



Teacher Application

Ryan Hill, Pastor
Dewayne Coleman, Business Manager
Cyndi Augustin, Preschool Director and Principal

322 East Cedar Street
Goodlettsville, TN 37072
Phone: 615-859-1184 x 121
Fax: 615-859-5562
www.mcaeagles.com

Metro Christian Academy & Metro Baptist Preschool

Dear Prospective Teacher:

We are currently looking for professional Christian educators who are interested in being part of an active church ministry. We are looking for teachers who are committed to Christian education and have a desire to become part of our church and school ministries. If you are this type of person, we would love to speak with you concerning the employment opportunities at Metro Christian Academy or Metro Baptist Preschool.

Our academy has celebrated more than 35 years in Christian education, training young people to love and serve the Lord for a lifetime. Our preschool has been in operation more than 20 years. Our beautiful twenty-three-acre campus is located in Goodlettsville, Tennessee, a suburb of Nashville. Our staff actively serves the Lord in the classroom and in our church ministry.

We have enclosed a packet of information for your consideration. If you have any questions, please do not hesitate to call us. We will be praying with you as you seek the Lord's direction concerning Metro Christian Academy and your possible service with us in this ministry.

In Christ,

Cyndi Augustin

Cyndi Augustin, Preschool/Director & Academy Principal (ext. 121)

mrsaugustin@mcaeagles.com

METRO CHRISTIAN ACADEMY

A Ministry of Metro Baptist Church

322 East Cedar Street • Goodlettsville, TN 37072

(615) 859-1184 • FAX: (615) 859-5562

E-MAIL: mrsaugustin@mcaeagles.com

PRESCHOOL & ACADEMY PROFILE

OUR ADMINISTRATION

Pastor Ryan Hill	President
Cyndi Augustin	Academy Principal / Preschool Director
Dewayne Coleman	Business Manager
Linda Philips	Bookkeeper
Kendall Cutrell	Office Manager/Marketing
School Board	Deacon Leadership of Metro Baptist Church

OUR MISSION

Metro Christian Academy, a ministry of Metro Baptist Church, exists to co-labor with the parents to provide a balanced educational experience with a Christian worldview.

OUR DISTINCTIVES

Metro Christian Academy, founded in 1979, is a ministry of Metro Baptist Church. Our campus sits on 22 acres and consists of three main buildings including classrooms, kitchen, computer lab, library, gymnasium and an indoor playground. Our property also has a picnic pavilion, a relatively new out-door playground, field space for sports to be added as we grow. We have classes for three-year-old kindergarten through the twelfth grade. With an academy enrollment of 100 students (and a preschool enrollment of 56), we offer fundamental classes in reading, mathematics, and language arts, as well as advanced math and science classes, computer and fine arts. Conveniently located on the north side of Nashville in Davidson County, MCA is easily accessible from all major business centers, shopping areas, and residential developments. MCA is divided into pre-school (PK3-PK-4), elementary (K5-5), junior high (6-8), and senior high (9-12) schools. Teaching in the school is from a Biblical approach. Standards, doctrines, and philosophy are fundamentally Baptist and in accordance with Metro Baptist Church however several local churches are represented by our student body.

OUR CHURCH MINISTRY

Metro Baptist Church is located in Goodlettsville, Tennessee, pastored by Ryan Hill. The church has an average attendance of approximately 450 active members for the Sunday morning services. Metro Baptist is an active church with the following ministries: Sunday school, nursery, music ministry (including choir, band, and praise teams), children's ministry, youth ministry, Vacation Bible School, Metro Baptist Preschool (full-time, five-day-preschool) and Metro Christian Academy. We currently support 40 missionaries (one of which grew up in this church and now serves with her family in Brazil). It is required that MCA teachers become active members of Metro Baptist Church, as the school is a ministry of the church.

OUR ACCREDITATION

Metro Christian Academy is accredited by the Tennessee Association of Christian Schools (TACS) and approved as a Category II school by the Tennessee State Department of Education. We offer a program of academic excellence for children in grades K5 through twelve in addition to meeting the rigorous academic requirements and teaching standards necessary to maintain our accreditation.

