



## Warner Christian Academy NON-TEACHING STAFF APPLICATION

**POSITION DESIRED:**

Application Date \_\_\_\_\_

Bus Driver \_\_\_\_\_ Cafeteria \_\_\_\_\_ Clerical \_\_\_\_\_ Day Care \_\_\_\_\_ Maintenance \_\_\_\_\_ Substitute \_\_\_\_\_

FULL TIME \_\_\_\_\_ PART TIME \_\_\_\_\_

Date Available \_\_\_\_\_

Your interest in Warner Christian Academy is appreciated. We invite you to fill out this initial application and return it to our school office.

**Please read prior to completing this application.** Warner Christian Academy will only hire persons who are “born again” and have accepted Jesus Christ as Lord of their lives. We will not consider a person who uses tobacco in any form, alcoholic beverages, or drugs. Please read all the enclosed information carefully. If after reading all information, you still want to be considered for a position, complete the application and return to the address above. We realize that the key to a successful Christian school is its staff. We are grateful for those who are professionally qualified, who really love children, and who, by the pattern of their lives, exemplify Christ.

We look forward to receiving your application. Thank you for your interest in the ministry of Warner Christian Academy. It is our prayer that God will fulfill His perfect will in the lives of all applicants.

### APPLICANT'S NAME AND ADDRESS

Name \_\_\_\_\_ Miss ( ) Mrs. ( ) Mr. ( )

Street \_\_\_\_\_ Phone: Days \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Evenings \_\_\_\_\_

Length of time at this address \_\_\_\_\_ Social Security No. \_\_\_\_\_

### PERSONAL INFORMATION

Have you ever been arrested or convicted of any crime? Yes \_\_\_\_\_ No \_\_\_\_\_

If so, explain \_\_\_\_\_

Church Affiliation \_\_\_\_\_ Attend weekly? Yes \_\_\_\_\_ No \_\_\_\_\_

Pastor's Name \_\_\_\_\_ Phone \_\_\_\_\_

Church-related Activities \_\_\_\_\_

Are you a "born again" Christian? Yes \_\_\_\_\_ No \_\_\_\_\_

If so, how do you know you are a Christian? \_\_\_\_\_

When and under what circumstances did you accept Christ as your Savior? \_\_\_\_\_

State your present relationship with the Lord \_\_\_\_\_

Are you in agreement with Warner Christian Academy's Statement of Faith and are you willing to live as a Christian role model as outlined by Biblical teachings? Yes \_\_\_\_\_ No \_\_\_\_\_

Special interests or hobbies \_\_\_\_\_

What particular qualifications or achievements do you possess which qualify you for this position? \_\_\_\_\_

**EDUCATION**

	<i>Name/Location</i>	<i>Majors/Minors</i>	<i>Diploma/Degree</i>
COLLEGE	_____	_____	_____
HIGH SCHOOL	_____	_____	_____
OTHER	_____	_____	_____

**REFERENCES** *(Two references must be from previous employers)*

<i>Name/Position</i>	<i>Address</i>	<i>City/State/Zip</i>	<i>Phone</i>
_____	_____	_____	_____
_____	_____	_____	_____

**WORK EXPERIENCE**

<i>Company Name</i>	<i>Address</i>	<i>City/State/Zip</i>	<i>Position</i>
_____	_____	_____	_____
_____	_____	_____	_____

## **ETHICAL RESPONSIBILITIES**

The Church and School Campus is a drug-free workplace. As such, it has a zero-tolerance policy regarding the possession, use, or sale of illegal narcotics or any controlled substance (i.e. prescription medications, etc.) by any of its employees. Any employee found in violation of this policy will be subject to immediate dismissal.

Additionally, the Church will not tolerate alcohol consumption by its employees or its possession, use, or sale while on church premises, when using church owned property (this includes while inside any church owned vehicle), or in any public venue. Any employee who is found either inebriated or under the influence of alcohol will be subject to discipline up to and including dismissal.

It is the responsibility of every employee of the Church and School to conduct themselves, in all matters, with upmost integrity and in every action and interaction to be above and beyond reproach. In accordance with this requirement, all employees are required to conduct themselves with ethical standards in mind and in every situation ask themselves..." Will this tarnish the name of Christ and the ability of the Church to effectively carry out its mission of proclaiming the gospel to all?" A complete guide to ethical standards and expectations can be found under the Code of Ethics found in the Employee Handbook.

