



# Mansfield Christian School

500 Logan Road  
Mansfield, OH 44907  
419.756.5651 Phone 419.756.7470 Fax  
www.mcsflames.org

Date: \_\_\_\_\_

## SUBSTITUTE TEACHER APPLICATION

### PERSONAL INFORMATION

Full Name: \_\_\_\_\_ Email: \_\_\_\_\_

Present Address: \_\_\_\_\_

Phone: (H) \_\_\_\_\_ (C) \_\_\_\_\_

Marital Status: \_\_\_\_\_ Spouse's Name: \_\_\_\_\_

Children's Names and Ages \_\_\_\_\_

### PROFESSIONAL QUALIFICATIONS

*Please attach photocopies of all your college transcripts; originals may be requested.*

What degree(s) do you hold? (Please complete below.)

DEGREE	MAJOR	MINOR	DATE RECEIVED	INSTITUTION NAME	ADDRESS

### TEACHING CREDENTIALS

Do you have a State Teaching Licensure? \_\_\_\_\_ What State? \_\_\_\_\_ What Type? \_\_\_\_\_

Endorsements: \_\_\_\_\_ Issue Date: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

What grade level and subjects are you willing to sub? \_\_\_\_\_

Have you been a substitute teacher prior to this time? If yes, please list the details below:

SCHOOL NAME	ADDRESS	WHEN	HOW LONG	WHAT SUBJECT/GRADE

If no, in what capacity have you worked with children before? \_\_\_\_\_

**REFERENCES**

NAME	ADDRESS	PHONE	CAPACITY IN WHICH YOU KNOW THE PERSON
			Spiritual Life/Friend
			Pastor
			Former Employer

**CHRISTIAN TESTIMONY**

Please describe your personal relationship with Christ, including your testimony or conversion experience.

**INTERVIEW**

Administrators conduct a brief interview with each substitute teacher applicant. The following topics may be discussed during the face to face interview: church involvement and attendance, devotional life, beliefs and values concerning topics such as alcohol, tobacco, drugs, abortion and other current cultural issues.

## **Lifestyle Statement and Agreement**

Mansfield Christian School is a religious, nonprofit organization representing Jesus Christ throughout the local community. Mansfield Christian School requires its employees to be born-again Christians, living their lives as Christian role models (Romans 10:9-10, 1 Timothy 4:12, Luke 6:40). Employees will conduct themselves in a way that will not raise questions regarding their Christian testimonies. A Christian lifestyle should reflect the Biblical perspective of integrity and appropriate personal and family relationships, business conduct, and moral behavior. An employee is expected to demonstrate a teachable spirit, an ability to share love for others, a willingness to live contentedly under authority, and a commitment to follow the Matthew 18 principle when an issue arises with fellow employees or management.

The Mansfield Christian School Statement of Faith expects employees to maintain a lifestyle based on Biblical standards of moral conduct. Moral misconduct, which violates the bona fide occupational qualification for employees to be Christian role models, includes, but is not limited to, promiscuity, homosexual behavior, sexual orientation, transgender identity, or any other violation of the unique roles of male and female (Romans 1:21-27, 1 Corinthians 6:9-20). Mansfield Christian School believes that Biblical marriage is limited to a covenant relationship between a man and a woman (Genesis 2:21-24, Ephesians 5:22-33). It is the goal of Mansfield Christian School that each employee will have a lifestyle in which "He might have the pre-eminence" (Colossians 1:18).

### **Applicant Declaration of Ethical and Moral Integrity**

As an applicant for a position at Mansfield Christian School and its ministries, I recognize, understand, and adhere to the moral and ethical standards and mandates of said school. I further declare that with regard to my personal, moral, and ethical character and conduct as of this date, I am not, nor have been in the past, engaged in inappropriate conduct toward minors, nor do I have inclinations toward such conduct. Inappropriate conduct includes, but is not limited to, the following: Homosexuality, verbal, physical or sexual abuse as defined by Scripture and state law. I do declare that the above statement is factual and true. By affixing my signature, I declare that I meet the moral and ethical standards of Mansfield Christian School.

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Administrator's Signature (after discussing the form with applicant)

\_\_\_\_\_  
Date

\* \* \*

*Mansfield Christian School does not discriminate on the basis of age, race, color, and national and ethnic origin.*



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### AUTHORIZATION TO RELEASE REFERENCE INFORMATION

I have made application for a position with Mansfield Christian School. I authorize Mansfield Christian School to inquire about my work and personal history and to verify all data given in an application for employment, related papers, and my oral interviews.

I authorize the release and giving of any information requested by Mansfield Christian School such as employment records, performance reviews, and personal references whether such information is favorable or unfavorable to me.

I release any person, organization, or company from any and all liability, claims, or damages that may directly or indirectly result from the use, disclosure, or release of any such information by any person or party, whether such information is favorable or unfavorable to me.

I further waive the right to ever personally view any references given to Mansfield Christian School.

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

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Applicant's Name (print)

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Applicant's Signature

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Applicant's Social Security Number

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Date

## Statement of Christian Faith

Our commitment aligns itself with the philosophy that the only real answer to the needs of our youth lies in a personal relationship with Jesus Christ.

