

WORD OF LIFE CHRISTIAN ACADEMY
EMPLOYMENT APPLICATION

“ . . . the student who is fully trained will become like the teacher.”
Luke 6:40

Background:

Founded in 1979 and located in Springfield, VA, Word of Life Christian Academy is fully accredited by Association of Christian Teachers and Schools (ACTS), is a member of the Association of Christian School International (ACSI), and is a member of the Virginia Council of Private Education (VCPE).

The mission of Word of Life Christian Academy is to create a pervasive Christian culture while maintaining high academic standards for all students regardless of ability level. Generating Christian leaders who acknowledge and submit to the governance of God is our primary goal.

Word of Life Christian Academy fosters an environment that is markedly Christian by modeling Godliness through qualified and spiritual staff and by focusing on student's personal spiritual growth through integrating biblical instruction across the entire program of study.

Your interest in Word of Life Academy is appreciated. We invite you to fill out this initial application and return it to our school office. If an opening occurs for which you may qualify, we will notify and ask you to send your placement file to our office. We will also contact your references. If we have continued interest in your candidacy, we will send you some follow up questions and arrange for a personal interview.

We realize that the key to a successful Christian School is its human resources utilized by, motivated by, and directed by God. We are seeking applicants who are professionally qualified, who are called to teaching/education, who really love children, and who, by the pattern of their lives, are Christian role models (Luke 6:40), leading by example.

Please provide the following documents as part of the employment application process:

1. Your resume with education, professional experience, relevant certifications, and other qualifications
2. This employment application, which includes reference information and your signatures

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

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WORD OF LIFE CHRISTIAN ACADEMY EMPLOYMENT APPLICATION:

PLEASE PRINT CLEARLY

A. APPLICANT CONTACT INFORMATION

Position Desired:

___ Teaching ___ Non-teaching (Specify) _____

Hours: ___ Full Time ___ Part Time

Full name:

Application date: //

Date available: //

Email:

Phone Numbers: Home:

Cellular:

Other (Indicate):

Preferred time for us to contact you (e.g., please do not call after 9:30 p.m. unless it is an emergency):

Current Address:

How long have you lived at the above address?

Permanent Address (if different from present address):

Ethnic origin (optional):

Additional addresses where you have resided at any time during the past five years:

Emergency Contact Information:

Name

Relationship

Phone Number

1.

2.

How did you learn about the position?

B. RECORD OF CONVICTION:

During the last ten years, have you ever been convicted of a crime other than minor traffic offense?

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__ Yes __ No

If yes, explain: _____

(A conviction will not necessarily automatically disqualify you for employment. Rather, such factors as age and date of conviction, seriousness and nature of the crime, and rehabilitation will be considered.)

C. EXPERIENCE

1. Please briefly list your experience teaching:

2. Commitment to supporting and facilitating the spiritual and character growth of students

3. Experience developing and utilizing instructional plans

4. Fostering a school/classroom environment that encourages learning

5. What is your philosophy of discipline?

D. Faith Convictions and Background

6. What do you believe about the origin of the earth and mankind?

7. Do you believe that the Bible is the inspired word of God? Should it be taken literally?

8. Do you consider yourself to be a born-again Christian?

9. Denominational preference?

10. What is your local church affiliation?

11. Are you presently a member in good standing?

Number of Years?

12. In what ministry/church activities are you involved and with what degree regularity?

13. What other ministry/Christian service have you been involved with since becoming a Christian?

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14. What is your attitude toward working with people of diverse backgrounds and faith beliefs?

15. Describe your routine of personal Bible study and prayer.

16. What book(s) have you read most recently?

E. PROFESSIONAL QUALIFICATIONS*

*Note: Any offer of employment will be contingent upon review of postsecondary transcripts and verification of credentials, certifications, and references. Should you be offered a position, official copies of your transcripts and photocopies of any relevant documentation for certificates or degrees held must be provided to the school prior to and as a condition of employment for inclusion in your personnel file.

What degree(s) do you hold?:

<u>Degree</u>	<u>Date Received</u>	<u>GPA</u>	<u>Issuing Institution</u>
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(Indicate Major(s)/Minor(s)/List semester hours in endorsement area(s))

1.

2.

3.

