

Providence Early Childhood

First Presbyterian Preschool and Childcare
3012 West Main Street
Dothan, AL 36305

Employment Application

We appreciate your interest in Providence Early Childhood Ministries and invite you to fill out this initial application and return it to our school office. We seek qualified applicants with a strong love for children who, by the pattern of their lives, are Christian role models. We look forward to receiving your initial application, and thank you for your interest in the ministry of our school.

Position Desired: ☐ Teacher ☐ Teacher Aide
 ☐ Childcare staff – fulltime or part time
 Substitute teacher - ☐ preschool and/or ☐ childcare

Application date: _____ Date available: _____

A. Applicant's Name and Address

Full name: _____

Home Address: _____

Email Address: _____

Cell phone: _____ Home phone, if applicable: _____

B. Christian Background

Do you believe the Bible to be the ONLY inspired and inerrant Word of God, our final authority in all matters of faith, conduct, and truth? Yes / No

Please carefully read our attached Statement of Faith and indicate below your degree of support:

____ I fully support the Statement as written without mental reservations.

____ I support the Statement except for the area(s) listed and explained on a separate page (the exceptions represent either disagreement or items for which I have not fully formed an opinion or conviction).

Signature _____

What is your local church affiliation? _____

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

Pastor's Name _____ Phone _____

How are you currently ministering through your local church? _____

Do you have a routine of personal prayer and Bible study? Yes _____ No _____

Are you prepared to lead your preschoolers in Bible study and learning to pray together?
Yes _____ No _____

Please briefly give your testimony describing how you came to know Christ and how He is working in your life. Use the back of this page if necessary/or a separate sheet of paper:

List any gifts, callings, hobbies, travel, or other factors that might have prepared you for working with children:

What areas do you feel are your strengths, weaknesses?

D. Personal References

Please give three references who are qualified to speak of your character, experience, and/or previous work experience. Please include one pastor or spiritual leader who knows you well, and someone who has supervised your previous work, preferably educational work.

Name _____

Position and/or relationship _____

Phone number _____ Email address _____

Mailing address _____

Name _____

Position and/or relationship _____

Phone number _____ Email address _____

Mailing address _____

Name _____

Position and/or relationship _____

Phone number _____ Email address _____

Mailing address _____

What do you believe to be the purpose of a Christian preschool/childcare program for children?

C. Professional Qualifications

High School Attended _____ Year of Graduation _____

College(s) attended, if applicable: _____

Years completed _____ Degree _____ Major/Minor _____

Teaching experience, if applicable:

School	Grade (s)	Year

If applicable, do you have a current teaching certificate? _____

Please list any additional work history or experiences that may have significance for the position for which you are applying:

E. APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that First Presbyterian Early Childhood Ministry does not discriminate in its employment practices against any person because of race, color, national or ethnic origin, gender, age, or qualified disability. Employment with First Presbyterian Early Childhood Community Ministries is open to qualified individuals who are Christians of good character, without regard to race, gender, national or ethnic origin, age, or disability. First Presbyterian Early Childhood Ministry is a religious educational ministry, permitted to discriminate on the basis of religion. All prospective and current employees must be in agreement with the First Presbyterian Early Childhood ministry statement, and must be willing to conduct their lives in conformity with the school's statement of faith and the school's declaration and agreement to ethical and moral integrity.

First Presbyterian Early Childhood Ministries stands firmly upon the historical truth claims and moral foundations of Christianity. This includes but is not limited to, the Biblical definition of marriage, the attendant boundaries of sexuality and moral, conduct, and the clear Biblical teaching that gender is both sacred and established by God's design. First Presbyterian Early Childhood Community Ministries staff members must be in agreement to support these and other basic Biblical values derived from historical Christianity and the relevant Christian positions on these issues, embraced by the First Presbyterian Church, under whose authority we rest. Staff members and parents must understand and agree that these principles and Biblical values will be upheld and taught. First Presbyterian Early Childhood Community Ministries was founded and continues to operate upon Biblical values and the desire and commitment for Bible-believing Christian parents to enroll their children in an intentionally Christian environment. First Presbyterian Early Childhood Community Ministries will consider admission for students from families willing to support their philosophy of Christian Education, student conduct requirements, and the school's above stated positions and those willing to allow their children to be educated in an intentionally Christian environment based on Biblical principles. Continued enrollment and employment is contingent upon the same understanding and support.

