

Standard Application for Employment

It is our policy to comply with all applicable state and federal laws prohibiting discrimination in employment based on race, age, color, sex, religion, national origin, disability or other protected classifications.

Please carefully read and answer all questions. You will not be considered for employment if you fail to completely answer all the questions on this application. You may attach a résumé, but all questions must be answered.

"Employer"	Position applying for
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PERSONAL DATA			
Name (last, first, middle)			
Street Address and/or Mailing Address	City	State	Zip
Home Telephone Number	Business Telephone Number	Cellular Telephone Number	
Date you can start work	Salary Desired	Do you have a High School Diploma or GED? Yes <input type="checkbox"/> No <input type="checkbox"/>	

POSITION INFORMATION Check all that you are willing to work			
Hours: Full Time <input type="checkbox"/> Part Time <input type="checkbox"/>	Seasonal <input type="checkbox"/> Year-Round <input type="checkbox"/>		Available Start Date
Are you authorized to work in the U.S. on an unrestricted basis?		Yes <input type="checkbox"/>	No <input type="checkbox"/>
Have you ever been convicted of a felony? (Convictions will not necessarily disqualify an applicant for employment.) If yes, explain:		Yes <input type="checkbox"/>	No <input type="checkbox"/>
Have you been told the essential functions of the job or have you been viewed a copy of the job description listing the essential functions of the job? Yes <input type="checkbox"/> No <input type="checkbox"/>			
Can you perform these essential functions of the job with or without reasonable accommodation? Yes <input type="checkbox"/> No <input type="checkbox"/>			

QUALIFICATIONS Please list any education or training you feel relates to the position applied for that would help you perform the work, such as schools, colleges, degrees, vocational or technical programs, and military training.			
	School Name	Degree	Address/City/State
School			
School			
Other			

SPECIAL SKILLS List any special skills or experience that you feel would help you in the position that you are applying for (leadership, organizations/teams, etc.)			

REFERENCES Please list three professional references not related to you, with full name, address, phone number, and relationship. If you don't have three professional references, then list personal, unrelated references.			
Name	Address/City/State	Phone	Relationship

WORK HISTORY Start with your present or most recent employment and work back. Use separate sheet if necessary. (INCLUDE PAID AND UNPAID POSITIONS)

Job Title #1	Start Date (mo/day/yr)	End Date (mo/day/yr)
Company Name	Supervisor's Name	Phone Number
City	State	Zip
Duties:		
Reason for Leaving	Starting Salary	Ending Salary

May we contact your present employer? Yes No N/A

Job Title #2	Start Date (mo/day/yr)	End Date (mo/day/yr)
Company Name	Supervisor's Name	Phone Number
City	State	Zip
Duties:		
Reason for Leaving	Starting Salary	Ending Salary

Job Title #3	Start Date (mo/day/yr)	End Date (mo/day/yr)
Company Name	Supervisor's Name	Phone Number
City	State	Zip
Duties:		
Reason for Leaving	Starting Salary	Ending Salary

Job Title #4	Start Date (mo/day/yr)	End Date (mo/day/yr)
Company Name	Supervisor's Name	Phone Number
City	State	Zip
Duties:		
Reason for Leaving	Starting Salary	Ending Salary

I certify that the facts set forth in this Application for Employment are true and complete to the best of my knowledge. I understand that if I am employed, false statements, omissions or misrepresentations may result in my dismissal. I authorize the Employer to make an investigation of any of the facts set forth in this application and release the Employer from any liability. The employer may contact any listed references on this application.

I acknowledge and understand that the company is an "at will" employer. Therefore, any employee (regular, temporary, or other type of category employee) may resign at any time, just as the employer may terminate the employment relationship with any employee at any time, with or without cause, with or without notice to the other party.

Applicant Signature _____

Date _____

Preschool & Daycare Staff Lifestyle Agreement

As a part of the Big Lake Church of God Preschool & Daycare Ministry, we should be:

- Relating to each other in a spirit of mutual dependence and accountability
- Loving others
- Demonstrating evidence of the Holy Spirit working through our lives
- Being good stewards of our bodies as well as our talents and resources
- Reflecting Christ in our appearance and behavior

It is recognized that Big Lake Church of God's expectations of behavior, based on Biblical teaching and community standards, may be different from behavioral expectations of societal laws and norms.

