

Application for Employment

Non-Discrimination Policy

With regard to employment policies and procedures, while Heritage Baptist Church and Journey Zone Preschool/Daycare gives preference to members of the Christian faith, we are committed to equal employment opportunity. We will not discriminate against employees or applicants for employment on any legally recognized basis, including: veteran status, uniform service member status, race, color, sex, national origin, age, disability, pregnancy, childbirth or any other protected class under federal, state, or local law except those exclusions specifically provided to Religious Organizations. We are a Religious Organization as defined by Section 501(c)(3) of the Internal Revenue Code and accordingly reserves the right to employ persons who profess a Christian faith and have a philosophy of ministry similar to ours.

Please Print

Date _____

PERSONAL INFORMATION

Full Name _____ Date of Birth _____

Address _____
Street City Zip

Phone _____ S.S. # _____ - _____ - _____

Position Desired _____ Full Time _____ Part Time _____

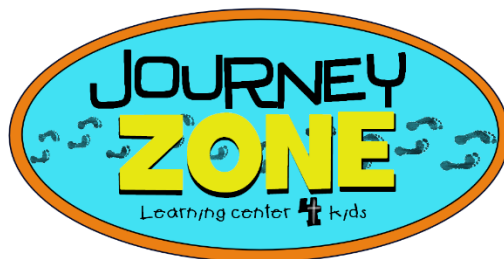
Date Available for Employment _____

Email Address _____

EMPLOYMENT EXPERIENCE

List your record of employment in the space below starting with the most recent position.

Employer:	Start Date: _____ End Date: _____
May we contact employer? ____ yes ____ no	Supervisor's Name & Title:
Address:	Phone Number:
Your Job Title:	Reason for Leaving
Description of Duties:	



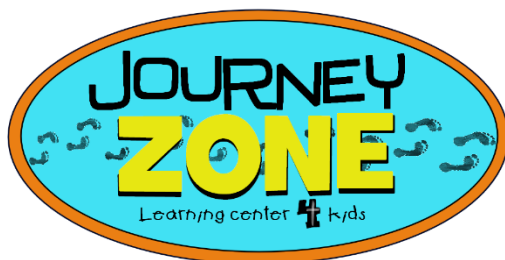
Employer:	Start Date: _____ End Date: _____
May we contact employer? ____ yes ____ no	Supervisor's Name & Title:
Address:	Phone Number:
Your Job Title:	Reason for Leaving
Description of Duties:	

Employer:	Start Date: _____ End Date: _____
May we contact employer? ____ yes ____ no	Supervisor's Name & Title:
Address:	Phone Number:
Your Job Title:	Reason for Leaving
Description of Duties:	

EDUCATION (leave blank if N/A)

Type of School	Name and Location of School	Type of Degree Received or Credit Hours Earned	Date of diploma or degree earned	Major/Minor Fields of Study
High School		Did you graduate or receive a diploma (GED)? ____yes ____no		
College or University				
Graduate School				
Other Training (Explain)				

Please list any courses, volunteer work, hobbies or interests that would relate to the position you are applying for:



REFERENCES

Please give two personal references that are qualified to speak of your spiritual experience and Christian service. Please also give two professional references that are qualified to speak of your employment record or work ethic.

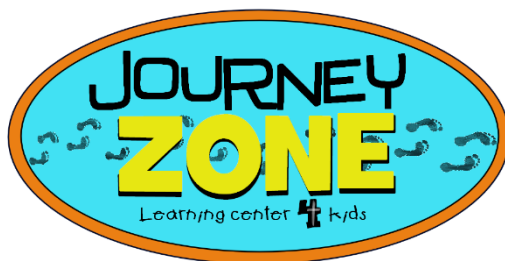
Name & City/State	Position or Relationship	Email	Cell Phone and/or Work Phone
Personal 1:			
Personal 2:			
Professional 1:			
Professional 2:			

CHRISTIAN EXPERIENCE:

Journey Zone is a ministry, whose work is providing Christian childcare and education with excellence, teaching Biblical truth and developing Christ-like character.