## **APPLICANT'S CERTIFICATION AND AGREEMENT**

I understand that Warner Christian Academy does not discriminate in its employment practices against any person because of race, color, sex, national origin, age, handicap, ethnic background, marital status or familial status. The term "sex" shall mean the biological state of being either a male person or a female person; "marital status" shall mean the state of being lawfully married to a person of the opposite sex, separated, divorced, widowed or single; and "familial status" shall mean the state of being a person domiciled with a minor, as defined by law, who is the parent or person with legal custody of such minor or who is a person with written permission from such parent or person with legal custody of such minor. Inquiries regarding compliance with nondiscrimination policies may be directed to the Headmaster, 1730 S. Ridgewood Ave., South Daytona, FL 32119, PH: 386-767-5451, or to the Assistant Secretary for Civil Rights, U.S. Department of Education, 330 C St. SW, Washington, DC 20202.

I understand that any offer of employment is conditioned on the proof of legal authority to work in the U.S.

I hereby certify that the facts set forth in this initial application are true and complete to the best of my knowledge. I understand that discovery of falsification of any statement or significant omission of fact during any phase of the hiring process may prevent me from being hired or if hired may subject me to immediate dismissal.

I authorize Warner Christian Academy to inquire about my work and personal history and to verify all data given in my application for employment, related papers, and my oral interviews. I authorize the release and giving of any information requested by Warner Christian Academy such as employment records, performance reviews, and personal references. I release any person, organization, or company from liability or damage which may result from furnishing the information requested. I further waive the right to ever personally view any references to Warner Christian Academy.

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 to reflect adversely on the school or on me as a Christian role model.

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

I further certify that I have carefully read and do understand the above statements.

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*Applicant's Signature*

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*Date*



## STATEMENT OF FAITH

Warner Christian Academy was founded and functions upon the fundamental principles of the Word of God and it espouses the historic Christian view of life as presented in the Bible. The following statements of faith and practice are held by every Warner Christian administrator, faculty member and staff employee:

**THE BIBLE:** We believe the Bible is God's Word for all people. It was written by human authors under the supernatural guidance of the Holy Spirit. It is the supreme source of truth for Christian beliefs and living. The Bible is still a relevant book for our lives today. Because it is inspired by God, it is truth without any mixture of error. • 2 Timothy 3:16 • 2 Peter 1:20-21 • 2 Timothy 1:13 • Psalm 119:105,160; 12:6 • Proverbs 30:5

**THE TRINITY:** We believe **God** is the Creator and Ruler of the universe. He has eternally existed in three persons: the Father, the Son, and the Holy Spirit. These three are co-equal and are one God. • Genesis 1:1,26,27; 3:22 • Psalm 90:2 • Matthew 28:19 • 1 Peter 1:2 • 2 Corinthians 13:14

We believe **Jesus Christ** is the Son of God. He is co-equal with the Father. Jesus was born of a virgin, lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all mankind by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven's glory. He is alive and well today and wants to be intimately involved in our lives. He is returning soon for His church. He is the King of kings and Lord of lords. • Matthew 1:22-23 • Isaiah 9:6 • John 1:1-5; 14:10-30 • Hebrews 4:14-15 • 1 Corinthians 15:3-4 • Romans 1:3-4 • Acts 1:9-11 • 1 Timothy 6:14-15 • Titus 2:13

We believe **The Holy Spirit** is equal with the Father and the Son as God. He is present in the world to make men aware of their need for Jesus Christ. He also lives in every Christian from the moment of salvation. He provides the Christian with power for living, understanding of spiritual truth, and guidance in doing what is right. The Christian should seek to live under His control daily. • 2 Corinthians 3:17 • John 16:7-13; 14:16-17 • Acts 1:8 • 1 Corinthians 2:12; 3:16 • Ephesians 1:13-14 • Galatians 5:25 • Ephesians 5:18

**MAN:** We believe that all human life is sacred, beginning at the moment of conception and ending at a person's death. Accordingly, every unborn child is a living human being, created in the image of God, and must be respected and protected both before and after birth. Direct or indirect willful taking of any innocent human life by any means and by any individual or entity through abortion or euthanasia constitutes a violation of the sanctity of human life and is a sin against God and a crime against man. • Psalm 139: 13-16

We believe man is made in the spiritual image of God, to be like Him in character. He is the supreme object of God's creation. Although man has tremendous potential for good, he is marred by an attitude of disobedience toward God called "sin." This attitude separates man from God.  
• Genesis 1:27 • Isaiah 53:6a • Romans 3:23 • Isaiah 59:1-2

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complimentary genders together reflect the image and nature of God. Rejection of one's biological sex is a rejection of the image of God within that person. • Genesis 1:26-27

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of Warner Christian Academy and White Chapel Church. • Mark 12:28-31 • Luke 6:31

