



APPLICATION FOR GENERAL EMPLOYMENT

Applicant Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Email Address: _____

Position Applying For: _____ Date of Application: _____

INSTRUCTIONS

For assistance in completing the form(s), please call the Receptionist Office, (865) 947-9074.

Please complete each item. If an item is not applicable, write in "N/A" or "none." Please print or type information unless otherwise indicated. Applications will be reviewed according to the date the completed form and all required documents have been received and accepted by the HR Director.

Return the completed and signed application form along with all requested documents, to our HR Director at samanthahicks@fbcpowell.org or by dropping your application off at our church office between 8:00 – 4:00pm.

SPECIAL NOTE

It is the desire of First Baptist Powell to employ individuals who provide an example of Christian virtues while exuding an ability to work well with students as well as other adults in addition to demonstrating competence in skills. This is our "3 C's" criteria for employment in the church as well as the school: ***Character, Chemistry, and Competency***. The information you provide will address all three issues. Of even more importance the focus is upon the employee as one who models Christ in the workplace as well as away from the work environment. The information you provide will assist FBP in determining the best "fit" of employees; and increase the probability that the employees hired will flourish in a community of likeminded staff and families we serve.

FIRST BAPTIST POWELL CONFESSION OF FAITH

Mission: First Baptist Powell is a gospel-centered community who loves God and others.

Please carefully read First Baptist Powell's **Confession of Faith** (located on pages 6-7) and indicate your degree of support.

_____ I fully support the Confession as written.

_____ I support the Confession except for the area(s) listed below. *The exceptions represent either disagreements or items about which you have not yet formed an opinion or conviction.* Use a separate sheet of paper if necessary.

PERSONAL INFORMATION

Applicant's Full Name: _____

Name Applicant goes by: _____

Primary/
Legal Address: _____
Street Address City/ST Zip

Mobile Phone: _____ Email Address: _____

Home Phone: _____

Church Membership/
Affiliation: _____ Pastor's Name: _____

List any experience, skills, or qualifications that you believe would especially equip you for the job position at First Baptist Academy:

List your hobbies and personal interests: _____

List any current or recent involvement with professions and/or community groups that you would consider relevant in considering your ability to perform the job function at First Baptist Academy:

LEGAL ISSUES

If you answer "Yes" to any of the questions in this section, please attach a separate sheet indicating the nature of the suit, crime, or offense, including the date, court, and disposition of the issue, or other appropriate explanation. A conviction record will not automatically be a barrier to employment. Factors such as your age at the time of the crime or offense, seriousness and nature of the violation, time elapsed since the crime or offense, job relatedness, and subsequent rehabilitation will be considered.

Have you ever been convicted in civil or criminal proceedings with improprieties regarding children?

☐ Yes

☐ No

Have you ever entered a plea of guilty or were convicted of a felony, in any state?

☐ Yes

☐ No

EMPLOYMENT HISTORY

Start with your current or most recent employer and work backwards for the past ten years.

1. Position: _____ Organization: _____

Date Beginning: _____ Date Ending: _____ Supervisor's Name: _____

Major Responsibilities: _____

Major Accomplishments: _____

Reason(s) for Leaving: _____

2. Position: _____ Organization: _____

Date Beginning: _____ Date Ending: _____ Supervisor's Name: _____

Major Responsibilities: _____

Major Accomplishments: _____

Reason(s) for Leaving: _____

3. Position: _____ Organization: _____

Date Beginning: _____ Date Ending: _____ Supervisor's Name: _____

Major Responsibilities: _____

Major Accomplishments: _____

Reason(s) for Leaving: _____

PROFESSIONAL QUALIFICATIONS

DEGREES

Degree

Issuing Institution

Date Received

1. _____
2. _____
3. _____

Currently working toward a degree in _____ at (school) _____

CHRISTIAN BACKGROUND

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

☐ Yes

☐ No

Do you have a Denominational preference?

☐ Yes

☐ No

If so, what is it? _____

What is your current church affiliation? _____

For how long? _____

Pastor's Name: _____ **Church Phone Number:** _____

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

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

Describe your routine of personal Bible study and prayer (your "devotions"):

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

CONFESSION OF FAITH

I. The Scriptures

The Scriptures of the Old and New Testament were given by inspiration of God, and are the only sufficient, certain and authoritative rule of all saving knowledge, faith and obedience.

II. God

There is but one God, the Maker, Preserver and Ruler of all things, having in and of himself, all perfections, and being infinite in them all; and to Him all creatures owe the highest love, reverence and obedience.

