped you to grow spiritually:

## Applicant's Certification and Agreement

I understand that Rincon Valley Christian School 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 I have not knowingly withheld any information that might adversely affect my chances for employment, and that the facts set forth in this application process are true and complete to the best of my knowledge. I understand that falsification of any statement or a significant omission of fact on the application, supporting documents, or interviews may prevent me from being hired or, if hired, may subject me to immediate dismissal regardless of when or how it was discovered. If I am released under these circumstances, I further understand and agree that I will be paid and receive benefits only through the day of release.

I authorize Rincon Valley Christian School to thoroughly interview the primary references that I have listed, any 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 other matters related to my suitability for the position.

I authorize my former employers and any other references 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 the school, my former employers, all other 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 the school.

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 my 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 conditional until the school has received the 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 understand that this application for employment is valid for no more than 120 days. After that, I must resubmit an application in order to be considered for positions at this school.

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

I understand that failure to complete any portion of this application or to sign this application will result in rejection of my application.

I certify that I have carefully read and do understand the above statements by signing the disclaimer and signature page.

## Statement of Faith

Each and every person, in order to become or remain a staff member at Rincon Valley Christian School shall be required to subscribe to the following articles of faith:

### I) THE HOLY SCRIPTURES

- a) We believe ALL the Holy Scriptures of the Old and New Testament<sup>1</sup> (excluding the Apocrypha), in the original writings:
  - i) To be the verbally inspired Word of God (every word God-breathed). (2 Tim 3:16-17)
  - ii) To be inerrant (without error). (2 Peter 1:20-21)
  - iii) To be infallible (incapable of error and fully trustworthy).
  - iv) To be the complete revelation of God's Truth (Holy Scriptures) for the church age. (Jude 3)
- b) We believe that the Holy Scriptures are the only inspired Word of God and are the final authority in faith and practice. (Matt.5:18; John 16:12-13)

### II) THE GODHEAD

- a) We believe in one Triune God, eternally existing in three persons - Father, Son and Holy Spirit, co-eternal in being, co-identical in nature, co-equal in power and glory, and having the same attributes and perfection. (Deut. 6:4; Mat. 3:13-17; Mat. 28:19; 2 Cor. 13:14)

### III) THE PERSON AND WORK OF CHRIST

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<sup>1</sup> The Old Testament is defined as the 39 books recognized by the Council of Jamnia in AD 90. The New Testament is defined as the 27 books recognized by the Synod of Hippo in AD 393.

- a) We believe that the Lord Jesus Christ, the eternal Son of God, became man, without ceasing to be God, having been conceived by the Holy Spirit and born of the Virgin Mary, in order that He might reveal God and redeem sinful man. (John 1:1-2,14; Luke 1:35).
- b) We believe that the Lord Jesus Christ lived a sinless life and accomplished our redemption through His death on the cross as a substitutionary sacrifice. Our justification is made sure by His literal, physical resurrection from the dead. (Heb. 4:15; Rom 3:24-25; 1 Peter 2:24; Eph. 1:7; 1 Peter 1:3-5).
- c) We believe that the Lord Jesus Christ ascended to heaven, and is now exalted at the right hand of God where He exercises universal authority. He is the Head of the Church, and as our High Priest, He fulfills the ministry of Representative, Intercessor, and Advocate on our behalf. He is also preparing a place for us until He returns for us. (Matt. 28:18; Col. 1:17-18; Eph. 1:22-23; Acts 1:9-10; Heb. 9:24; 7:25; Rom 8:34; 1 John 2:1-2; John 14:1-3).