**ETERNITY:** We believe man was created to exist forever. He will either exist eternally separated from God by sin, or in union with God, through forgiveness and salvation. To be eternally separated from God is Hell. To be eternally in union with Him is eternal life in Heaven. Heaven and Hell are places of eternal existence. • John 3:16 • 1 John 5:11-13 • 1 Corinthians 1:18 • Romans 6:23 • Revelation 20:15

**SALVATION:** We believe salvation is a free gift from God to man. Man can never make up for his sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can man be saved from sin's penalty. • Romans 6:23 • Ephesians 2:8-9 • John 14:6; 1:12 • Titus 3:5 • Galatians 3:26 • Romans 5:1

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. • Acts 3:19-21 • Romans 10:9-10 • 1 Corinthians 6:9-11

**MARRIAGE:** We believe the term “marriage” has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. God intends sexual intimacy to occur only between a man and a woman who are married to each other. God has commanded that no intimate sexual activity be engaged in outside of marriage between a man and a woman. • Genesis 2:18-25 • 1 Corinthians 6:12-20; 7:2-5 • Hebrews 13:4

**SEXUALITY:** We believe any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God.  
• Matthew 15:18-20 • 1 Corinthians 6:9 • 1 Corinthians 6:12-20

We believe that in order to preserve the function and integrity of Warner Christian Academy as a ministry of White Chapel Church and to provide a biblical role model to the Warner Christian Academy constituents and members within the school community, it is imperative that all persons employed by Warner Christian Academy in any capacity, or who serve as volunteers, agree to and abide by this statement on Marriage, Gender, and Sexuality. • Matthew 5:16 • Philippians 2:14-16 • 1 Thessalonians 5:22

**FINAL AUTHORITY FOR BELIEFS AND MATTERS OF CONDUCT:** The statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Warner Christian Academy dba White Chapel Church's faith, doctrine, practice, policy, and discipline, our Senior Pastor, Executive Pastor and Elder Board are Warner Christian Academy's final interpretive authority on the Bible's meaning and application.



## THE PHILOSOPHY OF WARNER CHRISTIAN ACADEMY

The purpose of Warner Christian Academy is to lead each student to Christ, to educate its students for meaningful Christian life and service, to guide them into a positive Christian philosophy of life and to *develop their full potential spiritually, academically, socially and physically*. Warner Christian Academy seeks to provide a disciplined campus lifestyle and a stimulating curriculum that leads to a commitment to Biblical, moral and spiritual values.

Warner Christian Academy's purpose and philosophy are based upon a Christian world view holding that God is the Creator and Sustainer of the universe, the ultimate reality and the source and essence of all goodness and truth. God has revealed Himself through nature, circumstance of human life and history, but most explicitly through His son, JESUS CHRIST, as revealed in Holy Scripture, the Bible. The highest good is realized in the exercise of His will and on the part of man in conformity to that will.

The ultimate objective of Christian education must be to help young people realize their full potential as human beings in GOD's perfect will for their lives. Each student must be helped to become the "perfect", that is, whole, complete or fully equipped person in Christ (II Timothy 3:16-17). Accomplishing this objective involves witnessing to and winning the lost child to Christ, providing for intellectual growth and development through academic studies, providing opportunities for social activities consistent with Biblical, moral and spiritual values and providing for wholesome physical exercise and development.

As ultimate reality and truth, God sets the standards by which value judgments are to be made. He has revealed Himself and His will most clearly through His Son and His Word; therefore CHRIST and the BIBLE must be central to every subject or activity. *This means that the Biblical viewpoint must permeate the entire school program, including curriculum, co-curricular activities, athletics, business and the inter-personal relationships of all those associated with the school.*

A Christian teacher with a Christian philosophy of education teaches science as GOD's creation, geography as GOD's handiwork, history as GOD's dealing with the nations of the world, mathematics as a glimpse of GOD's orderliness and absolute truth, physical education and health as our responsibility in caring for GOD's temple, music and art as GOD's beauty and tools for worship, improving reading skills to provide an opportunity to read and understand GOD's Word. All of this will help the student relate to everyday living and contribute a positive influence for JESUS CHRIST.

Warner Christian Academy joins with parents and the church in a partnership to help train and develop each child to realize his fullest potential as a creation of GOD. Warner Christian Academy attempts to meet its responsibility in this partnership by providing a quality education which emphasizes basic skill mastery to equip each to be a contributing, functioning adult in today's society. It seeks to maintain a Christ-centered, Spirit-controlled, Bible-based, pupil-oriented environment. Discipline is developed within the framework of Biblical precepts, including emphasis on love of country and respect for others. It is believed that the consistent implementation of this philosophy will provide for the optimum spiritual, academic, social and physical development of each child. *Warner Christian Academy requires all teachers and staff to be committed, born-again Christians.*