Graduate work: _____ **Degree? (yes or no)** _____ **Name of Institution:** _____

If no graduate degree, indicate number of hours/Total Semester units after Bachelor's degree (1 Quarter unit x .66 = 1 Semester unit): _____

17. Languages (Fluent):

18. Any other skills, e.g., drama, musical instruments, craft, foreign language, that you may be qualified to teach as an after-care/enrichment class:

19. List any other educational advantages that you have had including opportunities for travel.

20. Do you have an ACSI Administration/Teaching Certificate?

21. What level? Remains valid for ___ years.

22. Do you have a state teaching certificate? State? What kind? Remains valid for ___ years.

23. If you do not hold a certificate, what requirements do you lack?

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24. Have you had any courses in the Christian Philosophy of Education (where and when)?

25. If not, would you be willing to take such a course by correspondence or otherwise?

F. EMPLOYMENT HISTORY

Please start with your current or most recent employer and work backwards for the past ten years. If necessary, you may make copies of this page or following the same format, use the reverse side.

EMPLOYER/ADDRESS	POSITION	DATES OF EMPLOYMENT	DIRECT SUPERVISOR'S NAME AND CONTACT INFO.	REASON FOR LEAVING
1.				
2.				
3.				
4.				
5.				
6.				

26. Have you ever worked under a different name for any of the employers you have listed? If so, what name(s)? _____

G. PERSONAL REFERENCES

You will need to sign the Reference Release Form at the end of this application. Please list three references qualified to speak of your spiritual experience and Christian service. List your current pastor first. Please do not list family members or relatives for references.

NAME/ADDRESS	RELATIONSHIP	PHONE/EMAIL	# OF YEARS KNOWN
1.			
2.			
3.			
4.			
5.			
6.			

Give three references qualified to speak of your professional training and experience in the area of education. List your current or most recent principal or supervisor first.

Name/School	Complete Address	Phone	E-mail
1.			

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2.			
3.			

H. APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that Word of Life Academy does not discriminate on the basis of race, color, sex, or national or ethnic origin, sex or age, or any other characteristic protected by applicable legal mandate. This policy applies to recruitment, employment, promotions, layoffs, termination, training and development, wages, benefits and all other privileges, terms and conditions of employment.

I hereby certify that the facts set forth in the above employment application are true and complete to the best of my knowledge and authorize Word of Life Christian Academy to verify their accuracy and to obtain reference information on my work performance. I understand that discovery of 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 that I will be paid and receive benefits only through the day of release.

I authorize Word of Life Academy to thoroughly interview the primary references which I have listed, any secondary references mentioned through interviews with primary references, or other individuals which know me and have knowledge regarding my testimony and work record. I also authorize the school to thoroughly investigate my work records and evaluations, certifications, my educational preparation, and other matters related to my suitability for the job.

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 at any time personally view any references provided to the school as part of the employment process. I understand that, if employed, falsified statements of any kind or omissions of facts called for on this application shall be considered sufficient basis for dismissal.

Since I will be working with children, I understand that I must submit information including 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 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

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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 should an employment offer be extended to me and accepted that I will fully adhere to the policies, rules and regulations of employment of Word of Life Christian Academy. However, I further understand that neither the policies, rules, regulations of employment nor anything said during the interview process shall be deemed to constitute the terms of an implied employment contract. I understand that this is an only an application for employment and that no employment contract is being offered at this time. I understand that any employment offered is for an indefinite duration and at will and that the Employer may terminate my employment at any time consistent with the Word of Life Christian Academy Policies and Procedure Manual.

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

Signature of Applicant _____ **Date:** _____

Please carefully read our Statement of Philosophy and Faith (attached, beginning on p. 11) 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 the reverse of this paper. The exceptions represent either disagreements or items for which I have not yet formed an opinion or conviction.

Signature of Applicant

Date

Word of Life Christian Academy

3.002-1 Personal Qualifications for Employment

All employees at Word of Life Christian Academy (WOLCA) shall be born-again Christians. All employees shall be active members of an evangelical church. All employees shall be in agreement with the stated purpose of the school as outlined in the Philosophy of Education. All employees shall give evidence of good moral character.

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1.003-1 Mission Statement

The mission of Word of Life Christian Academy is to provide an excellent and sound academic education integrated with a biblical view of God and the world. The Academy shall provide a safe and nurturing learning environment for students which:

- Encourages spiritual growth
- Stimulates intellectual curiosity
- Develops positive personal qualities and well being
- Promotes individual talents and abilities
- Fosters respect for individual differences
- Encourages parental involvement
- Creates high expectations for student achievement and behavior
- Encourages social, emotional, physical, spiritual, and intellectual maturity
- Models and teaches Christian values and character
- Cultivates leadership qualities

The educational program is designed for children in preschool through twelfth grades whose parents are committed to Christian Education. The program of the school shall include strong general education that emphasizes high standards of excellence in:

- Bible • Reading
- Writing • Thinking
- Mathematics • Social Studies
- Science • Foreign Language
- The Arts

The Christian based curriculum, taught by quality Christian faculty, allows parents to provide their children with academic instruction consistent with the teaching received at home and at church. The program shall prepare students to become productive Christian citizens in an ever-changing society.