III. The Trinity

God is revealed to us as Father, Son and Holy Spirit each with distinct personal attributes, but without division of nature, essence or being.

IV. Providence

God from eternity, decrees or permits all things that come to pass, and perpetually upholds, directs and governs all creatures and all events; yet so as not to destroy the free will and responsibility of intelligent creatures.

V. Election.

Election is God's eternal choice of some persons unto everlasting life -- not because of foreseen merit in them, but of his mere mercy in Christ -- in consequence of which choice they are called, justified and glorified.

VI. The Fall of Man.

God originally created man in His own image, and free from sin; but, through the temptation of Satan, he transgressed the command of God, and fell from his original holiness and righteousness; whereby his posterity inherit a nature corrupt and wholly opposed to God and His law, are under condemnation, and as soon as they are capable of moral action, become actual transgressors.

VII. The Mediator.

Jesus Christ, the only begotten Son of God, is the divinely appointed mediator between God and man. Having taken upon Himself human nature, yet without sin, He perfectly fulfilled the Law, suffered and died upon the cross for the salvation of sinners. He was buried, and rose again the third day, and ascended to His Father, at whose hand He ever liveth to make intercession for His people. He is the only Mediator, the Prophet, Priest and King of the Church, and Sovereign of the Universe.

VIII. Regeneration.

Regeneration is a change of heart, wrought by the Holy Spirit, who quickeneth the dead in trespasses and sins enlightening their minds spiritually and savingly to understand the Word of God, and renewing their whole nature, so that they love and practice holiness. It is a work of God's free and special grace alone.

IX. Repentance.

Repentance is an evangelical grace, wherein a person being, by the Holy Spirit, made sensible of the manifold evil of his sin, humbleth himself for it, with godly sorrow, detestation of it, and self-abhorrence, with a purpose and endeavor to walk before God so as to please Him in all things.

X. Faith.

Saving faith is the belief, on God's authority, of whatsoever is revealed in His Word concerning Christ; accepting and resting upon Him alone for justification and eternal life. It is wrought in the heart by the Holy Spirit, and is accompanied by all other saving graces, and leads to a life of holiness.

XI. Justification.

Justification is God's gracious and full acquittal of sinners, who believe in Christ, from all sin, through the satisfaction that Christ has made; not for anything wrought in them or done by them; but on account of the obedience and satisfaction of Christ, they receiving and resting on Him and His righteousness by faith.

XII. Sanctification.

Those who have been regenerated are also sanctified, by God's word and Spirit dwelling in them. This sanctification is progressive through the supply of Divine strength, which all saints seek to obtain, pressing after a heavenly life in cordial obedience to all Christ's commands.

XIII. Perseverance of the Saints.

Those whom God hath accepted in the Beloved, and sanctified by His Spirit, will never totally nor finally fall away from the state of grace, but shall certainly persevere to the end; and though they may fall, through neglect and temptation, into sin, whereby they grieve the Spirit, impair their graces and comforts, bring reproach on the Church, and temporal judgments on themselves, yet they shall be renewed again unto repentance, and be kept by the power of God through faith unto salvation.

XIV. The Church.

The Lord Jesus is the Head of the Church, which is composed of all his true disciples, and in Him is invested supremely all power for its government. According to his commandment, Christians are to associate themselves into particular societies or churches; and to each of these churches he hath given needful authority for administering that order, discipline and worship which he hath appointed. The regular officers of a Church are Bishops, or Elders, and Deacons.

XV. Baptism.

Baptism is an ordinance of the Lord Jesus, obligatory upon every believer, wherein he is immersed in water in the name of the Father, and of the Son, and of the Holy Spirit, as a sign of his fellowship with the death and resurrection of Christ, of remission of sins, and of his giving himself up to God, to live and walk in newness of life. It is prerequisite to church fellowship, and to participation in the Lord's Supper.

XVI. The Lord's Supper.

The Lord's Supper is an ordinance of Jesus Christ, to be administered with the elements of bread and wine, and to be observed by his churches till the end of the world. It is in no sense a sacrifice, but is designed to commemorate his death, to confirm the faith and other graces of Christians, and to be a bond, pledge and renewal of their communion with him, and of their church fellowship.

XVII. The Lord's Day.

The Lord's Day is a Christian institution for regular observance, and should be employed in exercises of worship and spiritual devotion, both public and private, resting from worldly employments and amusements, works of necessity and mercy only excepted.

