

HIGHLAND BAPTIST CHRISTIAN SCHOOL

708 Angers St.
 New Iberia, Louisiana 70563
 Phone: (337) 364-2273 Fax: (337) 369-6303
 hbczni.org

Application for Employment

Date: _____

Position Applied For: _____

APPLICANT'S INFORMATION			
NAME: LAST	FIRST	MIDDLE	MAIDEN
ADDRESS:			
CITY:	STATE:	ZIP:	
PHONE:	EMAIL:		

RELIGIOUS/CHURCH INFORMATION	
DO YOU KNOW JESUS CHRIST AS YOUR PERSONAL SAVIOR? YES NO	PRESENT CHURCH MEMBERSHIP:
CHURCH ACTIVITIES EXPERIENCE	
DATES:	CHURCH AND LOCATION: PASTOR'S NAME: NATURE OF WORK:

EDUCATIONAL/PROFESSIONAL TRAINING			
SCHOOL or INSTITUTION NAME:	DEGREE or DIPLOMA:	DATE:	COURSE OF STUDY
HIGH SCHOOL			
COLLEGE OR UNIVERSITY			
POST-GRADUATE			

TEACHING EXPERIENCE		
SCHOOL or INSTITUTION NAME and LOCATION:	GRADES or SUBJECTS:	DATE:

REFERENCES (2 PERSONAL; 2 PROFESSIONAL)			
NAME:	EMAIL:	RELATIONSHIP:	PHONE :

Do you hold a valid teaching certificate in the State of Louisiana? _____ Certification # _____
Please attach copy of Louisiana Teaching Certificate.

What grade levels or subjects are you qualified or certified to teach? _____

What academic or professional honors have you received? _____

Have you ever been accused, verbally or in writing; or has a civil or criminal complaint ever been filed against you, alleging sexual abuse, other physical abuse, or neglect of a minor by you? ____ yes ____ no
 If yes, give an explanation of the accusation and /or complaint. (Please indicate the date, nature, and place of the incident leading to the accusation and/or complaint, where the accusation and/or complaint was filed, and the disposition of the accusation and /or complaint.)

Have you ever terminated your employment or had your employment terminated for reasons relating to allegations of sexual abuse, other physical abuse, or neglect of a minor by you? ____ yes ____ no

Have you ever been tried or convicted for a misdemeanor or felony? ____ yes ____ no
 If yes, please describe: _____

- On a separate sheet of paper write a brief statement of:
- your personal testimony (your relationship with Christ)
 - why you desire this position at Highland Baptist School
 - what your goals and objectives would be if you are accepted for employment

Please add any additional information that will provide a more complete estimate of your training, experience, character, and/or ability. Include any other testimonials or references.

When could you begin work here? _____

A personal interview is required before a decision is made. This application will be placed on file for consideration when vacancies occur and should be complete and accurate in every detail.

STATEMENT OF BELIEFS

Archimedes, the famous Greek mathematician and physicist, said that if he were given three things he could move the earth off its axis. "Give me a standing place out yonder in space, a fulcrum, and a lever long enough and strong enough, and I will move the world!" A PLACE TO STAND - that's what we need if we are going to be a moving force in the world.

Highland Baptist School was established to be a moving force in New Iberia and ultimately the world. Peter Marshall, for many years the U.S. Senate Chaplain, once prayed, "God help us to stand for something lest we fall for anything." This purpose statement is written to express in positive terms what we stand for and what we believe.

1. WE BELIEVE IN THE LORDSHIP OF JESUS CHRIST.

We believe that Jesus Christ is the eternal Son of God and both the Savior and Lord of all who believe and trust in Him. (Acts 2:36)

The facts of Christ's life are simple. He was foretold by the prophets (Isaiah 7:14), born of a virgin (Matthew 1:18-23), and lived a life of complete obedience to God (Hebrews 4:15). He preached with authority (Matthew 8:28-29), performed miracles (Acts 2:22), died to pay for our sins (1 Peter 3:18), was raised from the dead (1 Corinthians 15:4), and appeared to people after His resurrection (1 Corinthians 15:5-9). He ascended to heaven to be the mediator (peacemaker) between God and us (1 Timothy 2:5-6). One day He will return to the Earth to judge it (Romans 14:10-12). Until then He dwells in the hearts of all believers as the living and ever-present Lord. His death on the Cross was the payment (atonement) for our sins and the means by which we are forgiven and brought into a right relationship with God (saved) (Romans 3:25-26)

By virtue of his life, death, and resurrection, He is the master or ruler of life (Philippians 2:5-11). To Christ is due complete obedience. To be a Christian is not just to accept a philosophy of life, nor to seek to live up to a code of ethics, nor to observe certain ceremonies. To be a Christian is to have a personal relationship with the Lord of life. He deserves and demands our complete commitment. Jesus is both Savior and Lord (Acts 2:36). This we believe!