Word of Life Christian Academy affirms its commitment to fostering positive human relations, while maintaining multicultural sensitivity, and developing the fullest potential in all human resources through social, emotional, physical, spiritual, and mental growth within the limits of the Academy.

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1.004-1 Christian School Goals

To teach that the Bible is the inspired and the only infallible authoritative Word of God, thus developing attitudes of love and respect toward it. (II Tim. 3:15—17; II Pet.1: 20, 21)

To teach the basic doctrines of the Bible. (Titus 2:1)

To provide opportunities for the student to confess Christ as Savior and Lord. (Rom.10:9, 10)

To teach Biblical character qualities and provide opportunities for the student to demonstrate these qualities. (I Sam.16:7; Gal.5:22, 23)

To teach the student how to develop the mind of Christ towards Godliness. (Phil. 2:5; I Tim.4:7)

To encourage the student to develop self-discipline and responsibility from God's perspective. (I Tim. 4: 7; Cor. 9:24—27)

To teach the student the respect for and submission to authority from God's perspective. (Rom.13:1—7, Heb.13:17; Eph. 6:1—3)

To help the student develop a Christian worldview by integrating life, and all studies, with the Bible. (II Pet.1:3)

To teach the student to hide God's Word in his heart through memorization and meditation. (Ps.119:11; Ps.1:1—3)

To teach the student how to study God's Word. (II Tim. 2:15)

To help the student develop his self-image as a unique individual created in the image of God and to attain his fullest potential. (Ps.139:13—16)

To teach the student to treat everyone with love and respect as unique individuals created in God's image. (Phil.2:1—4; Eph. 5:21)

To teach the student how to become a contributing member of his society by realizing his need to serve others. (Gal. 5:13; Rom.12:10)

To teach the student Biblical skills for personal and social relationships. (Ps.119:9; Eph. 4:12)

To teach the student the Biblical view of dating, marriage and the family. (I Thess. 4:1—7; I Tim. 4:12; Gen. 2:18—25; Eph. 5:22—33)

To teach the student physical fitness, good health habits, and wise use of the body as the Temple of God. (I Cor. 6:19, 20)

To teach the student Biblical attitudes toward material things and his responsibility for using them to God's glory. (I Tim. 6:17—19; Matt. 6:19, 20; I Cor. 10:31)

To teach the student to understand and use the fundamental processes in communicating and dealing with others (such as reading, writing, speaking, listening, and mathematics). (II Cor. 5:20)

To teach and encourage the student to use good study skills and habits. (II Tim. 2:3—7)

To teach the student how to research and to reason logically from a Biblical perspective. (Heb. 5:14; Rom.12:2)

To teach the student creative and critical thinking based upon the proper use of Biblical criteria for evaluation. (II Tim. 3:14—17)

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To teach the student good citizenship through an understanding and appreciation of our Christian and American heritages (home, church, nation). (I Cor. 10:11; Rom. 13:1-7)

To teach the student an understanding of and an appreciation for God's world, developing an awareness of man's role in his environment and his God-given responsibility to subdue, use and preserve it properly. (Ps. 8:6; Heb. 2:6—8)

In addition, in working with the homes from which the students come, the school aims:

To bring those whom we find that are not Christians to the saving knowledge of Jesus Christ (II Pet. 3:9; I Tim. 2:4).

To aid families in Christian growth and to help them develop Christ-centered homes (Eph. 5:22—23; II Pet. 3:18).

To cooperate closely as servants to the parents in every phase of the student's development, especially as it relates to the school program (Mark 10:45).

To help the parents to understand the school's purpose and program.

To assist parents in keeping up with the changing culture and its effect on the home and the implications for their children.

To encourage regular attendance and involvement in the local church (Heb. 10:24, 25).

To encourage parents to realize and shoulder their responsibility for the spiritual, moral and social education of their children (Deut. 6:4—7; Prov. 22:6).