1. We believe in the HOLY SCRIPTURES: accepting fully the writings of the Old and New Testaments as the very Word of God, verbally inspired in all parts and therefore wholly without error as originally given of God, altogether sufficient in themselves as our only infallible rule of faith and practice (Matt. 5:18; John 10:35; John 12:42; 17:17; II Tim. 3:16; II Peter 2:21).
2. We believe in the ONLY TRIUNE GOD: who is personal, spirit, and sovereign (Mark 12:29); and eternal in His being, holiness, love, wisdom, and power (Psalm 18:30; 147:5; Deut. 33:27); absolutely separate and above the world as its Creator, yet everywhere present in the world as the Upholder of all things (Gen. 1:1; Psalm 104); self-existent and self-revealing in three distinct Persons - the Father, the Son, and the Holy Spirit (John 5:26; Matt. 28:19; II Cor. 13:14), each of whom is to be honored and worshiped equally as true God (John 5:23; Acts 5:3-4).
3. We believe in THE LORD JESUS CHRIST: who is the Second Person of the Triune God, the eternal Word and Only Begotten Son, our great God; and Saviour (John 1:1; 3:16; Titus 2:13; Rom. 9:5); that, without any essential change in His divine Person (Heb. 13:8), He became man by the miracle of Virgin Birth (John 1:4; Matt. 1:23), true Man, one Person with two natures (Col. 2:9; Rev. 22:16); that as Man, He was in all points tempted like as we are, yet without sin, (Heb. 4:15; John 8:46); that as the perfect Lamb of God He gave Himself in death upon the Cross, bearing there the sin of the world, and suffering its full penalty of divine wrath in our stead (Isa. 53:5-6; Matt. 20:28; Gal. 3:13; John 1:29); that He arose again from the dead and was glorified in the same body in which He suffered and died (Luke 24:36-43; John 20:25-28); that as our great High Priest He ascended into heaven, there to appear before the face of God as our Advocate and Intercessor (Heb. 4:14; 9:24; I John 2:1).
4. We believe in THE HOLY SPIRIT: who is the Third Person of the Triune God (Matt. 28:19; Acts 5:3-4), the divine Agent in nature, revelation and redemption (Gen. 1:2; Ps. 104:30; I Cor. 2:10; II Cor. 3:18) that He convicts the world of sin (John 16:8-11), regenerates those who believe (John 3:5), and indwells, baptizes, seals, empowers, guides, teaches, and sanctifies all who become children of God through Christ (I Cor. 6:19; 12:12-13; Eph. 4:30; 3:16; Rom. 8:14; John 14:26; I Cor. 6:11).
5. We believe in THE CREATION AND FALL OF MAN: that he was the direct creation of God, spirit and soul and body, not in any sense the product of an animal ancestry, but made in the divine image (Gen. 1:26-28; 2:7, 18-24; Matt. 19:4; I Thess. 5:23); that by personal disobedience to the revealed will of God, man became a sinful creature and the progenitor of a fallen race (Gen. 3:1-24; 5:3), who are universally sinful in both nature and practice (Eph. 2:3; Rom. 3:23; Rom. 5:12); alienated from the life and family of God (Eph. 4:18; John 8:42-44), under the righteous judgment and wrath of God (Rom. 3:19; 1:18), and have within themselves no possible means of recovery or salvation (Mark 7:21-23; Matt. 19:26; Romans 7:18).
6. We believe in SALVATION BY GRACE THROUGH FAITH: that salvation is the free gift of God (Rom. 3:24; 6:23), neither merited nor secured in part or in whole by any virtue or work of man (Titus 3:5; Rom. 4:4-5; 11:16), but received only by personal faith in the Lord Jesus Christ (John 3:16; 6:28-29; Acts 16:30-31; Eph. 2:8-9), in whom all true believers have as a present possession the gift of eternal life, a perfect righteousness, sonship in the family of God, deliverance and security from all condemnation, every spiritual resource needed for life and godliness, and the divine guarantee that they shall never perish (I John 5:13; Rom. 3:22; Gal. 3:26; John 5:24; Eph. 1:3; II Peter 1:3; John 10:27-30); that this salvation includes the whole man, spirit and soul and body (I Thess. 5:23-24); and apart from Christ there is no possible salvation (John 14:6; Acts 4:12).
7. We believe in RIGHTEOUS LIVING AND GOOD WORKS: Not as the procuring cause of salvation in any sense, but as its proper evidence and fruit (I John 3:9-11; 4:19; 5:4; Eph. 2:8-10; Titus 2:14; Matt. 7:16-18; I Cor. 15:10); and

therefore as Christians we should keep the word of our Lord (John 14:23), seek the things which are above (Col. 3:1), walk as He walked (I John 2:6), be careful to maintain good works (Titus 3:8), and especially accept as our solemn responsibility the duty and privilege of bearing the Gospel to a lost world in order that we may bear much fruit (Acts 1:8; II Cor. 5:19; John 15:16); remembering that a victorious and fruitful Christian life is possible only for those who have learned they are not under law but under grace (Rom. 6:14), and who in gratitude for the infinite and undeserved mercies of God have presented themselves wholly to Him for His service (Romans 12:1-2).