OUR FACULTY

The men and women who comprise the Metro Christian Academy faculty are Christian teachers who desire to help students learn from a Biblical perspective. Coming from a wide variety of educational backgrounds, our administration and teachers work together to help prepare our students for life. Teachers are required to maintain current professional certification in their teaching fields.

OUR ELEMENTARY AND PRE-SCHOOLS

Our pre-school and elementary grades are designed to establish a solid foundation on which to direct young people both mentally and spiritually. Children are encouraged to enjoy reading through a language arts curriculum that balances phonics and good reading habits with great literature. In addition, independent reading is promoted and encouraged in all of our elementary classes. The math curriculum supports the mastery of math skills, understanding of concepts, and integration of problem solving. Fine arts, physical education, and drama with annual programs are also offered in our elementary.

OUR JUNIOR AND SENIOR HIGH SCHOOLS

Our junior high school prepares young people to make the transition from elementary to high school while our high school offers a wide range of college preparatory courses encompassing foreign language, computer, and fine arts opportunities. In athletics we offer Co-ed cross-county, ladies middle school and varsity volleyball, cheer, middle school basketball(boys and girls), varsity basketball (boys and girls), Co-ed soccer. We plan to build our sports program as our junior and senior high school continues to grow in students who wish to participate.

OUR STATEMENT OF FAITH

Metro Christian Academy is a ministry of Metro Baptist Church and, therefore, must reflect the Biblical values, doctrines, and standards that characterize it. We believe in the verbal inspiration and authority of the Scriptures. We believe that the Bible reveals God, the fall of man, the way of salvation, and God's plan and purpose in the ages.

- ☐ We believe that the Bible is God's inerrant, inspired Word. (II Tim. 3:16)
- ☐ We believe in God's creation and revelation. (John 14:6; 1:1; Col. 1:16,17)
- ☐ We believe in the deity of Christ, God the Father, God the Son, and God the Holy Spirit. (Matt. 26:63-67; John 1:14-18; 3:16,18)
- ☐ We believe in the virgin birth of Christ. (Matt. 1:18)
- ☐ We believe in the bodily resurrection of Jesus Christ. (Luke 24:40-46)
- ☐ We believe in a literal heaven and hell. (John 14:2-3; Mark 9:43-44; Luke 16:23)
- ☐ We believe in salvation by grace through faith alone. (Eph. 2:8, Rom. 5:1)
- ☐ We believe in the blood atonement for sin, Jesus Christ. (Rev. 1:5, Eph. 2:13)
- ☐ We believe in the eternal security of the believer. (Heb. 7:25, I Peter 1:5)
- ☐ We believe in the visible, personal, and imminent return of the Lord Jesus Christ for His saints called the "Rapture". (I Thess. 4:15-17)
- ☐ We believe in the separation of the believers from worldliness. (I Thess. 4:3)
- ☐ We believe that the term "marriage" has only one, legitimate meaning, and that is marriage sanctioned by God, which joins one man and one woman in a single, covenantal union, as delineated by Scripture. Marriage ceremonies performed in any facility or space owned, leased, or rented by this church will be only those ceremonies sanctioned by God, joining one man with one woman as their genders were determined by anatomy at birth (and not subject to change). Whenever there is a conflict between the church's position and any new legal standard for marriage, the church's statement of faith, doctrines, and biblical positions will govern. (Gen. 2:24; Eph. 5:22-23; Mark 10:6-9; I Cor. 7:1-9)
- ☐ We believe that God has commanded that no intimate sexual activity be engaged in outside of marriage as defined in (a) above. We believe that any other type of sexual activity, identity or expression that lies outside of this definition of marriage, including those that are becoming more accepted in the culture and the courts, are contradictory to God's natural design and purpose for sexual activity. (Gen. 2:24; Gen. 19:5; Lev. 18:1-30; Rom. 1: 26-29; 1 Cor. 5:1; 6:9-10; 1 Thess. 4:1-8; Heb. 13:4)
- ☐ We believe that God creates each person as male or female. These two distinct, unchangeable genders together reflect the image and nature of God, and the rejection of one's biological gender is a rejection of the image of God within that person. (Genesis 1:26-27)
- ☐ We believe that men and women are spiritually equal in position before God but that God has ordained distinct and separate spiritual functions for men and women in the home and the church. The husband is to be the leader of the home, and men are to be the leaders (pastors and elders) of the church. (Gal. 3:28; Col. 3:18; 1 Tim. 2:8-15; 3:4-5, 12)
- ☐ We believe that God has ordained the family as the foundational institution of human society. The husband is to love his wife as Christ loves the church. The wife is to submit herself to the spiritual leadership of her husband as the church submits to the headship of Christ. (Gen. 1:26-28; Mark 10:6-12; 1 Cor. 7:1-16; Eph. 5:21-23; Col. 3:18-19; I Peter 3:1-7)
- ☐ In the Bible, God entrusts parents with responsibility for their children, and the Christian school by design operates on behalf of the parents. This responsibility includes decisions about church attendance, education, discipline, healthcare, and a variety of other life choices. God instructs parents to train their children consistent with their faith. (Exodus 20:12; Deut. 4:6, 6: 6-9; Ps. 127:3-5; Eph. 6:4 Prov. 4:20-23, 19:18, 22:6.)
- ☐ Divorce and Remarriage. We believe that God disapproves of and forbids divorce except in cases of adultery. Although divorced and remarried persons or divorced persons may hold positions of service in the church and be greatly used of God for Christian service, they may not be considered for the offices of pastor or board member. (Mal. 2:14-17; Matt. 19:3-12; Mark 10:11-12; Rom. 7:1-3; I Tim. 3:2, 12; Titus 1:6; I Cor. 7:10-16)