2. WE BELIEVE IN THE FREE GIFT OF SALVATION.

We believe that salvation is the free gift of God which we receive through faith in Jesus Christ. This salvation cannot be earned. Biblical salvation means the redemption, or recovery, of the whole person from the power and consequences of sin, resulting in a right relationship with God. Biblical salvation is past, present, and future. We are saved from the penalty of sin when we trust Jesus Christ by faith. This is called conversion or justification. From the moment of that decision, we are being saved from the power of sin, a process which continues until we die. This is called sanctification. When we die, we enter the presence of God in heaven and are then saved from the presence of sin, because in heaven, there is no sin. This is called glorification.

We are saved by faith in Jesus who died as the substitute for our sins (Hebrews 9:12). We are not saved by being good (moral, honest, kind), nor by being religious (by being baptized, going to church, giving money). These things are but the evidence of salvation, not the means of salvation. We are saved by God's grace (unearned favor) through faith (total trust) and not by our own good works (Ephesians 2:8-9).

There is just one way to Jesus and that is through faith. Saving faith is being sure of what we hope for and certain of what we do not see (Hebrews 11:1). There are not many roads to Christ. It is through faith alone that we come to Christ. Without faith it is impossible to please God (Hebrews 11:6).

However, there are many ways to faith. We can come to faith in any Christian church or in no church. The important thing is not the church attended but the faith possessed. We recognize as fellow Christians all people who follow Christ, regardless of their denominational preference.

The simple conditions of salvation revealed in the New Testament are as follows: (1) conviction of sin (John 16:8); (2) repentance from sin - a change of attitude that leads to a change in action (Acts 3:19), (3) faith in Jesus Christ, and (4) confession of that faith (Romans 10:9-10).

Salvation is the free gift of God to all who devote themselves to Jesus Christ as Lord and Savior. This we believe!

3. WE BELIEVE IN THE AUTHORITY OF THE SCRIPTURES.

We believe that the Scriptures, both the Old and the New Testaments, are the inspired Word of God and are the only authority for our faith and lifestyle. The Bible is the "I Am" book. Everything we know about God and the Lord Jesus Christ is written in the Bible. It is also an inerrant book. Inerrant means without error. The Bible is an inerrant book because everything in the Bible, whether doctrine, history, science, geography, geology, or any other discipline or knowledge, is totally true. Inerrancy is a test of God's character, for God cannot lie (Hebrews 6:18).

The Bible is also an infallible book. It will never deceive us or give us false counsel. It is totally trustworthy (Matthew 4:3-4) The Bible is an inspired book. Every word of Scripture is from the mouth of God (2 Timothy 3:16). Inspiration is the mysterious process by which God worked through the authors of Scripture to produce inerrant and infallible writings (2 Peter 1:21).

God, who at various times and in various ways spoke in times past to the Fathers by the prophets, has in these last days spoken to us by His Son, whom he has appointed heir of all things, through whom also he made the worlds. (Hebrews 1:1-2)

The Bible is the inspired, authoritative, eternal, sufficient, and reliable word of God. This we believe!

4. WE BELIEVE IN THE FELLOWSHIP OF THE CHURCH.

We believe that the church is a local fellowship of Christians who in mutual love for one another gather together for the common purpose of worship, service, and encouragement. The church is divine in its origin. It is not just another fraternal order or a service club. It was organized by Christ Himself (Matthew 16:18) and belongs to God (1 Timothy 3:15). Christ is the head and leader of the church (Ephesians 5:23).

The church is spiritual in its mission. It is composed of individual Christians who are devoted followers of Jesus, committed to the Great Commandment (Matthew 22:37-40) and the Great Commission (Matthew 28:19-20). The church is the pillar and support of the truth (1 Timothy 3:15). The church is like a family in nature. It is not a building or an organization but a family of God's people. It is composed of those who have entered God's family through a salvation experience and have demonstrated that experience through the testimony of baptism. We believe that baptism is a symbolic expression of our faith in the crucified, buried, and risen Christ (Romans 6:1-4). We believe that baptism is for believers only. We believe baptism is to be by immersion, following the pattern of Jesus (Matthew 3:13-17). And we believe that baptism is prerequisite to the privileges of church membership.