#### IV) THE PERSON AND WORK OF THE HOLY SPIRIT

- a) We believe that the Holy Spirit is the third person of the Godhead. (Matt. 28:19; 2 Cor. 13:14)
- b) We believe that He convicts the world (non-believers) of sin, of righteousness, and of judgment. (John 16:8)
- c) We believe that at the moment of salvation, He acts upon the new believer resulting in regeneration, indwelling the believer, baptizing them into the body of Christ, giving them spiritual gift(s), and sealing them for glorification. (John 3:3-8; Rom. 8:9; 1 Cor. 6:19-20; 1 Cor. 12:13-14; 7:11; Eph. 1:13-14)
- d) We believe that in the daily walk of the believer He is the divine teacher who guides believers into all truth. (1 John 2:27)
- e) We believe He is ready to fill (control and empower) the believer, a special privilege and duty of all believers, when the believer ceases to grieve the Spirit, ceases to quench the Spirit, and walks with (relies upon) the Spirit. (John 16:13; Eph. 4:30; 5:18; 1 Thess. 5:19)

#### V) CREATION

- a) We believe that God, acting in all three persons, created the universe in six days. (Gen 1; Ex. 20:11; Psa. 33:6; John 1:3, 10; Col. 1:16)
  - b) We reject such theories of creation and origin that necessitate man's death before Adam's sin and the fall of man because it was through this sin that death entered the world. (Rom. 5:12)
  - c) We believe that God created man in His own image and gave him dominion. (Gen 1:26-31)
- Footnote: The teaching position of Santa Rosa Bible Church shall be that the 6 days of creation are literal, and that the exclusion of death before Adam's sin applies to animals as well as man. This more narrow view is not required for membership.

#### VI) SATAN

We believe that Satan is a person, a created angel, the author of sin, and the cause of the willful fall of man in Eden. We believe he is the open and declared enemy of God and man, and that he will be eternally punished in the lake of fire. (Neh. 9:6; Job. 1:6,7; Psa. 148:2,5; Isa. 14:12-17; Ezek. 28:11-19; Matt. 4:2-11; 25:41; Col 1:16; 1 Pet. 5:8; Rev. 20:10)

#### VII) THE TOTAL DEPRAVITY OF MAN

We believe that man was created in a perfect and innocent state, but that in Adam's sin the race fell, inherited a sinful nature, and became alienated from God. We believe that every part of our being (i.e., intellect, will, emotions, and body) are corrupted by sin. We further believe that natural man is dead in his sin, incapable of saving himself. (Gen. 1:26-27, Rom. 3:22-23; 5:12; Eph. 2:1-3, 12).

#### VIII) SALVATION

We believe that salvation is the gift of God brought to man by grace and received through personal faith (trust, or belief) in the Lord Jesus Christ, whose precious blood was shed on the cross for the forgiveness of our sins. (Eph. 2:8-10; John 1:12; Eph. 1:7; 1 Peter 1:18, 19).

#### IX) THE ETERNAL SECURITY AND ASSURANCE OF BELIEVERS

We believe that all believers are sealed by the Holy Spirit, kept by God's power, and are therefore secure in Christ forever. (John 6:37-40; 10:27-30; Rom. 8:1,38-39; 1 Cor. 1:4-8; Phil. 1:6; 1 Thess. 5:23-24; 1 Peter 1:5).

#### X) THE TWO NATURES OF THE BELIEVER

We believe that every saved person possesses two natures, with provision made for victory of the new nature (Spirit, new self, etc.) over the old nature (flesh, old self, etc.) through the power of the indwelling Holy Spirit. We also believe

that all claims to the elimination of the old nature in this life are unscriptural. (Rom 8:12,13; 2 Cor. 5:17; Gal. 5:16-25; Eph. 4:22-24; Col. 3:10; 1 Peter 1:14-16; 1 John 3:5-9).

#### XI) PERSONAL SEPARATION

We believe that scripture teaches that our assurance of salvation is not a license to sin, but that we should live in such a manner as not to disgrace our Savior and Lord. God commands separation from all religious apostasy, and all sinful pleasures and practices. (2 Tim. 3:1-5; Rom. 6:1-14; 12:1-2; 13:13-14; 14:13; Gal. 5:13; Titus 2:11-15; 1 John 2:15-17; 2 John 9-11; 2 Cor. 6:14; 7:1)

#### XII) THE CHURCH

- a) We believe that the Church, which is the body and the espoused bride of Christ, is a spiritual organism, pure, being made up of all true believers of the Church Age. (Eph. 1:22-23; 5:25-27; 1 Cor. 12:12-14; 2 Cor. 11:2).
- b) We believe that the local church is God's primary tool for His work. We believe as an organization, it is impure, being composed of believers and unbelievers claiming to belong to Him. Also, the establishment and continuance of local churches is clearly taught and defined in the New Testament scriptures. (Acts 14:27; 20:17, 28-32; 1 Tim. 3:1-13; Titus 1:5-11).

#### XIII) DISPENSATIONALISM

We believe in the Dispensational (in contrast to Reformed/Covenant) view of Bible interpretation.

- a) This view follows naturally from a literal, historical, and grammatical interpretation of scripture. This view states that there are distinct ways or economies of God administering His rule over mankind throughout history. Each distinct way is called a "dispensation" or "age" and is distinguished by additional revelation and new responsibilities for mankind in the rule of life.
- b) Throughout time God's holy nature and moral absolutes remain unchanged. The dispensations are different ways of God administering His unchangeable moral absolutes over mankind during different periods of time throughout history.
- c) Salvation is always by the grace of God through faith in the Word of God. It is always based on the redemptive work of Christ through His substitutionary death for the sins of mankind.
- d) We hold that the Church and Israel are totally separate. Thus the rules, conditions, and promises given to Israel and those given to the Church are distinct and separate.
- e) We hold that the Church began at Pentecost and practices two ordinances, Baptism and the Lord's Supper.
- f) We look forward to Christ's return as stated under THE SECOND ADVENT OF CHRIST, and believe that it is at Christ's return that He will sit on the throne of David, fulfilling His covenant with Israel.

(Matt. 28:19-20; John 15:25; Acts 2:41-42; 11:15; 18:8; Romans 9:4; 1 Cor. 10:32; 11:23-26; Gal. 3:19, 25; 5:18; Eph. 2: 14-16)

#### XIV) ORDINANCES OF THE CHURCH

- a) We believe that there are two ordinances commanded of believers, these being Baptism and the Lord's Supper. Relating to baptism, we believe:
  - i) It is for believers who have already been regenerated through salvation. Thus, the practice does not contribute to the saving process of the believer.
  - ii) It is practiced by immersion. (Matt. 28:19-20; Acts 8:25-40)
- b) Relating to the Lord's Supper, we believe:
  - i) It is a memorial to Christ's atoning sacrifice. The elements used are not transformed, nor do they carry any special dispensation of grace.
  - ii) It is open to all believers, as Christ, not the local church, is the host of the memorial. (1 Cor. 11:23-32)
  - iii)

#### XV) THE MINISTRY AND SPIRITUAL GIFTS

- a) We believe that spiritual gifts (such as teaching or mercy) are a supernatural ability to serve in Christ's church. We also believe that every believer is given a spiritual gift or gifts with which to glorify God and build up the Body of Christ. (1 Pet. 4:10-11; 1 Cor. 12:7,12; 14:26)
- b) We believe the Bible teaches there are some temporary gifts that have ceased.
  - (1) The first group of temporary gifts was associated with the revelation of New Testament truth and includes such gifts as apostles (apostolic authority) and prophets (revelation of The Faith, or Scripture). (Eph. 2:19-22; 4:11-12; Jude 3)

- (2) The second temporary group is called the sign gifts. These include gifts such as tongues, interpretation of tongues, miracles, and healings. They were initially given to authenticate the message and ministry of the Apostles. Once the authenticity of God's message was established the sign gifts ceased from normative use. (Mk. 16:14-20; 1 Cor. 13:8-10; Heb. 2:3-4)
- (3) We believe God still heals and still performs miracles, but it is our understanding that He does not use healers or miracle workers in the first century sense. He performs both in accord with His sovereign will and in response to the prayers of faith offered by His people. (1 Cor. 12:11)

XVI) MISSIONS

We believe that it is the obligation of all believers to make disciples by proclaiming the Gospel to all people and then discipling all who believe. (Matt. 28:18-20; Mark 16:15; Acts 1:8, 2 Cor. 5:19-20)