Are you a born again Christian? ____ yes ____ no

If yes, please write a brief Christian testimony: _____



What is your denomination preference? _____

What church are you currently attending? _____

Are you a member of your church? _____ How long? _____

In what church activities are you involved in? _____

Do you believe the Bible to be the only inspired and infallible Word of God, our final authority in matters of faith, conduct, and truth? _____

What is your attitude toward working with those of other denominational beliefs? _____

GENERAL INFORMATION

Are you over 18 years of age? _____ yes _____ no

Are you legally eligible for employment in this country? _____ yes _____ no

How would you describe your general health? _____

Have you ever been convicted of a crime? _____

Has any substantiated report of child abuse or neglect been made against you? _____

Date You Can Start: _____

Are you engaged in any other business or employment? _____ If "Yes" explain where: _____

Are you attending school? _____ If "Yes" please attach a schedule with application

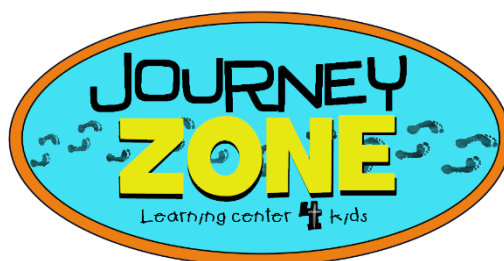
APPLICANT'S CERTIFICATION

I hereby certify that all statements made by me on this application for employment are true and complete to the best of my knowledge. I understand that discovery of falsification of any statement, inaccurate or significant omission of fact on this application or during any phase of the hiring process may prevent me from being hired, or if hired, may subject me to immediate dismissal.

I do hereby authorize Journey Zone – Learning Center for Kids to conduct a criminal background check.

Signature of Applicant

Date



Journey Zone's Personal Life-Style Requirements include the following:

1. Refrain from a life-style that includes the use of tobacco, illicit drugs, pornographic material, vulgar and profane language, habitual and indiscriminate use of alcohol, or any other activity that would be a stumbling block. (Gal 5:18-25; Rom. 14:13; I Cor. 8:9-13; I Cor. 10:31, 32)

"Don't you know that you yourselves are God's temple and that God's Spirit lives in you? If anyone destroys God's temple, God will destroy him; for God's temple is sacred and you are that temple" (I Cor. 3:16-17).

2. Show loyalty and integrity. Be willing to work under authority. Work diligently and with a positive attitude. Maintain good working relationships with all staff. Practice the Biblical pattern of Matthew 18:15-17 and Galatians 6:1 and always give a good report. All differences are to be resolved by utilizing Biblical principles and a united front is always to be presented. (Gal. 5; Eph. 4:29-32; Col. 3:12, 14, 16)

"Remind the people to be subject to rulers and authorities, to be obedient, to be ready to do whatever is good, to slander no one, to be peaceable and considerate, and to show true humility toward all men" (Titus 3:1,2).

"Be completely humble and gentle; be patient bearing with one another in love. Make every effort to keep unity of the Spirit through the bond of peace." (Eph. 4:2-3).

3. Follow the Biblical standards for sexual behavior. Immorality, promiscuity, and homosexuality violate the occupational requirements of being a Christ-like role model. Any violation of moral standards as interpreted by Holy Scripture is grounds for immediate termination. (I Cor. 6:12-20; Eph. 4:1-22, 5:3-5; I Tim 4:12; II Tim. 2:19-22) *"Do you not know that the wicked will not inherit the kingdom of God? Do not be deceived, neither the sexually immoral nor idolators nor adulterers nor male prostitutes nor homosexual offenders nor thieves nor the greedy nor drunkards nor slanderers nor swindlers will inherit the kingdom of God. And that is what some of you were. But you were washed, you were sanctified, you were justified in the name of the Lord Jesus Christ and by the Spirit of our God" (I Cor. 6:9-11).*