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 Presbyterian Early Childhood Ministries to thoroughly interview the primary references which 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 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 the school, 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 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 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 that it could reflect adversely on the school or on me as a Christian role model. I understand that I will be required to submit verification of my legal right to work in the United States.

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.

Signature of Applicant _____ Date _____

Mission Statement

Our mission: to provide a loving, nurturing environment for preschoolers, preparing them for a joyous journey of learning, and directing them prayerfully toward a life firmly rooted and established in a saving knowledge of Jesus Christ and His unfailing love.

Please note that in accordance with state law which was established in December 1971 under Section 25-4-10 (b) (8), churches do not pay in for unemployment insurance on employees. Therefore, if and employee is terminated or willfully leaves the program, unemployment compensation payments will not be available.

First Presbyterian Early Childhood Community Ministries Statement of Faith

The following Statement of Faith, drawn from the Westminster Confession of Faith, defines the essential beliefs that guide the Ministry of First Presbyterian Early Childhood Community Ministries:

1. Sovereignty of God: God sovereignly controls all that occurs in His world and in His Church. His plans and purposes always prevail; nothing can thwart them. i [ii]
2. Inerrancy of Scripture: God's written Word, the Bible, is free from error and completely trustworthy. It is His Truth and the final authority in all matters. ii [iii]
3. God's Creation of the World and Man: The Triune God, Father, Son and Holy Spirit, alone has existed from eternity past and in His wisdom decided to create the universe from nothing. God spoke and it came into existence. Humanity did not evolve from lower life forms, but was created by God. iii [iv] Mankind, male and female, was created with dignity in that they are made in God's image and created in humility in that their purpose is to glorify God and enjoy Him forever. In creating mankind male and female, God created them with distinct biological genders. Gender is both sacred and established by God's design. [v]
4. The Family: God created the natural family as the fundamental, sovereign unit of society. God created the natural family to be a conjugal union of one man and one woman through marriage for the purposes of sharing love and joy, propagating children, and providing their moral education. Marriage was also given as a representation of the union between Christ and his Church. Any union other than a one-man, one-woman union for life is a violation of God's design and is therefore not a biblical marriage. iv [vi]
5. Fall of Mankind: All mankind participated in Adam's fall from his original sinless state and is thus lost in sin and totally depraved. v [vii]
6. Jesus, Savior of Sinners: Jesus Christ is the unique Son of God and the only Savior of the world. He was born of a virgin and lived a sinless life. He purchased redemption by His substitutionary atonement on the cross. Jesus bodily rose from the dead, ascended to the right hand of the Father and He will come again in power and glory. vi [viii]
7. Justification by Faith Alone: Sinners are justified by faith alone. They don't deserve salvation and they can't earn or work for it. Justification is totally due to God's grace and received by faith in Jesus Christ. vii [ix]
8. Empowering Holy Spirit: Every true believer in Jesus Christ is indwelt and empowered by the Holy Spirit. The Holy Spirit enables believers to live a godly life and to perform good works. viii [x]

9. Final Judgment and Resurrection: At the Second Coming of Christ, the saved and the lost will be bodily resurrected and judged. The saved are resurrected to eternal life and the lost are resurrected to eternal condemnation. ix [xi]

10. Body of Christ: All believers are spiritually united in the Lord Jesus Christ. Every believer is a member of the Body of Christ. x [xii]

i[ii] Psalm 33:11, Ephesians 1:11, WCF Chapter 3.1

ii[iii] Matthew 5:18, 2 Timothy 3:14-17, WCF Chapter 1.8-9

iii[iv] John 1:2-3, Genesis 1, WCF Chapter 4

iv[vi] Genesis 1:28, Genesis 2:24, Ephesians 5:22-33, WCF Chapter 24

v[vii] Genesis 3:6-8, Romans 3:23, Romans 5:12, WCF Chapter 6.1-3

vi[viii] Isaiah 42:1, John 3:16, 1 Peter 1:19-20, Hebrews 1:2, Hebrews 4:15, Luke 1:27-35, Romans 5:19, Philippians 2:8, 1 Corinthians 15:3-4, 1 Peter 3:22, Acts 1:11, Matthew 13:40-42, Matthew 24:36-44, WCF Chapter 8.1-4& Chapter 33