1.008-1 Philosophy

Word of Life Christian Academy (WLCA) is a ministry of Word of Life Assembly of God Church. As a ministry of the church, WLCA will support the vision, goals, and objectives of the Church. This means that WLCA, its employees, faculty, staff, and student body will operate in full harmony with the ministry and programs of the Church. Facilities will be shared equitably between the Church and all its affiliated ministries. This includes the principle of shared usage and accountability for all Word of Life Church assets and property. All assets, to include property and supplies are owned and administered by Word of Life Assembly of God Church. This philosophy of shared values between WLCA and the Church and the philosophy that WLCA is a ministry of the Church is the guiding principle, which shall direct and influence all business and academic decisions relating to the operation of WLCA.

The educational philosophy of WLCA is based on a theo-centric view that all truth is God's truth, and that the Bible is the inspired and infallible authoritative Word of God. Upon this foundation our students will develop a Christian perspective on the total worldview. The philosophy fosters a proper understanding and acceptance of a person's role in life, all grounded in Christian principles.

Adherence to this philosophy guides us to promote the highest academic standards while helping students to achieve skills in creative and critical thinking, using the best curriculum available, encompassing Christian integration where possible. The outcome of our philosophy is to channel students to a post-secondary education, whether in college, university, or in vocational training. The preschool incorporates a structured, academic curriculum with a development program. Kindergarten through twelfth grades implement a rigorous, structured, and demanding academic program. We believe that a well-rounded student will demonstrate discipline and expectation in spiritual, intellectual, and physical areas. Therefore, we teach spiritual values in all areas of the curriculum. All activities, both curricular and co-curricular will either facilitate or reinforce this Christian educational philosophy. This philosophy mandates that we create partnerships with parents in every phase of the student's development, always offering assistance in understanding the purpose of WLCA.

This Philosophy of Christian Education for WLCA shall be the guiding tool for applying Biblical principles to teaching practices. Any use of materials or practices inconsistent with this Philosophy of Christian Education will not be

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permitted. The Board shall apply this Philosophy of Christian Education in all Board meetings. All WLCA faculty and staff members shall apply this Philosophy of Christian Education in their daily work for WLCA. Employees shall be committed to fulfilling the principles outlined in the Philosophy of Christian Education in every reasonable way possible. Unwillingness to adopt and promote these basic Christian education principles is grounds for dismissal.

1.008-2 Philosophy Objectives

Certain objectives are established in order to implement this philosophy:

To teach that the Bible is the inspired and the only infallible authoritative Word of God, thus developing attitudes of love and respect toward it. (II Tim. 3:15—17; II Pet. 1:20, 21)

To teach the basic doctrines of the Bible. (Titus 2:1)

To provide opportunities for the student to confess Christ as Savior and Lord. (Rom. 10:9, 10)

To teach Biblical character qualities and provide opportunities for the student to demonstrate these qualities. (I Sam.16:7; Gal. 5:22, 23)

To teach the student how to develop the mind of Christ towards Godliness. (Phil. 2:5; I Tim. 4:7)

To encourage the student to develop self-discipline and responsibility from God's perspective. (I Tim. 4:7; Cor. 9:24—27)

To teach the student the respect for and submission to authority from God's perspective. (Rom.13:1—7; Heb.13:17; Eph. 6:1—3)

To help the student develop a Christian worldview by integrating life, and all studies, with the Bible.

(II Pet.1:3)

To teach the student to hide God's word in his heart through memorization and meditation (Ps.119:11; Ps.1:1—3).

To help the student develop his identity in Christ as a unique individual created in the image of God and to attain his fullest potential (Ps.139:13—16).

To teach the student to treat everyone with love and respect as unique individuals created in God's image (Phil 2:1—4; Eph. 5:21)

To teach the student how to become a contributing member of his society by realizing his need to serve others (Gal. 5:13; Rom. 2:10)

To teach the student physical fitness, good health habits, and wise use of the body as the Temple of God. (I Cor. 6:19, 20)

To teach the student Biblical attitudes toward material things and his responsibility for using them to God's glory. (I Tim. 6:17—19, Matt. 6:19, 20, I Cor.10:31)

To teach the student to understand and use the fundamental processes in communicating and dealing with others (such as reading, writing, speaking, listening, and mathematics). (II Cor. 5:20)

To teach and encourage the student to use good study skills and habits. (II Tim. 2:3—7)

To teach the student how to research and to reason logically from a Biblical perspective. (Heb. 5:14, Rom.12:2)

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To teach the student good citizenship through and understanding and appreciation of our Christian and American heritages (home, church, nation). (I Cor. 10:11; Rom. 13:1—7)

To cooperate closely as servants to the parents in every phase of the student's development, especially as it relates to the school program (Mark 10:45).