4. Demonstrate obedience to the law of government, realizing that God has ordained the authority of those in leadership over us. (Rom. 13:1,2) *"Everyone must submit himself to the governing authorities, for there is no authority except that which God has established. The authorities that exist have been established by God. Consequently, he who rebels against the authority is rebelling against what God has instituted, and those who do so will bring judgment upon themselves" (Rom. 13:1,2).*

5. Agree, if put in a position of leadership, to exercise that responsibility and authority diligently and in humility as servant, and as sacrificial, accountable leader, genuinely caring for and encouraging those for whom he/she is responsible, with Christ as the model. *"The kings of the Gentiles lord it over them; and those who exercise authority over them call themselves benefactors. But you are not like that. Instead the greatest among you shall be like the youngest, and the one who rules like the one who serves" (Luke 22:25-26).*

6. Approach all situations in the spirit of love, *"If I have all faith, so as to remove mountains, but do not have love, I am nothing. And if I give all my possessions to feed the poor, and if I deliver my body to be burned, but do not have love, it profits me nothing. Love is patient, love is kind, and is not jealous; love does not brag and is not arrogant, does not act unbecomingly; it does not seek its own, is not provoked, does not take into account a wrong suffered, does not rejoice in unrighteousness, but rejoices with the truth; bears all things, endures all things. Love never fails ..." (I Cor. 13:2-8a).*

I fully support and will follow without reservation the Personal Life-Style Requirements of Journey Zone as set forth above throughout my term of employment.

Printed Name: _____

Signature: _____

Date: _____

JOURNEY ZONE STATEMENT OF FAITH

We believe in the Scriptures of the Old and New Testament as equally inspired by God and inerrant in the original writings, and that they are the supreme and final authority in faith and life.

We believe in one God--eternal, omnipotent, omniscient and omnipresent, manifesting Himself in Three distinct Persons (Father, Son, and Holy Spirit) one in nature, attributes, power and glory. God is the Sustainer of all things and the Source of all truth.

We believe in the pre-existence, incarnation, virgin birth, sinless life, miracles, substitutionary death, bodily resurrection, ascension to heaven, and the second coming of our Lord Jesus Christ. We believe that He is true God and true man.

We believe in the literal account of creation and that the Scriptures clearly and distinctly teach that the creation of man lies in the special, immediate, and formative acts of God; that man sinned and thereby incurred not only physical death but also that spiritual death which is separation from God; and that all human beings are born with a sinful nature.

We believe in the fall of man, his need for regeneration by the operation of the Holy Spirit on the basis of grace and faith alone, and the coming resurrection of the dead.

We believe that the Lord Jesus Christ died for our sins according to the Scriptures as a representative and substitutionary sacrifice and rose again for our justification; that all who believe in Him are justified on the grounds of His shed blood and are saved by grace through faith wholly apart from human merit and works.

We believe in the spiritual relationship of all believers as they are related to Jesus Christ, living an overcoming life of true righteousness by the grace and power of the Holy Spirit. The Christian relates to life from a Biblical perspective and is not conformed to society's lifestyle and values. Therefore, we believe in the sanctity of life upon conception (Psa. 139) and that homosexuality, premarital sexual relationships, and extramarital sexual relationships are not acceptable lifestyles (1 Cor. 6).

Note: We believe that all who receive by faith the Lord Jesus are born again by the Holy Spirit through the Word of God, and thereby become the children of God. Therefore, we are not in agreement with the teachings of the Mormons, Jehovah Witnesses, Unitarians, New Age, Christian Science, Scientology, or any cults or secular groups that do not accept the biblical Jesus Christ as their Savior.

I fully support without reservation the Statement of Faith as written throughout my term of employment.

Printed Name _____

Signature: _____

Date: _____