



**LIGHTHOUSE CHRISTIAN ACADEMY**

1201 W. That Road  
Bloomington, IN 47403  
812-824-2000

**EMPLOYMENT APPLICATION**

We appreciate your interest in Lighthouse Christian Academy and invite you to fill out this application. Please return it to our school office.

**A. APPLICANT'S NAME AND ADDRESS**

Full name:

Application date:

Date available:

Present address:

Phone: Days

Evenings

Email Address:

Best time to call you?

Length of time at this address?

**B. POSITION DESIRED**

Can you submit verification of your legal right to work in the US? Yes \_\_\_ No \_\_\_

**C. CHRISTIAN BACKGROUND**

**On separate paper, briefly give your Christian testimony.**

Please carefully read our Statement of Faith and indicate your degree of support. The Statement of Faith is included at the end of this application.

\_\_\_ 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 paper. The exceptions represent either disagreements or items for which I have not yet formed an opinion or conviction.

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

What is your local church affiliation?

Are you presently a member in good standing? \_\_\_\_\_ Years?

**D. EMPLOYMENT HISTORY**

What degree or degrees do you hold?

Degree	Date Received	Issuing Institution
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Sequentially list your work experience with most recent first.

School/Company Name	Position	Dates
_____	_____	-
_____	_____	-
_____	_____	-
_____	_____	-

**G. REFERENCES**

Do not list family members or relatives for references.

Name/Complete Address

Phone

Position

1.

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2.

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3.

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

I understand that **Lighthouse Christian Academy** does not discriminate in its employment practices against any person because of race, color, national or ethnic origin, gender, age, or qualified disability.

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 **Lighthouse Christian Academy** 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 ever personally view any references given to the school.

Since I will be working with children, 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 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.

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Signature of Applicant

Date

### **Non-Discriminatory Policy**

Lighthouse Christian Academy admits students of any race, color and national and ethnic origin to all the rights, privileges, programs and activities generally accorded or made available to students at the school. We do not discriminate on the basis of race, color, national and ethnic origin in the administration of its educational policies, admission policies, scholarship and loan programs, and athletic and other school-administered programs.

## STATEMENT OF FAITH

- We believe that God has charged parents with the responsibility of bringing up their children in the "nurture and admonition of the Lord." (Ephesians 6:4). Christian schools can be of great assistance to the parents in this crucial task.
- We believe the Bible, the Scriptures of the Old and New Testaments, to be the only infallible, inspired and authoritative Word of God (2 Timothy 3:16-17).
- We believe there is only one God, eternally existent in three persons, God the Father, Jesus Christ the Son, and the Holy Spirit (Deuteronomy 6:4; Matthew 28:19-20).
- We believe in the deity of our Lord Jesus Christ (John 1:1, 14; Colossians 2:9), in His virgin birth (Matthew 1:23), in His sinless life (2 Corinthians 5:21; Hebrews 4:15), in His miracles (John 2:11, 20:30-31), in His atoning death through His shed blood (1 Corinthians 15:3; 1 John 2:2), in His bodily resurrection (Acts 2:32), in His ascension to the right hand of the Father (Luke 22:69), and in His personal return in power and glory (Matthew 16:27; Acts 1:11; Revelation 22:12).
- We believe that God created man, male and female, in His own image (Genesis 1:26-27; Matthew 19:4). It pleased God to create man as two distinct biological sexes, male and female, and each man bears the life-long responsibility of confessing and fulfilling God's law and purpose for the biological sex which God alone unalterably assigned him at the moment of conception (Deuteronomy 22:5; Psalm 139:13-16; 1 Corinthians 6:9-11).
- We believe that Adam and Eve's disobedience to God brought sin into the world (Genesis 3; Romans 5:14-21). Man, thus alienated himself from God, his neighbor, and the world (Isaiah 59:2; Colossians 1:21). All mankind except Jesus Christ are sinners, have sinned, and come short of the glory of God (Romans 3:9-20).
- We believe Jesus Christ is the ONLY Savior of sinners, the ONLY way to the Father (John 3:16, 14:6). Christ died as a substitute for sinners and was raised from the dead so that man could be reconciled to God (Romans 5:8; 2 Corinthians 5:21).
- We believe that eternal life is a gift of God received personally through faith alone in Jesus Christ alone (John 3:16; Acts 16:14). Eternal life is neither deserved by anyone nor can it be earned by good deeds (Ephesians 2:8-9).
- We believe that the Holy Spirit has come to glorify Christ and to apply the saving work of Christ to our hearts (John 3:3-8). He convicts us of sin and draws us to the Savior (1 Corinthians 2:11-14). Indwelling our hearts, He gives new life to us and empowers and imparts gifts to us for service (Romans 8:14). He instructs and guides us into all truth (John 16:13) and seals us for the day of redemption (Ephesians 4:30).
- We believe that the true Church is composed of all persons who, through saving faith in Jesus Christ and the sanctifying work of the Holy Spirit, are united together in the body of Christ (Romans 12:4-5; Ephesians 2:19-22). The Church finds her visible, yet imperfect, expression in local congregations where the Word of God is preached in its purity (2 Timothy 4:2); where the sacraments of Baptism (Acts 2:38; Matthew 28:19) and the Lord's Supper (1 Corinthians 11:23-26) are administered in their integrity; where scriptural discipline is practiced (Matthew 18:15-20; 1 Corinthians 5:1-5); and where loving fellowship is maintained (Acts 2:42).

- We believe that the term “marriage” has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Genesis 2:18-25). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Corinthians 6:18; 7:2-5; Hebrews 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.
- We believe that God has charged parents with the responsibility of bringing up their children in the "nurture and admonition of the Lord." (Ephesians 6:4). Christian schools can be of great assistance to the parents in this crucial task.

### **Biblical Lifestyle**

The Bible prohibits specific behaviors and limits marriage to a covenant relationship between a man and a woman (Genesis 2:21-25; Ephesians 5:22-33). LCA will instruct students in these teachings. Behaviors prohibited in the Bible include, but are not limited to:

- Heterosexual activity outside of one man-one-woman marriage. For example, premarital sex, cohabitation, or adultery (John 8:1-11; I Corinthians 6:9-20; Hebrews 13:4);
- Sexual harassment, use or viewing of pornographic material or websites (Psalm 101:2-3; Matthew 7:12, Ephesians 5:3);
- Sexual abuse or improprieties toward minors as defined by Scripture and federal or state law (Matthew 18:5-6; Luke 18:15);
- Drunkenness or the use of illicit drugs (Ephesians 5:18, Romans 13:13-14);
- The use of vulgar and profane language (Ephesians 4:29, 5:4; Colossians 3:8);
- Deceit- Deliberately falsifying materials or misrepresenting facts by lying (Matthew 5:33-37);
- Homosexual or bisexual activity or any form of sexual immorality (Romans 1:21-27; I Corinthians 6:9-20);
- Theft- The act of stealing (Exodus 20:15, Ephesians 4:28);
- Any illegal activity (Romans 13:1-5);
- Practicing “alternate gender identity” or any other identity or behavior that violates God’s ordained distinctions between the two sexes, male and female (Genesis 1:26-27; Deuteronomy 22:5).

In situations in which the home life violates these standards, LCA reserves the right, within its sole discretion, to refuse admission of an applicant or to discontinue enrollment of a student.

4/21/2020