The church is the Body of Christ, comprised and composed of baptized believers who, in love for one another, meet for the common purpose of worship, service, and encouragement. This we believe!

5. WE BELIEVE IN THE SECURITY OF THE BELIEVER.

Becoming a Christian doesn't mean that a person becomes perfect. Being a devoted follower of Christ does not keep a person from temptation or sin. Christians do sin. However, real Christians will not knowingly or purposely continue to live in sin. They will confess and repent of their disobedience to God. All true believers endure to the end. Christians do not hold onto God - God holds onto them (John 10:17-29, Jude 24-25). Since we don't earn our salvation by being good, we don't lose it by being bad. Our salvation depends on God's love, power, and forgiveness from start to finish. He keeps us secure.

The Christian life is a life of faith, endurance, and assurance. This we believe!

This, of course, is not all we believe or stand for. We believe other great truths in common with various Christian denominations. Some of these are (1) the existence of God, (2) the deity of Christ, (3) the Trinity, (4) the fall of humanity, (5) the immortality of the soul, (6) the resurrection of the dead, (7) personal accountability to our Creator, and (8) the Judgment of all who reject Christ.

When Martin Luther, the father of the Reformation, was accused of heresy and the Pope demanded that he recant, Luther took the position that he could not recant what he believed on the basis of the Scriptures and "evident reason." Then he said, "Here I stand, I cannot do otherwise. God help me. Amen." Here we stand. We can do no other. Come stand with us and together we shall move the world for God.

PHILOSOPHY OF EDUCATION

Education at HBCS is based on the Christian traditional approach in contrast to the humanistic, progressive systems of education. Christian traditional education is rooted in objective reality and absolutes, as opposed to relativism. We believe this approach provides students with the best possible programs and methods of study. We seek to impart to each student Christian character development, communicative skills of language, and subject matter in the various academic disciplines, all in harmony with God's truth. The objective of Christian education is to develop, within the framework of the student's God given personality, potential, and abilities, individuals who are articulate, knowledgeable, and of good Christian character.

The content of Christian education must comply with "...whatever is true, noble, right, pure, lovely, admirable, excellent or praiseworthy" (Philippians 4:8). Christian education must deal with the social and the spiritual, as well as the academic dimensions of the student. Therefore, our academic programs are only a part of the educational process of school life. The student is taught Christian values of life, so that he is armed "...that no one takes (him) captive through hollow and deceptive philosophy" (Colossians 2:8).

Through Christian education, our desire is for each student to be brought to "...unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ" (Ephesians 4:13). Therefore, the student is able to be an effective witness for Christ, is academically equipped in a free society, and is able to manifest the fruit of the Spirit in his daily life.

LIFESTYLE STATEMENT

Employees are expected to live a God-honoring lifestyle that reflects His holiness and goodness. The Bible reveals that sexuality is a gift from God to be enjoyed within the context of marriage between a man and a woman (Genesis 2:22-25), and when this gift is abused and God's standards ignored, the Bible calls this "sexual immorality". We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. (1 Corinthians 6:18-20; Ephesians 5:1-3; Leviticus 20:13; Romans 1:27; Hebrews 13:4)

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. (Gen 1:26-27)

We believe that in order to preserve the function and integrity of HBCS, and to provide a biblical role model to its families and the community, it is imperative that all persons employed by HBCS in any capacity agree to and abide by this Lifestyle Statement. (Matt 5:16; Phil 2:14-16; 1 Thess 5:22)

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31) Hateful or harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of HBCS.

STATEMENT OF THE SANCTITY OF HUMAN LIFE

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (Ps 139)

FINAL AUTHORITY FOR MATTERS OF BELIEF AND CONDUCT

The HBCS 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 the school's faith, doctrine, practice, policy, and discipline, the pastor of Highland Baptist Church is the school's final interpretive authority on the Bible's meaning and application.

I have read, understand, and agree with the afore-detailed Statement of Beliefs; Philosophy of Education; Statements of Lifestyle, Sanctity of Human Life, and Final Authority for Matters of Belief and Conduct and will uphold these principles in the performance of duties with Highland Baptist Christian School, if accepted for employment.

Signature of Applicant

Date

HBCS does not discriminate on the basis of race, color, national or ethnic origin. IRS Revenue Procedure 75-5 requires schools to keep records on the racial composition of its student body, faculty, and administrative staff for each academic year.

OFFICE USE ONLY			
INTERVIEW DATE:			
RECOMMENDED FOR HIRE:			
DATE:	POSITION:	ACCEPTED:	ADMINISTRATOR'S SIGNATURE: