



Mission Hills Church

400 Mission Hills Court
San Marcos, CA 92069
(760) 759-2233
www.missionhillschurch.org

PRESCHOOL EMPLOYMENT APPLICATION

Employment at Mission Hills Church is employment at-will, which means that employment may be terminated with or without cause and with or without notice at any time by the employee or by the church. **Please complete and sign the application.**

PERSONAL INFORMATION					
Last Name		First Name		Middle Initial	
Address			City, State, Zip		How Long?
Cell Number ()		Email address:			
Previously employed by MHC? <input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, when?	Are you over the age of 18? <input type="checkbox"/> Yes <input type="checkbox"/> No		If you are under the age of 18, can you furnish a work permit? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Position Desired:			Date Available:		

EMPLOYMENT QUESTIONS		
Are you currently employed: <input type="checkbox"/> Yes <input type="checkbox"/> No		Do you prefer full-time or part-time work? <i>(If part-time, number of weekly hours you are available to work?)</i> <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time
If applying for part-time position, list days and hours you are available:		
Are you legally able to work for any employer in the United States (if hired, proof of work authorization will be required). <input type="checkbox"/> Yes <input type="checkbox"/> No		
Have you ever worked in a church or ministry? <input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, name and location of church/ministry	Length of employment
Are you currently attending MHC? <input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, for how long?	Are you currently a member of MHC? <input type="checkbox"/> Yes <input type="checkbox"/> No
List any current MHC staff member who knows you:		
Are you currently attending another church? <input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, name and address of church / name of Pastor	Are you currently a member of this church? <input type="checkbox"/> Yes <input type="checkbox"/> No

EDUCATION AND TRAINING					
School	Name and location of school	Course of Study	# of Years completed	Did you graduate?	Degree or Diploma
High School					

Vocational/Tech					
College/University					
Seminary/Graduate School					

CERTIFICATIONS/LICENSES			
Name of Certification/License	Certification/License Number	Issuing State	Expiration Date (MM/YY)

EMPLOYMENT HISTORY			
Complete the following sections starting with your most recent employment for the last 7 years. All sections must be completed even if you are attaching a resume.			
Company		Address/City/State	
Name of Supervisor		Phone Number	
Job Title		From (month/year):	To (month/year):
Responsibilities			
Reason for Leaving: <input type="checkbox"/> Quit <input type="checkbox"/> Layoff <input type="checkbox"/> Discharge <input type="checkbox"/> Current Employer: Reason for making this change:			
<input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time Hours Worked per week:		May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No If no, explain why:	
Company		Address/City/State	
Name of Supervisor		Phone Number	
Job Title		From (month/year):	To (month/year):
Responsibilities:			
Reason for Leaving: <input type="checkbox"/> Quit <input type="checkbox"/> Layoff <input type="checkbox"/> Discharge <input type="checkbox"/> Current Employer: Reason for making this change:			
<input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time Hours Worked per week:		May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No If no, explain why:	

Company		Address/City/State	
Name of Supervisor		Phone Number	
Job Title		From (month/year):	To (month/year):
Responsibilities			
Reason for Leaving: <input type="checkbox"/> Quit <input type="checkbox"/> Layoff <input type="checkbox"/> Discharge <input type="checkbox"/> Current Employer: Reason for making this change:			
<input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time Hours Worked per week:		May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No If no, explain why:	

Company		Address/City/State	
Name of Supervisor		Phone Number	
Job Title		From:	To:
Responsibilities			
Reason for Leaving: <input type="checkbox"/> Quit <input type="checkbox"/> Layoff <input type="checkbox"/> Discharge <input type="checkbox"/> Current Employer: Reason for making this change:			
<input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time Hours Worked per week:		May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No If no, explain why:	

Have you ever resigned or been discharged from employment in less than favorable conditions? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, explain why:
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PROFESSIONAL REFERENCES

Please list 2 previous work supervisors that we may contact to acquire references regarding your work performance. If you do not have 3 prior supervisors, list co-workers. If you do not have prior work experience, please list teachers or other professional associates.

Full Name	Relationship
Company or Organization	Phone
Email Address:	Years Known:

Full Name	Relationship
Company or Organization	Phone
Email Address:	Years Known:

MINISTRY AND CHARACTER REFERENCES

Please list 2 current or previous ministry or professional associates that we may contact.

Full Name	Relationship
Ministry/Organization (if applicable)	Phone Number
Email Address	Years Known
Full Name	Relationship
Ministry/Organization (if applicable)	Phone Number
Email Address	Years Known

SPIRITUAL LIFE

When did your personal relationship with Jesus begin? (use back if you need more space):

How did your commitment to follow Christ change your life at the time?

How is God working in your life currently?

Describe a relationship (other than family) in which you have provided mentorship or guidance?

What pastors, writers or spiritual leaders have been influential to you in your life?

**MINISTRY EMPLOYMENT APPLICATION
PRESCHOOL TEACHER ADDENDUM APPLICATION**

APPLICANT INFORMATION		
Last Name	First Name	Middle Initial
What position are you applying for?		Are you bilingual?
Check the boxes of the Early Childhood Development Classes you have completed.		
<input type="checkbox"/> Early Childhood Development 100	<input type="checkbox"/> Early Childhood Development 130 Math/Science	
<input type="checkbox"/> Early Childhood Development 115	<input type="checkbox"/> Early Childhood Development 135 Music & Movement	
<input type="checkbox"/> Early Childhood Development 125 Art	<input type="checkbox"/> Early Childhood Development 140 Literature & Language	
Write down other ECE units you have completed that are not listed above.		
How many total Early Childhood Development units have you completed?		
Give names of courses you are currently enrolled in and the name of the school where you are enrolled.		
Are you CPR certified? <input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, date of certification:	Are you certified in First Aid? <input type="checkbox"/> Yes <input type="checkbox"/> No
What is your teaching philosophy? (Use back of this sheet or attach additional sheet of paper, if necessary)		

Relate one experience that illustrates your passion for teaching children or something that uniquely qualifies you for this position.

Mission Hills Church Preschool values integration of Christianity into the daily experience of students. Briefly describe how you might facilitate that integration into your classroom and activities.

Why do you feel led to teach at Mission Hills Church Preschool?

Dated: _____

Signature of Applicant

APPLICANT'S AGREEMENT AND AUTHORIZATION

_____ I certify that the information given by me in this application, and any resume or other supporting materials, is true and correct to the best of my knowledge and contains no relevant omissions of any kind. I understand that any false or misleading statements or relevant omissions of fact made by me in this Application for Employment, my resume or during the interview or consideration process will disqualify me from employment, or if hired, may result in my termination of employment.

_____ I understand that nothing contained in this Application for Employment or interview is intended to constitute an agreement or contract between Mission Hills Church or Preschool and me for employment or other benefits. I understand that, if hired, my employment will be at-will, which means that Mission Hills Church or Preschool or the employee can end the employment relationship at any time with or without notice and with or without cause.

_____ I authorize the investigation of all matters contained in this Application, including a criminal background check, and hereby authorize Mission Hills Church to thoroughly investigate my references, work record and other matters related by suitability for employment.

_____ In applying for work at Mission Hills Church, my purpose is to cooperate fully with the other workers to advance the calling, commitment and practices of our Lord Jesus Christ through this local church.

_____ I acknowledge having received and read MHC's Constitution and Statement of Faith. I hereby affirm my agreement with MHC's religious beliefs set forth in the Constitution and Bylaws and Statement of Faith (attached to this Application). If employed by MHC I agree and will adhere to and live my life consistent with MHC's religious beliefs. I will also reflect those values in my employment, in my actions and interactions with fellow employees and any person MHC serves, and in the community. If employment by MHC I also agree that I will refrain from behavior that is inconsistent with, or that reflects negatively on MHC's religious beliefs. I understand and agree that violation of these requirements would constitute cause for discipline up to and including termination of employment.

I sincerely affirm that I am trusting solely in the merits of Jesus Christ for my salvation from sin. In anticipation of working at Mission Hills Church, I willingly covenant with God that by his enabling grace I will endeavor to conduct my life in accordance with the following scriptural principles:

1. I will endeavor to live in a way that consistently honors Jesus Christ, whom I acknowledge as the Lord of my whole life (Ephesians 4:1)
2. I will participate as regularly as possible in the worship and fellowship with this congregation. (Heb.10:25)
3. I will seek to discover my spiritual gifts and to use them in this church body. (Eph. 4:11-13)
4. I will refrain from propagating any scriptural interpretations that differ from those set forth Church's Constitution and Statement of Faith. (1 Cor. 1:10)
5. I will abstain from any practices which violate biblical principals regarding moral behavior. (1 Cor. 6:9-10)

My acceptance and willingness to adhere to the above scriptural principles is a pledge to the Lord and is made with full agreement and joyful anticipation of working together with others to promote Jesus Christ and the ministry of Mission Hills Church.

If my adherence to these scriptural principles is called into question, I agree to submit to my superiors and to the Board of Elders, if necessary. If I remain unwilling to settle the difference on scriptural grounds, I understand that my employment may result in termination.

Signature of Applicant

Date

Mission Hills Church is committed to providing equal opportunities to all employees and applicants without regard to race, color, sex, national origin, age or any other protected status in accordance with all applicable federal laws so long as such as not inconsistent with MHC's religious beliefs. This policy shall not be construed as MHC's waiver of any exemptions permitted to it under the "ministerial exemption" and/or "religious entity exemption" under applicable state and federal laws, including California Fair Employment and Housing Act and Title VII of the Civil Rights Act of 1964.

Mission Hills Church Statement of Faith

Section 1: The Bible

We believe the Scriptures, both Old and New Testaments, to be the inspired Word of God. God so superintended the human authors that while retaining their own individual personalities and writing styles they chose the very words that God intended. Their original writings were free from error. The Bible is the believer's only infallible rule for faith and practice (Psalm 19:7-9; 1 Corinthians 2:13; 2 Timothy 3:15-17; 2 Peter 1:20-21).

Section 2: The Godhead

We believe in one God, eternally existing in three persons Father, Son, and Holy Spirit. These three are identical in essence and equal in power and glory; they possess the same nature, attributes, and perfections, and are worthy of the same worship, confidence, and obedience (Matthew 28:19-20; Mark 12:29; John 1:1-4; Acts 5:3-4; 2 Corinthians 13:14).

Section 3: The Person and Work of Christ

We believe that Jesus Christ, the eternal Son of God, became man without ceasing to be God, being conceived by the Holy Spirit and born of the virgin Mary. He came to reveal God to mankind and to redeem our sinful race by giving Himself as a sinless substitutionary sacrifice on the cross of Calvary, satisfying God's righteous judgments against sin. He then arose bodily from the dead and ascended to the Father's right hand where He intercedes on the believer's behalf. He will personally and bodily return in glory to judge the living and the dead and to consummate his everlasting kingdom. All the Scriptures, from first to last, testify of Him (Luke 1:34-35; 24:27; John 1:1-2, 14, 18; Romans 3:24-26; 8:34; Matthew 25:31-45, Acts 1:11, Titus 2:13, 1 Thessalonians 5:1-11, 2 Thessalonians 1:5-8).

Section 4: The Person and Work of the Holy Spirit

We believe that the Holy Spirit is the Divine Person who convicts the world of sin, gives eternal life to those who place their trust in Christ, unites all believers to Christ in one body by His baptizing ministry, indwells them permanently, seals them unto the day of redemption, fills (controls) those who are yielding to Him, and empowers them for service. He seeks to direct their attention not to themselves nor to their experience, but to Christ (John 3:5-8; 14:16-17; 16:7-11; 16:13-14; Acts 1:8; 1 Corinthians 12:13; Ephesians 4:30; 5:18).

Section 5: The Condition of Humanity

We believe that Adam was originally created in the image and after the likeness of God, free from sin. He subsequently fell into sin by a voluntary act of personal disobedience to the revealed will of God, lost his spiritual life, and became dead in sins and corrupt in nature. These effects of sin have been transmitted to the entire human race, Jesus Christ excepted, and thus every person born into the world is alienated from the life of God and incapable of remedying his lost and depraved condition apart from divine grace (Genesis 1:26; 3:1-24; 6:5; Psalm 51:5; Jeremiah 17:9; Romans 3:10-18; 5:12; Ephesians 2:1-3).

Section 6: The Means of Salvation

We believe that salvation from the guilt and condemnation of sin is possible only as the gift of God's grace. It cannot be gained by good resolutions, sincere efforts, nor submission to the rules, regulations, or ordinances of any church, but is freely bestowed on all who put their faith in Christ and trust in the work which Christ accomplished on the cross of Calvary. All who so trust the Savior pass from death unto life, are forgiven of their sins, accepted by the Father, and born into His family by the regenerating work of the Holy Spirit through the Word of God (John 5:24; Ephesians 1:6-7; 2:8-9; Titus 3:5; 1 Peter 1:23).

Section 7: The Believer's Assurance and Responsibility

We believe that all who have been born again by God's transforming grace are secure in Christ forever. It is their privilege to rejoice in the assurance of their salvation, not on the basis of their own worthiness, but on the basis of God's faithfulness and the testimony of His Word. However, this assurance must not become an occasion for sin. The reality of their faith in Christ is demonstrated by subjecting their fleshly natures to the power of the Holy Spirit and by doing the good works for which He saved them, especially by demonstrating a Christlike love for one another (Matthew 7:20; John 10:27-29; 13:34-35; Romans 6:13; 8:28-39; Galatians 5:16; Ephesians 2:10; 1 John 3:14,23; 5:13).

Section 8: The Church

We believe that all who have placed their faith in Christ are united by the Holy Spirit into one spiritual body, the Church, of which Christ is the Head. This body was formed on the day of Pentecost and will be completed at the coming of Christ for His own. The members of this one spiritual body are directed to associate themselves together in local assemblies for instruction, worship, prayer, fellowship, service, and the administration of the ordinances of baptism and the Lord's Supper. They are likewise to maintain the unity of the Spirit in the bond of peace (Matthew 28:19; Acts 2:42-47; 1 Corinthians 11:23-26; 12:13; Ephesians 1:22-23; 4:3).

Section 9: The Gifts of the Spirit

We believe that enabling gifts for service are bestowed according to God's own will upon all believers by the Spirit of God to be exercised for the edification of the Church and for the glory of the Lord. These gifts are sovereignly bestowed by God in order to fulfill specific purposes in His program. We believe that, as a sign to unbelievers, the Biblical gift of speaking in tongues was speaking in existing languages which the speaker had never learned and that it was never the common nor necessary sign of the baptism or filling of the Spirit. We further believe that while God may choose to heal supernaturally, the healing of the temporal body is not assured by Christ's atoning work on the cross; the complete deliverance of the body from sickness awaits the consummation of our salvation in the resurrection (Romans 8:23; 1 Corinthians 12:4-11; 27-31; 13:8-10; 14:21-22; 2 Corinthians 12:7-9; Ephesians 4:7-13; Hebrews 2:3-4; 1 Peter 4:10-11; 2 Timothy 4:20).

Section 10: The Resurrection of the Body and the Eternal State

We believe that at death the souls of believers pass immediately into the presence of Jesus Christ. At death the souls of unbelievers pass immediately into torment. When Christ returns the souls of believers and unbelievers will be reunited with their bodies in resurrection. Believers in Christ will be resurrected unto eternal conscious joy and life with God. Unbelievers will be resurrected unto eternal conscious torment under the judgment of God (2 Corinthians 5:8; Philippians 1:23; Philippians 3:20-21, 1 Thessalonians 4:13-18, 2 Thessalonians 1:5-12, John 5:28-29, Revelation 21:1-3).

Section 11: Sanctity of Life / Education and Training

We believe that life begins at conception. (Psalm 139:13-16) We believe that all human life is sacred and is created by God in His image (Genesis 1:27), and is therefore of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other state or condition from conception through natural death.

We believe that every person is created by God for a purpose (Jeremiah 1:4-5; Galatians 1:15), and is a gift from God (Psalm 127:3).

We believe that God gives the primary responsibility of training children to the child's parent(s). We believe the parent(s) is charged with giving discipline and instruction of God according to biblical principles (Ephesians 6:4). We believe that as a Church we are to be deeply committed to providing biblical resources, teaching, training, and encouragement to assist the parent, and every person, to grow to be like Christ (Ephesians 4:13).

Section 12: Gender / Gender Identification

We believe that God wonderfully and immutably creates each person as male or female. (Genesis 1:27; Deuteronomy 22:5) We believe these two distinct, complementary genders together reflect the image and nature of God. (Genesis 1:26-27) We believe that being man or being woman is a reality which is good and is willed by God, and comes to each from God, reflecting God's wisdom and design. (Psalm 139:13-16; Genesis 1:27) We believe that an individual's gender as a man or a woman, with some extremely rare exceptions, is based solely on that person's biological sex as determined at conception and as revealed at birth by that person's anatomy. (Psalm 139:13-16; Genesis 1:27) We believe that the rejection of, or any conduct with the intent to adopt a different gender or change one's gender or biological/anatomical sex, is a rejection of the image of God and His design within that person and is sinful and offensive to God (Genesis 1:27; Deuteronomy 22:5).

All gender related references in this Constitution, including but not limited to male, man, female, or woman, is specifically limited to Gender as defined in this Section.

Section 13: Marriage

We believe that God designed and limited the expression of sexual intimacy to be the exclusive boundaries of a one man and one woman marriage covenant (Genesis 2:24-25; 1 Corinthians 7:3-5). We believe that God designed marriage to reflect the beauty and permanence of Christ's loving relationship with his bride, the Church (Ephesians 5:22-23; Revelation 19:7). We believe God established marriage to be a sacred, lifelong, exclusive relationship between one man and one woman (Matthew 19:4-6). We believe the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in the Bible (Genesis 2:18-25). Because God has defined and ordained marriage as the covenant relationship between one man and one woman, we only recognize, honor, permit, or conduct marriages between one man and one woman.

Section 14: Sexual Purity

We believe that God commands that each individual abstain from any form of sexual impurity (Genesis 2:24; 19:5, 13; 26:8-9; Leviticus 18:1-30; Romans 1:26-29; 7:2; 1 Corinthians 5:1; 6:9-10; 7:10; 1 Thessalonians 4:1-8; Hebrews 13:4). We believe that any form of sexual immorality including but not limited to: adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and the use of pornography is sinful and offensive to God. (Genesis 2:24; 19:5, 13; 26:8-9; Leviticus 18:1-30; Romans 1:26-29; 7:2; 1 Corinthians 5:1; 6:9-10; 7:10; 1 Thessalonians 4:1-8; Hebrews 13:4).

Section 15: Counseling

We believe and understand that every person, including Christians, struggle living biblically pure lives. We also believe and understand that every person also struggles with the negative effect his or her failure to live a biblically pure life has on his or her life and relationships. We believe that God understands this struggle and calls believers to seek assistance from other believers and especially from church leaders. We believe that our pastoral and lay church leaders have the responsibility of providing Bible-based counseling and oversight (Romans 15:14; Galatians 6:10; 2 Timothy 4:1-2; Hebrews 13:17; James 5:16). We believe that the Bible is God's manual providing wisdom, guidance, and instruction for faith and for life for every person (2 Timothy 3:16-17). Therefore, we are deeply committed to encouraging and enabling individuals to live life according to God's will as revealed in the Bible. Our counseling and spiritual guidance shall be based on our religious beliefs and doctrines. We recognize that in some instances our religious beliefs and doctrines may differ from secular principles in which instance our counseling and spiritual guidance shall follow and comply with our religious beliefs and doctrines.

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness solely through Jesus Christ (John 3: 16-18; Acts 3:19-21; Romans 10:9-10; 1 Corinthians 6:9-11). We believe that every person should be treated with compassion, love, respect, and dignity. (Mark 12:28-31; Luke 6:31.)