To help the parents to understand the school's purpose and program.

To encourage parents to realize and shoulder their responsibility for the spiritual, moral and social education of their children (Deut. 6:4—7; Prov. 22:6).

1.010-1 Statement of Faith (Word of Life Assembly of God Church)

Word of Life Christian Academy (WLCA) is a ministry of Word of Life Assembly of God Church (WOLAG). The Statement of Faith for both WLCA and the Church is recorded in the Constitution and Bylaws of Word of Life Assembly of God Church, Springfield, VA.

The Scriptures Inspired. The Scriptures, both Old and New Testaments, are verbally inspired of God and are the revelation of God to man, the infallible, authoritative rule of faith and conduct (II Tim.3:15—17; I Thess. 2:13; II Peter 1:21).

The One True God. The one true God has revealed Himself as the eternally self-existent "I AM," the Creator of heaven and earth and the Redeemer of mankind. He has further revealed Himself as embodying the principles of relationship and association as Father, Son and Holy Ghost (Deut. 6:4;

Is. 43:10, 11; Matt. 28:19; Luke 3:22).

The Deity of the Lord Jesus Christ. The Lord Jesus Christ is the eternal Son of God. The Scriptures declare:

His virgin birth (Matt. 1:23; Luke 1:31, 35).

His sinless life (Heb. 7:26; I Peter 2:22).

His miracles (Acts 2:22; 10:38).

His substitutionary work on the cross (I Cor. 15:3; II Cor. 5:21).

His bodily resurrection from the dead (Matt. 28:6; Luke 24:39; I Cor. 15:4).

His exaltation to the right hand of God (Acts 1:9, 11; 2:33; Phil. 2:9—11; Heb. 1:3).

The Fall of Man. Man was created good and upright; for God said, "Let us make man in our image, after our likeness." However, man by voluntary transgression fell and thereby incurred not only physical death but also spiritual death, which is separation from God (Gen. 1:26, 27; 2:17; 3:6; Rom. 5:12—19).

The Salvation of Man. Man's only hope of redemption is through the shed blood of Jesus Christ, the Son of God.

Conditions of Salvation. Salvation is received through repentance toward God and faith toward the Lord Jesus Christ. By the washing of regeneration and renewing of the Holy Ghost, being justified by grace through faith, man becomes an heir of God according to the hope of eternal life (Luke 24:47; John 3:3; Rom. 10:13—15; Eph. 2:8; Tit. 2:11; 3:5—7).

The Evidence of Salvation. The inward evidence of salvation is the direct witness of the Spirit (Rom. 8:16). The outward evidence to all men is a life of righteousness and true holiness (Eph. 4:24; Tit. 2:12).

The Ordinances of the Church.

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Baptism in Water. The ordinance of baptism by immersion is commanded in the Scriptures. All who repent and believe on Christ as Savior and Lord are to be baptized. Thus they declare to the world that they have died with Christ and that they also have been raised with Him to walk in newness of life

(Matt. 28:19; Mark 16:16; Acts 10:47, 48; Rom. 6:4).

Holy Communion. The Lord's Supper, consisting of the elements—bread and the fruit of the vine—is the symbol expressing our sharing the divine nature of our Lord Jesus Christ (II Peter 1:4); a memorial of His suffering and death (I Cor. 11:26); and a prophecy of His second coming (I Cor. 11:26); and is enjoined on all believers “till He come!”

The Baptism in the Holy Ghost. All believers are entitled to and should ardently expect and earnestly seek the promise of the Father, the baptism in the Holy Ghost and fire, according to the command of our Lord Jesus Christ. This was the normal experience of all in the early Christian Church. With it comes the enduement of power for life and service, the bestowment of the gifts and their uses in the work of the ministry (Luke 24:49; Acts 1:4, 8; I Cor. 12:1—31). This experience is distinct from and subsequent to the experience of the new birth (Acts 8:12—17; 10:44—46; 15:7—9). With the baptism in the Holy Ghost come such experiences as an overflowing fullness of the Spirit (John 7:37—39; Acts 4:8), a deepened reverence for God (Acts 2:43; Heb.12:28), an intensified consecration to God and dedication to His work (Acts 2:42), and a more active love for Christ, for His Word, and for the lost (Mark 16:20).

The Evidence of the Baptism in the Holy Ghost. The baptism of believers in the Holy Ghost is witnessed by the initial physical sign of speaking with other tongues as the Spirit of God gives utterance (Acts 2:4). The speaking in tongues in this instance is the same in essence as the gift of tongues (I Cor. 12:4—10, 28), but different in purpose and use.

Sanctification. Sanctification is an act of separation from that which is evil, and of dedication unto God (Rm. 12:1, 2; I Thess. 5:23; Heb. 13:12). The Scriptures teach a life of “holiness without which no man shall see the Lord” (Heb. 12:14). By the power of the Holy Ghost we are able to obey the command: “Be ye holy, for I am holy” (I Pet. 1:15, 16).

The Church and Its Mission. The Church is the Body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of her great commission. Each believer, born of the Spirit, is an integral part of the General Assembly and Church of the Firstborn, which are written in heaven (Eph. 1:22, 23; 2:22; Heb. 12:23). Since God's purpose concerning man is to seek and to save that which is lost, to be worshipped by man, and to build a body of believers in the image of His Son, the priority reason-for-being of the Assemblies of God as part of the Church is:

To be an agency of God for evangelizing the world (Acts 1:8; Matt. 28:19, 20; Mark 16:15, 16).

To be a corporate body in which man may worship God (I Cor 12:13).

To be a channel of God's purpose to build a body of saints being perfected in the image of His Son (Eph. 4:11—16; I Cor. 12:28; 13:12).

The Assemblies of God exists expressly to give continuing emphasis to this reason-for-being in the New Testament apostolic pattern by teaching and encouraging believers to be baptized in the Holy Spirit. This experience:

Enables them to evangelize in the power of the Spirit with accompanying supernatural signs (Mark 16:15—20; Acts 4:29—31; Heb. 2:3, 4).

Adds a necessary dimension to a worshipful relationship with God (I Cor. 2:10—16; 12:13, 14).

Word of Life Christian Academy complies fully with the letter and spirit of all applicable federal, state and local laws, including applicable employment laws. Word of Life Christian Academy does not discriminate on the basis of race, color, sex, or national and ethnic origin or any other characteristic protected by applicable legal mandate. This policy applies to recruitment, employment, promotions, layoffs, termination, training and development, wages, benefits and all other privileges, terms and conditions of employment.

Enables them to respond to the full working of the Holy Spirit in expression of fruit and gifts and ministries as in New Testament times for the edifying of the body of Christ (Gal. 5:22—26; I Cor. 14:12; Eph. 4:11, 12; I Cor. 12:28; Col. 1:29).

The Ministry. A divinely called and scripturally ordained ministry has been provided by our Lord for the threefold purpose of leading the Church in:

Evangelization of the world (Mark 16:15—20).

Worship of God (John 4:23, 24).

Building a body of saints being perfected in the image of His Son (Eph. 4:11—16).

Divine Healing. Divine healing is an integral part of the gospel. Deliverance from sickness is provided for in the atonement, and is the privilege of all believers (Is. 52:4, 5; Matt. 8:16, 17; James 5:14—16).

The Blessed Hope. The resurrection of those who have fallen asleep in Christ and their translation together with those who are alive and remain unto the coming of the Lord is the imminent and blessed hope of the Church (I Thess. 4:16, 17; Rom. 8:23; Tit. 2:13; I Cor. 15:51, 52).

The Millennial Reign of Christ. The second coming of Christ includes the rapture of the saints, which is our blessed hope, followed by the visible return of Christ with His saints to reign on the earth for one thousand years (Zech. 14:5; Matt. 24:27, 30; Rev. 1:7; 19:11—14; 20:1—6). This millennial reign will bring the salvation of national Israel (Ezek. 37:21, 22; Zeph. 3:19, 20; Rom. 11:26, 27) and the establishment of universal peace (Is. 11:6—9; Psalms 72:3—8; Micah 4:3, 4).

The Final Judgment. There will be a final judgment in which the wicked dead will be raised and judged according to their works. Whosoever is not found written in the Book of Life, together with the devil and his angels, the beast and the false prophet, will be consigned to everlasting punishment in the lake which burneth with fire and brimstone, which is the second death (Matt. 25:46; Mark 9:43—48; Rev. 19:20; 20:11—15; 21:8).

The New Heavens and the New Earth. “We, according to His promise, look for new heavens and a new earth, wherein dwelleth righteousness” (II Pet. 3:13; Rev. 21, 22).

We recognize that certain teachings are left primarily to other Church ministries and the home.

Open opposition to these basic Christian Statements of Faith is grounds for dismissal.

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