- We believe that human life begins at conception and that the unborn child is a living human being. Abortion is murder and constitutes the unjustified, unexcused taking of unborn human life. (Job 3:16; Ps. 51:5; 139:13-16; Isa. 44:24; 49:1, 5; Jer. 1:5; 20:15-18; Luke 1:36, 44)
- We believe that an intentional act or omission that facilitates premature death, is assuming a decision that is to be reserved for God. We do not believe that discontinuing medical procedures that are extraordinary or disproportionate to the expected outcome is euthanasia. (Ex. 20:13; 23:7; Matt. 5:21; Acts 17:28)
- We believe that we should demonstrate love for others, not only toward fellow believers, but also toward those who are not believers, those who oppose us, and those who engage in sinful actions. We are to deal graciously, humbly, gently, and patiently with those who oppose us. God forbids the stirring up of strife, the taking of revenge, or the threat or use of violence as a means of resolving personal conflict or obtaining personal justice. Although God commands us to abhor sinful actions, we are to love and pray for any person who engages in such actions. (Lev. 19:18; Matt. 5:44-48; Luke 6:31; John 13:34-35; Rom. 12:9-10; 17:21; 13:8-10; Phil. 2:2-4; 2 Tim. 2:24-26; Titus 3:2; 1 Peter 3:8-9; 1 John 3:17-18)
- We believe that Christians are prohibited from bringing civil lawsuits within the church. We do believe, however, that a Christian may seek compensation for injuries from another Christian's insurance company as long as the claim is pursued without malice or slander. (1 Cor. 6:1-8; Eph. 4:31-32)
- We believe that children are from the Lord and must be absolutely protected within the church from any form of abuse or molestation. The church has zero tolerance for any person, whether paid staff, volunteer, member, or visitor, who abuses or molests a child. (Ps. 127:3-5; Matt. 18:6, 19:14; Mark 10:14)

OUR STATEMENT OF PHILOSOPHY

Metro Christian Academy seeks to embrace a philosophy of education which is firmly based upon the principles derived from God's Word. There are several principles in particular which have shaped the development of our school. These are not exhaustive, but they are foundational. We believe the following:

- Metro Christian Academy recognizes that God gave parents the responsibility of educating their children (Prov. 22:6; Eph. 6:14). We also recognize that when parents choose an educational institution, the institution is chosen, in part, to act in their stead in the educational process.
- Metro Baptist Church, as an assembly of believers, has established Metro Christian Academy as an extension of the educational processes of our church families, providing a supportive basis of encouragement as they seek to fulfill their God-given responsibilities (Prov. 19:27; Isaiah 54:13; Jer. 10:2). As a congregation, we further open our ministry to other families in our community who are seeking a similar Christ-centered institution that presents an education which academically and spiritually challenges their children.
- The education that students receive at Metro Christian Academy must be based on the authority, authenticity, and reliability of the Bible as the complete and final revelation of God concerning all matters of truth, faith, and practice (John 17:17; II Timothy 3:16-17; Jude 3). We desire that students learn to view everything through the eyes of God as revealed in the Scripture; therefore, a truly Christian education must be Christ-centered rather than student-centered. Jesus Christ must be at the center of all that is believed, said, and done. He is the source of all wisdom and knowledge (John 14:6; Col. 2:3, 8-10).

- We have a responsibility to reach out to our community and influence young people for Christ. We are, therefore, evangelistic in our approach to Christian education (Matt. 28:19-20; Mark 16:15; Mark 10:14).
- We must also seek to edify young people and build them up in the faith. Character training and understanding of doctrine are important aspects of a Christian education (Eph. 6:4; Col. 1:28-29; Eph. 4:11-16). It is our desire that our students both know the truth and apply the truth wisely in their own lives (John 8:32; John 16:13).
- Metro Christian Academy has the responsibility to provide the highest quality academic training. We must thoroughly educate young people, preparing them with the skills they need to serve the Lord in any vocation into which He may lead them (II Peter 1:5).

We must additionally provide a broad range of experiences for our students, knowing that these are important in the overall development of young people. Therefore, Christ-honoring programs in music, drama, and athletics are an important part of the education provided at Metro Christian Academy (Luke 2:52; Ps.96:1; IChron.15:16; Ps.150:3-5).

OUR STATEMENT OF OBJECTIVES

SPIRITUAL OBJECTIVES:

- To teach that the Bible is the inerrant, inspired Word of God. (II Tim. 3:16)
- To teach that God is the sovereign Creator and Sustainer of all that is. (Col. 1:15-17)
- To teach that man is born a sinner, and in this natural condition is unable to please God. (Rom. 3:10, 23)
- To teach that Jesus Christ is the Son of God Who came to this earth to die for sinners. (John 3:16)
- To teach and disciple students to become productive, Godly students in society. (Matt. 28:19-20)

PHYSICAL OBJECTIVES:

- To emphasize that the body is the temple of the Holy Spirit. (I Cor. 3:17)
- To stress purity. (I Cor. 6:13,20)
- To teach cooperation and good conduct through extra-curricular activities. (Eph. 4:29-32)
- To teach that the physical area is not the most important area in life. (I Tim. 4:8)

SOCIAL OBJECTIVES:

- To develop a balanced personality based on the full utilization of the individual's God-given capacities and talents. (Rom.12: 4-6)
- To stress that the body is the temple of God and is to be maintained as such. (I Cor. 6: 19-20)
- To teach social progress and encourage the social graces expected of a Christian. (I Cor. 10:31)
- To prepare a student to properly relate to non-Christians and Christians who differ in doctrine or practice. (Rom. 12:14-21)
- To develop logical thinking and strong convictions. (Rom. 12:1-2)

ACADEMIC OBJECTIVES:

- To maintain excellence as the only academic standard. (Col. 3:23)
- To teach the student to work independently and cooperatively.
- To develop effective communication skills.
- To develop creative skills.
- To develop an appreciation of the fine arts.
- To teach the basic concepts of scientific investigation and to show that all scientific fact is in agreement with God's Word.
- To teach and develop an appreciation of our American heritage.
- To present current affairs in all areas and to relate them to God's plan for man.
- To teach all subjects in their correct perspective in relation to God's Word.