As an employee of Big Lake Church of God, it is a requirement that each of the expectations listed below will be adhered to:

1. The Daycare Director and Staff of Big Lake Church of God will each have a personal relationship with Christ and shall agree without reservation to the following statement of faith:
 - A. We believe the Bible to be the only inspired, fully trustworthy, authoritative Word of God.
 - B. We believe that there is one God, who exists eternally in three persons: Father, Son and Holy Spirit.
 - C. We believe that Jesus was both God and man, born of a virgin, and lived a sinless life. He was crucified and died as a penalty for our sins and was bodily resurrected from the dead on the third day. He ascended to the Father's right hand, from where he is coming again to personally claim his bride (the church).
 - D. We believe that man is born with sin and separated from God. Man's connection with God is renewed through a personal relationship with Jesus Christ.
 - E. We believe that God's spirit lives in all Christ Followers enabling them to live a life that pleases God. He fills and refills Christ Followers in response to their submitting to God's will. We believe the Holy Spirit was given for us to minister to needs both inside and outside of the church. And we believe in the spiritual unity of Christ Followers.
2. The Bible clearly calls Christians to maintain high standards of sexual purity. Sexual relations are reserved for the institution of marriage between a man and a woman. Any sexual relations outside of marriage are prohibited. Living with a significant other (boyfriend/girlfriend) outside of a marriage relationship is also prohibited in order to help reduce temptation and the appearance of sin.
3. Possession or use of sexually obscene or pornographic matter in all forms is prohibited.
4. Drunkenness and the use of drugs is prohibited. The Bible condemns drunkenness and the use of drugs but does not categorically forbid the use of alcohol.
5. Members of the preschool and daycare staff are urged to follow the Bible's injunction to encourage each other through conversation and to avoid lies, profanity, gossip, obscenity, and other negative uses of language.
6. Employees must monitor their internet usage. Remember what you post is not only a reflection of yourself but also a reflection of the ministry at Big Lake Church of God.
7. The use of tobacco products on the church campus or at any event/activity in which you are representing the daycare/preschool is prohibited.
8. Any activity that is prohibited by law, where the nature of the offense and circumstances pose unreasonable risks to Big Lake Church of God Preschool and Daycare. This includes, but is not limited to offenses against another person or his/her property and offenses involving the use or possession of illegal drugs, harassment, intimidation, and public health and decency.

I agree to abide by the lifestyle agreement as stated above. I realize the failure to do so may result in the termination of my employment.

Employee Signature

Date

RATONALE FOR LIFESTYLE AGREEMENT

Guiding Principles

The first principle is **Biblical doctrine**. It is essential to be consistent with what the Bible teaches. The Bible prohibits some activities and warns against excess in other areas.

A second principle is **community**. Each choice that is made by a member of the Big Lake Church of God Preschool and Daycare community can either add to the feeling of community or detract from it. The Preschool and Daycare Staff Lifestyle Agreement should reflect the values of the community and should challenge members of that community to grow in positive ways. Members of the community should be willing to confront each other in a spirit of Christian love and should hold each other accountable for their behavior. Phillipians 2:4 says, "Each of you should look not only to your own interests, but also to the interests of others."

In addition to the guiding principles, respect for the laws of our society dictates that Big Lake Church of God employees should observe federal, state, and local statutes, except in those cases where society's laws are in disagreement with God's laws as expressed in the Bible.

Sexual Activity

The Bible states that God created sex to be enjoyed within the marriage relationship between a man and a woman (Genesis 2:24, Ephesians 5:31). Other types of sexual relations are clearly condemned (Romans 1:24-27, 1 Corinthians 6:9-10).

Pornography

Pornography's purpose is to produce the sort of lustful thoughts that the Bible rejects (Matthew 5:27-28).

Alcohol Use

Alcohol use is a complex and controversial issue for Christians. While the Bible speaks strongly against drunkenness (Ephesians 5:18, Galatians 5:21, Romans 13:13), it is also true that Jesus' first miracle involved turning water into wine (John 2:1-11) and that the use of alcohol is not condemned in the Bible.

Speech

The Bible emphasizes that Christians should be careful in how they speak. For example, lies should be avoided (Proverbs 6:16-19), as should profanity (Exodus 20:7), gossip (Proverbs 20:19), and obscenity (Ephesians 5:4). Instead, Christians should focus on building up those around them through their speech (Ephesians 4:29). In addition to the Biblical principle, the principle of community suggests that the BLCOG Preschool and Daycare Staff would be more Christ-like if employees would consider those Biblical guidelines when engaging in conversations.

Respect for Laws

The Bible urges Christians to respect the laws of the society in which they live (Romans 13:1). However, the Bible also points out that if societal laws are in conflict with God's laws, then God's laws should take precedence (Acts 5:28-29).

Please remember that Big Lake Church of God wants to be a place where you can grow and connect with Christ. We will be available if you would like help or support in working through any struggles you may have. Through Christ, grace and healing are always available. Please contact us if you would like to discuss in more detail any of these expectations.

Being an active member of a church body is beneficial and strongly encouraged.