XVIII. Liberty of Conscience.

God alone is Lord of the conscience; and He hath left it free from the doctrines and commandments of men, which are in anything contrary to His word, or not contained in it. Civil magistrates being ordained of God, subjection in all lawful thing commanded by them ought to be yielded by us in the Lord, not only for wrath, but also for conscience sake.

XIX. The Resurrection.

The bodies of men after death return to dust, but their spirits return immediately to God -- the righteous to rest with Him; the wicked to be reserved under darkness to the judgment. At the last day, the bodies of all the dead, both just and unjust, will be raised.

XX. The Judgment.

God hath appointed a day, wherein he will judge the world by Jesus Christ, when every one shall receive according to his deeds; the wicked shall go into everlasting punishment; the righteous, into everlasting life.

APPLICANT'S CERTIFICATION, AGREEMENT, & RELEASE AUTHORIZATIONS

I hereby certify 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 may prevent me from being hired, or if hired, may subject me to immediate dismissal regardless of the time elapsed before discovery. 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 **First Baptist Powell** to thoroughly interview the personal and professional references which I have listed. I authorize references and my former employers to disclose to the church any employment records, performance reviews, letters, reports, and other information related to my life and employment, without giving me prior notice of such disclosure.

Since I will be working around children, I understand that I must be willing to submit 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 necessary for such an investigation. I authorize the school/church to conduct a criminal record check and drug test. I understand and agree that any offer of employment that I may receive from the school/church is conditioned upon the receipt of background information, including criminal background information. The school/church may refuse employment or terminate conditional employment if the church deems any background information unfavorable or that it could reflect adversely on the school, church, or on me as a Christian role model.

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 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): _____

Applicant's Signature: _____ Date: _____

DECLARATION OF MORAL INTEGRITY

First Baptist Powell expects all of its employees to model the same Christian values and lifestyle that are expressed in our Confession of Faith. As an applicant for a position at **First Baptist Powell**, I recognize, understand, and agree to live by the Christian moral standards of the church.

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, and extramarital sex), homosexual or lesbian sexual activity, sexual harassment, use or viewing of pornographic material or websites, or sexual abuse or improprieties towards 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 summarized in the Moral Covenant.

FBP Moral Covenant

- **I affirm** my call to a Christ-like life: I understand that as an employee of First Baptist Powell, I am called to live by the moral standards expressed in the Scripture, affirmed by the church. I further attest to adherence to a lifestyle that will not bring reproach upon the school, the church, or the name of Christ. Therefore, I agree to abide by, and be held accountable to, the following conditions of employment. I also understand that these requirements are not exhaustive, but representative of the entirety of the lifestyle the Scripture presents for the Christian. Therefore, I agree to be held accountable for other actions not specifically noted below, yet proclaimed by the church as consistent with an exemplary Christian lifestyle.
- **I affirm** that I am a “born again” believer in the Lord Jesus Christ (Romans 10:9-10).
- **I agree** to commit myself to a daily walk that serves as a Christ-like role model to all others (Luke 6:40).
- **I agree** to commit myself to a lifestyle that personifies a consistent Christ-like character (1 Timothy 4:12).
- **I agree** to commit myself to a moral lifestyle lived above approach, including the pledge to:

Abstain from illicit drugs and profane language;

Maintain a life of sexual purity: abstaining from premarital sex, extramarital sex, homosexual activity, or any other sexual activity that falls outside the boundaries set forth in the Scripture and held by the church or the school, and the viewing or use of pornographic material (I understand that all electronic devices in possession of the teacher, but purchased by FBA, are the property of FBA and subject to random search by school or church officials); and

Refrain from any conduct that might be deemed sexual harassment or sexual abuse by others.

- **I affirm** the call to live in harmony with other believers. Therefore, I will endeavor at all times to display a gentle and harmonious spirit, avoiding contentious disputes that might cause division among staff, students, and students’ families, or bring reproach upon the school or church in the community. (2 Timothy 2:23-26; Ephesians 4:1-3; Philippians 2:14-16)
- **I agree** to abide by Scriptural instruction for conflict resolution (Matthew 5:21-25, 18:15-17; Romans 12:9-21; 1 Corinthians 6:1-8).
- **I agree** to be held accountable for church membership, regular worship service attendance, and active ministry participation in church ministries at a local evangelical church (Hebrews 10:22-25).
- **I agree** to not openly dispute or take a vocal position in opposition to the doctrinal statements expressed by First Baptist Powell.
- **I agree** to abide by and propagate the mission, vision, goals, values, and objectives of First Baptist Powell.

Applicant’s Signature: _____ Date: _____