vii[ix] Romans 3:10-13,22-28, Romans 4:5-8, Romans 5:15-16, Ephesians 2:8-9, WCF Chapter 11.1-3

viii[x] 2 Corinthians 3:18, John 15:4-6, Romans 8:4-14, Philippians 2:13, WCF 13.3, 16.3

ix[xi] 1 Thessalonians 4:17, 1 Corinthians 15:51-52, John 5:22-29, Acts 24:15, 2 Corinthians 5:10, Matthew 25:31-46, WCF Chapter 32.2-3& 33.1-2

x[xii] 1 Corinthians 1:2, 1 Corinthians 12:12-13, WCF Chapter 25.1-2

Lifestyle Commitment

Declaration and Agreement to Ethical and Moral Integrity

Initial:

_____ Employee will manifest by precept and example the highest Christian virtue and personal decorum, serving as a Christian role model (I Tim. 4:12) both in and out of the school to the children (Luke 6:40), and as an example to parents and fellow staff members in judgment, dignity, respect, and Christian living. Furthermore, the use of vulgar or profane language, the loss of temper, and sinning in anger will not be tolerated (Col. 3:17, Titus 2:7-8, I Thess. 2:10, 5:18, 22-23, and James 3:17-18).

_____ Employee pledges to refrain from all activities that provide a public platform to, or imply support or even neutrality toward those who advocate positions on serious moral issues that are clearly contrary to the sanctity of life teaching, most especially the reverence for the sanctity of all human life from conception to natural death. From the moment of conception, each person is created in the image of God and points us to God's sovereign rule in this world. All human life is of inestimable worth and significance in all its dimensions, including the unborn, the aged, the widowed, the mentally handicapped, the unattractive, the physically challenged and every other condition in which humanness is expressed from conception to the grave (Genesis 1:26, 27, 5:1; Psalm 139:13-16; Exodus 20:13; Psalm 127:3).

_____ Employee agrees that the Bible dictates the standards for sexual behavior, as well. Any promiscuity, homosexuality, or other deviant sexual behavior is forbidden, and as such, violates the bona fide occupational requirement of being a Christian role model. The unique roles of the male and female are clearly defined in Scripture. God recognizes homosexuality and other deviant behavior as perversion and sin. Therefore, deviation from Scriptural behavioral standards is grounds for termination (Romans 12:1-2; I Cor. 6:9-20; Eph. 4:1-11, 5:1-7; I Thess. 4:3-8; I Timothy 4:12; II Timothy 2:19-22; I Peter 1:15-16, 2:15-17).

_____ Providence Christian School stands firmly upon the historical truth claims and moral foundations of Christianity. This includes, but is not limited to, the biblical definition of marriage, the attendant boundaries of sexuality and moral conduct, and the clear biblical teaching that gender is both sacred and established by God's design (Genesis 1:27; Genesis 2:7; Genesis 2:22-23). Parents and legal guardians who choose to enroll their children at Providence Christian School are agreeing to support these and other basic biblical values derived from historical Christianity and the relevant Christian positions embraced by the First Presbyterian Church, under whose authority PCS rests. Parents understand and agree that Providence Christian School will teach these principles and biblical values. In addition, the Board of Directors urge parents to recognize their scriptural responsibility (Deuteronomy 6:1-9, Psalm 78:5,6 Proverbs 22:6) to provide their children with a Christian education and to understand that the primary responsibility for this task rests with parents (Ephesians 6:4). PCS was founded and continues to operate upon biblical values and the desire and commitment for Bible-believing Christian parents to enroll their children in an intentionally Christian environment. PCS will (only) consider admission for students from families willing to support Providence's philosophy of Christian education, student conduct requirements, and the school's above-stated positions and those willing to allow their children to be educated and influenced in an intentionally Christian environment based on biblical principles. Continued enrollment at PCS is contingent upon the same understanding and support.

Employee name: _____

Date: _____