XVII) THE SECOND ADVENT OF CHRIST

- a) We believe in that "Blessed Hope", the personal, imminent, pre-tribulation and pre-millennial coming of the Lord Jesus Christ to remove all believers from the world (rapture). (1 Cor. 15:50-58; 1 Thes. 1:10; 4:13-18; 5:9; Rev. 3:10)
- b) We also believe in His post-tribulation return to earth, with His bride (the Church), to establish His millennial kingdom. (Zech. 14:4-11; Rev. 19:11-16; 20:1-6)

XVIII) THE ETERNAL STATE

- a) We believe in the bodily resurrection of all men -- the saved to eternal life, and the unsaved to judgment and everlasting punishment. (Matt. 25:46; John 5:28-29; 11:25-26; Rev. 20:5-6,12-13)
- b) We believe that the souls of the redeemed go to be with the Lord, where in conscious bliss they await the first resurrection. At the first resurrection the spirit and soul are united with a new body to be glorified forever with the Lord. (Luke 23:43; Rev. 20:4-6; 2 Cor. 5:8; Phil. 1:23; 3:21; 1 Thes. 4:16-17).
- c) We believe that the souls of unbelievers remain, after death, in conscious misery until the second resurrection. At the second resurrection the soul and body are reunited and shall appear at the Great White Throne Judgment. They shall then be cast into the Lake of Fire, not to be annihilated, but to suffer everlasting conscious punishment. (Luke 16:19-26; Matt. 25:41-46; 2 Thes. 1:7-9; Jude 6-7; Mark 9:4-8; Rev. 20:11-15)

XIX) Section II. FELLOWSHIP COVENANT - In subscribing to these Articles of Faith, we by no means set aside, or undervalue, any of the Scriptures of the Old and New Testaments; but we deem the knowledge, belief and acceptance of the Truth as set forth in our doctrinal statement, to be essential to sound faith and faithful practice, and therefore requisite for Christian fellowship in this church.

## Life Style Statement

Rincon Valley Christian School is a religious, nonprofit organization representing Jesus Christ throughout the local community. Rincon Valley Christian School requires its employees to be born-again Christians, living their lives as Christian role models (Rom. 10:9–10, 1 Tim. 4:12, Luke 6:40). Employees will conduct themselves in a way that will not raise questions regarding their Christian testimonies. A Christian lifestyle should reflect the biblical perspective of integrity, appropriate personal and family relationships, business conduct, and moral behavior. An employee is expected to demonstrate a teachable spirit, an ability to share love for others, a willingness to live contentedly under authority, and a commitment to follow the Matthew 18 principle when an issue arises with fellow employees or management.

Rincon Valley Christian School Statement of Faith expects employees to maintain a lifestyle based on biblical standards of moral conduct. Moral misconduct, which violates the bona fide occupational qualification for employees to be Christian role models, includes, but is not limited to, promiscuity and homosexual behavior or any other violation of the unique roles of male and female (Rom. 1:21–27, 1 Cor. 6:9–20). Rincon Valley Christian School believes that biblical marriage is limited to a covenant relationship between a man and a woman.

Rincon Valley Christian School employees will maintain a lifestyle based on biblical standards of conduct. Failure to do so may result in a reprimand or, in some cases, dismissal from employment. It is the goal of Rincon Valley Christian School that each employee will have a lifestyle in which “He may have the preeminence” (Col. 1:18, NKJV).

## Disclaimer and Signature

Our school expects all of its employees, as well as its volunteers who have 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 or as a volunteer at this school, I, (print name) \_\_\_\_\_, recognize, understand, and agree to live by the Christian moral standards of the school.

*I declare that as a follower of Christ, I am not engaging in and commit to not 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 activity, sexual harassment, use of (including the viewing of) pornographic material or websites, and 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 or Board's signature *after* discussion with applicant/volunteer      Date

“Marriage is to be held in honor among all, and the marriage bed is to be undefiled; for fornicators and adulterers God will judge.” (Hebrews 13:4, NASB 95)

“A pupil is not above his teacher; but everyone, after he has been fully trained, will be like his teacher.” (Luke 6:40, NASB 95)

*I certify that my answers are true and complete to the best of my knowledge.*

*If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.*

Signature: \_\_\_\_\_ Date: \_\_\_\_\_