



First Baptist Academy

Additional Conditions of Ministry Employment

Note: The “Application For Teacher Employment” signed by the teacher prior to ministry employment at FBA shall be deemed a part of this covenant. Any discrepancies between statements made on the application and the teacher's subsequent actions as an employee of FBA, or the discovery of discrepancies by FBA, may bring cause for termination of employment.

- **I affirm** my call to a Christ-like life: I understand that as an employee of First Baptist Academy, I am called to live by the moral standards expressed in the Scripture, affirmed by the school, and proclaimed by First Baptist 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 and the school 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 alcoholic beverages, illicit drugs, tobacco products, 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);*
 - 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 noted in the “Abstracts of Principles” presented as a part of the *Application For Teacher Employment*, and incorporated in the *FBA Teacher Manual*.
- **I agree** to abide by and propagate the mission, vision, goals, values, and objectives of FBA and First Baptist Church.

ALL IN STATEMENT:

As an employee of First Baptist Academy, a ministry of First Baptist Church, I agree to be “all in” in my role and position through my conduct, speech, and actions as I minister to students and families.

Employee Name (Print)

Date

Employee Signature