Metro Christian Academy And Metro Baptist Preschool

INITIAL TEACHER APPLICATION

Your interest in Metro Christian Academy or Metro Baptist Preschool is appreciated. We invite you to fill out this initial application and return it to our school office. If a position for which you may qualify becomes available, we will contact your references. If you have continued interest in your candidacy, we will arrange for a personal interview.

We realize that the key to a successful Christian school is its staff. We are grateful for those who are professionally qualified, who really love children, and who, by the pattern of their lives, are Christian role models. (Luke 6:40)

We look forward to receiving your initial application. Thank you for your interest in Metro Christian Academy or Metro Baptist Preschool, ministries of Metro Baptist Church.

Metro Christian Academy And Metro Baptist Preschool

Teacher Application

A. Applicant's Name and Address

Full Name: (Dr., Mr., Mrs., Miss, Ms): _____

Application Date: _____ Date Available: _____

Are you at least 21 years old? ____ Yes ____ No

Present Address: _____

Phone: Days () _____ Evenings () _____

Best Time to Call You? _____ S.S. Number: _____

How long have you lived at the above address? _____

Permanent address and phone number, if different than present address: _____

E-mail: _____

Children:

Name: _____ Grade: _____ Age: _____

Name: _____ Grade: _____ Age: _____

Name: _____ Grade: _____ Age: _____

Name: _____ Grade: _____ Age: _____

Name: _____ Grade: _____ Age: _____

B. Position Desired

Please indicate your choices in the parentheses as 1, 2, or 3. Then to the right, please indicate the grade or subject in order of preference:

(☐) Kindergarten () K4 preschool () K3 preschool

(☐) Elementary: _____

(☐) Junior High: _____

(☐) High School: _____

☐ Full Time ☐ Part-time ☐ (Please check one.)

How did you learn about the position for which you are applying? _____

Please list activities or sports which you would be capable of and willing to direct, sponsor, advise, or coach. (Indicate grade or ability levels.) _____

What would you like to be doing five years from now? _____

C. Christian Background

On a separate paper, briefly give your Christian testimony.

Bible: 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 _____

Church Service:

Denominational Preference: _____

What is your local church affiliation? _____

Are you presently a member in good standing? _____

How many years have you been a member? _____

In what church activities are you involved and with what degree of regularity?

What other Christian service have you done since becoming a Christian?

What is your attitude towards working with those of other denominational beliefs and/or traditions? _____

Devotional/Prayer Life:

Describe your routine of personal Bible study and prayer life: _____

What books have you read recently that have helped you spiritually?

D. Professional Qualifications

**** Please attach photocopies of all your college transcripts. Should you be offered a position, official college transcripts will be required to be submitted for inclusion in your personal file.***

FORMAL TRAINING: What degree do you hold?

Degree Date Received Issuing Institution Major (s)/Minor (s)

Cumulative Grade Point Average: BA _____ BS _____ Graduate Work _____

TEACHING EXPERIENCE: Sequentially list your teaching experiences, with most recent first:

School's Name	Grades or Subjects or Age-groups	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

TEACHING CREDENTIALS:

Do you have a state teaching certificate? No _____ Yes _____ State? _____
Do you have a TACS Teaching certificate? No _____ Yes _____ What type? _____

CHRISTIAN SCHOOL PREPARATION: Have you had any courses in the Christian philosophy of school education? No _____ Yes _____

If so, where and when? _____

If not, would you be willing to take such a course? _____

1.) List any educational advantages that you have had, including opportunities to travel:

2.) List any books or articles that you have read recently that have helped you to grow Professionally: _____

3.) Have you taken other courses giving specific training for Christian day schools? If yes, please Give details: _____

4.) List any conferences or seminars which you have led or attended in the past: _____

E. Personal Philosophy

***On a separate paper, please label and answer each of the questions below:**

1. Briefly state your philosophy of Christian education.
2. Why do you wish to teach in a Christian school or preschool?
3. What do you consider to be the proper classroom atmosphere for learning?
4. In your opinion, list the four most important elements of Christian education (preschool-list the four most important elements of early-childhood care and education).
5. Briefly state your philosophy of discipline.
6. What areas do you feel are your strengths? Weaknesses?
7. Summarize any additional information that you would like to present regarding your candidacy for this position. (If this information is stated in your resume, simply attach a copy of it rather than re-stating the same information.)

F. Personal References

You will need to sign the **Reference Release Form** that is attached and return it with this application. Do not list family members or relatives for references.

Give three references who are qualified to speak of your spiritual experience and Christian service. List your current pastor first. Please include name, complete address, telephone number, and position.

1. _____

2. _____

3. _____

Give three references that are qualified to speak of your professional training and experience. List your current or most recent principal or supervisor first. Please include name, complete address, telephone number, position, and school.

1. _____

2. _____

3. _____

G. Employment History

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

1. Employer: _____
Position: _____ Dates of Employment: _____
Address _____
Supervisor's Name: _____ Phone: _____
Reason for Leaving: _____

2. Employer: _____
Position: _____ Dates of Employment: _____
Address _____
Supervisor's Name: _____ Phone: _____
Reason for Leaving: _____

3. Employer: _____
Position: _____ Dates of Employment: _____
Address _____
Supervisor's Name: _____ Phone: _____
Reason for Leaving: _____

4. Employer: _____
 Position: _____ Dates of Employment: _____
 Address _____
 Supervisor's Name: _____ Phone: _____
 Reason for Leaving: _____
5. Employer: _____
 Position: _____ Dates of Employment: _____
 Address _____
 Supervisor's Name: _____ Phone: _____
 Reason for Leaving: _____

Have you ever worked under a different name for any of the employers you have listed?

If so, what was the name or names? _____

Have you already signed a contract for next year with another institution? _____

H. Statement of Faith:

Please carefully read our **Statement of Faith** and indicate below your degree of support.

Metro Christian Academy is a ministry of Metro Baptist Church and, therefore, must reflect the Biblical values, doctrines, and standards that characterize it. We believe in the verbal inspiration and authority of the Scriptures. We believe that the Bible reveals God, the fall of man, the way of salvation, and God's plan and purpose in the ages.

- ☐ We believe that the Bible is God's inerrant, inspired Word. (II Tim. 3:16)
- ☐ We believe in God's creation and revelation. (John 14:6; 1:1; Col. 1:16,17)
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- ☐ We believe in the virgin birth of Christ. (Matt. 1:18)
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- ☐ We believe in the eternal security of the believer. (Heb. 7:25, I Peter 1:5)
- ☐ We believe in the visible, personal, and imminent return of the Lord Jesus Christ for His saints called the "Rapture". (I Thess. 4:15-17)
- ☐ We believe in the separation of the believers from worldliness. (I Thess. 4:3)
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- ☐ We believe that God has commanded that no intimate sexual activity be engaged in outside of marriage as defined in (a) above. We believe that any other type of sexual activity, identity or expression that lies outside of this definition of marriage, including those that are becoming more accepted in the culture and the courts, are contradictory to God's natural design and purpose for sexual activity. (Gen. 2:24; Gen. 19:5; Lev. 18:1-30; Rom. 1: 26-29; 1 Cor. 5:1; 6:9-10; 1 Thess. 4:1-8; Heb. 13:4)

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- ☐ We believe that God has ordained the family as the foundational institution of human society. The husband is to love his wife as Christ loves the church. The wife is to submit herself to the spiritual leadership of her husband as the church submits to the headship of Christ. (Gen. 1:26-28; Mark 10:6-12; 1 Cor. 7:1-16; Eph. 5:21-23; Col. 3:18-19; 1 Peter 3:1-7)
- ☐ In the Bible, God entrusts parents with responsibility for their children, and the Christian school by design operates on behalf of the parents. This responsibility includes decisions about church attendance, education, discipline, healthcare, and a variety of other life choices. God instructs parents to train their children consistent with their faith. (Exodus 20:12; Deut. 4:6, 6: 6-9; Ps. 127:3-5; Eph. 6:4 Prov. 4:20-23, 19:18, 22:6.)
- ☐ Divorce and Remarriage. We believe that God disapproves of and forbids divorce except in cases of adultery. Although divorced and remarried persons or divorced persons may hold positions of service in the church and be greatly used of God for Christian service, they may not be considered for the offices of pastor or board member. (Mal. 2:14-17; Matt. 19:3-12; Mark 10:11-12; Rom. 7:1-3; 1 Tim. 3:2, 12; Titus 1:6; 1 Cor. 7:10-16)
- ☐ We believe that human life begins at conception and that the unborn child is a living human being. Abortion is murder and constitutes the unjustified, unexcused taking of unborn human life. (Job 3:16; Ps. 51:5; 139:13-16; Isa. 44:24; 49:1, 5; Jer. 1:5; 20:15-18; Luke 1:36, 44)
- ☐ We believe that an intentional act or omission that facilitates premature death, is assuming a decision that is to be reserved for God. We do not believe that discontinuing medical procedures that are extraordinary or disproportionate to the expected outcome is euthanasia. (Ex. 20:13; 23:7; Matt. 5:21; Acts 17:28)
- ☐ We believe that we should demonstrate love for others, not only toward fellow believers, but also toward those who are not believers, those who oppose us, and those who engage in sinful actions. We are to deal graciously, humbly, gently, and patiently with those who oppose us. God forbids the stirring up of strife, the taking of revenge, or the threat or use of violence as a means of resolving personal conflict or obtaining personal justice. Although God commands us to abhor sinful actions, we are to love and pray for any person who engages in such actions. (Lev. 19:18; Matt. 5:44-48; Luke 6:31; John 13:34-35; Rom. 12:9-10; 17-21; 13:8-10; Phil. 2:2-4; 2 Tim. 2:24-26; Titus 3:2; 1 Peter 3:8-9; 1 John 3:17-18)
- ☐ We believe that Christians are prohibited from bringing civil lawsuits within the church. We do believe, however, that a Christian may seek compensation for injuries from another Christian's insurance company as long as the claim is pursued without malice or slander. (1 Cor. 6:1-8; Eph. 4:31-32)
- ☐ We believe that children are from the Lord and must be absolutely protected within the church from any form of abuse or molestation. The church has zero tolerance for any person, whether paid staff, volunteer, member, or visitor, who abuses or molests a child. (Ps. 127:3-5; Matt. 18:6, 19:14; Mark 10:14)

I fully support the **Statement of Faith** as written without mental reservations.

Signature: _____ Date: _____

I support the **Statement of Faith** 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.

Signature: _____ Date: _____

Applicant's Certification and Agreement Authorization to Release Reference Information

I understand that **Metro Christian Academy and Metro Baptist Preschool** do not discriminate in its employment practices against any person because of race, color, national or ethnic origin, gender, age, or disability.

I hereby certify that the facts set forth in this initial application are true and complete to the best of my knowledge. I understand that the discovery of falsifications 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 date of release.

I authorize **the Academy and/or Preschool** to thoroughly investigate references, work records, evaluations, education, and other matters related to my suitability for employment.

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 Academy and/or Preschool**, my former employer's references, and all such 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 Academy and/or Preschool**.

Since I will be working with children, I understand that I must submit to a fingerprint check by the Tennessee Bureau of Investigation (TBI). I agree to fully cooperate in providing and recording as many sets of my fingerprints as is necessary for such an investigation. I authorize **Metro Christian Academy and or Metro Baptist Preschool** to conduct a criminal records check.

The Academy and/or Preschool are drug-free workplaces. I understand that all candidates will be required to pass a drug test as a condition of employment.

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.

Applicant's Name (Print)

Applicant's Signature

Today's Date

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Applicant's Social Security Number