8. We believe in THE EXISTENCE OF SATAN: who originally was created a holy and perfect being, but through pride and unlawful ambition rebelled against God (Ezek. 28:17-18; Isa. 14:13-14; I Tim. 3:7); thus becoming utterly depraved in character (John 8:44); the great adversary of God and His people (Matt. 4:1-11; Rev. 12:10), leader of all other evil angels and spirits (Matt. 12:24-26; 25:41), the deceiver and god of this present world (Rev. 12:9; II Cor. 4:4); that his powers are supernaturally great, but strictly limited by the permissive will of God who overrules all his wicked devices for good (Job 1:1-22; Luke 22:31-32); that he was defeated and judged at the Cross, and therefore his final doom is certain (John 12:31-32; 16:11; Rev. 20:10); that we are able to resist and overcome him only in the armor of God and by the Blood of the Lamb (Eph. 6:12-18; Rev. 12:11).
9. We believe in THE SECOND COMING OF CHRIST: that His return from heaven will be personal, visible, and glorious--a Blessed Hope for which we should constantly watch and pray, the time being unrevealed but always imminent (Acts 1:11; Rev. 22:20); that when He comes He will first by resurrection and translation remove from the earth His waiting Church (I Thess. 4:16-18), then pour out the righteous judgments of God upon the unbelieving world (Rev. 6:1-18:24) afterward descend with His Church and establish His glorious and literal kingdom over all the nations for a thousand years (Rev. 19:1-20:6; Matt. 13:41-43), at the close of which He will raise and judge the unsaved dead (Rev. 20:11-14), and finally as the Son of David, deliver up His Messianic Kingdom to God the Father (I Cor. 15:24-28), in order that as the Eternal Son He may reign forever with the Father in the New Heaven and the New Earth (Luke 1:32-33; Rev. 21:1-22:6).
10. We believe in FUTURE LIFE BODILY RESURRECTION AND ETERNAL JUDGMENT: that the spirits of the saved at death go immediately to be with Christ in heaven (Phil. 1:21-23; II Cor. 5:8), where they abide in joyful fellowship with Him until His second coming, when their bodies shall be raised from the graves and changed into the likeness of His own glorious body (Phil. 3:20-21; I Cor. 15:35-38; I John 3:2), at which time their works shall be brought before the Judgment Seat of Christ for the determination of rewards, a judgment which may issue in the loss of rewards, but not the loss of the soul (I Cor. 3:8-15); that the spirits of the unsaved at death ascend immediately into Hades where they are kept under punishment until the final day of judgment (Luke 16:19-31; II Peter 2:9 ASV), at which time their bodies shall be raised from the grave, and cast into the place of final and everlasting punishment (Rev. 20:11-15; 21:8; Mark 9:43-48; Jude 13).
11. We believe in THE ONE TRUE CHURCH: the mystical Body and Bride of the Lord Jesus (Eph. 4:4; 5:25-32), which He began to build on the day of Pentecost (Matt. 16:18; Acts 2:47), and will complete at His second coming (I Thess. 4:16-17); and into which all true believers of the present age are baptized immediately by the Holy Spirit (I Cor. 12:12-13 with 1:2); that all the various members of this one spiritual Body should assemble themselves together in local churches for worship, prayer, fellowship, teaching, united testimony, and the observance of the ordinances of our Lord.
12. We believe in SEPARATION FROM THE WORLD: that since our Christian citizenship is in heaven, as the children of God we should walk in separation from this present world, having no fellowship with its evil ways (Phil. 3:20 ASV; II Cor. 6:14-18; Rom 12:2, Eph. 5:11), abstaining from all worldly amusements and unclean habits which defile mind and body (Luke 8:14; I Thess. 5:22; I Tim. 5:6; I Peter 2:11; Eph. 5:3-11; Col. 3:17; Eph. 5:3-5, 18; I Cor. 6:19-20).

13. We believe in a BIBLICAL DEFINITION FOR MARRIAGE, GENDER AND SEXUALITY: 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.) Rejection of one's biological sex is a rejection of the image of God within that person.

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. (Gen 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. (I Cor 6:18; 7:2-5; Heb 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 any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God. (Matt 15:18-20; I Cor 6:9-10.)

We believe that in order to preserve the function and integrity of Mansfield Christian School as the local Body of Christ, and to provide a biblical role model to the school's members and the community, it is imperative that all persons employed by Mansfield Christian School in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender and Sexuality. (Matt 5:16; Phil 2:14-16; I Thess 5:22.)

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Acts 3:19-21; Rom 10:9-10; I Cor 6:9-11.)

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

We understand that the above Articles do not by any means exhaust the content of our creed which is the whole Word of God, and they are not intended to set a limit beyond which faith cannot go within this Word; but we do believe that in so far as these Articles extend, they are a true presentation of the sound doctrine taught in the Scriptures, and therefore binding upon us as Christian believers.

**Statement of Faith:** Please carefully read the attached Statement of Faith and indicate below your degree of support.

\_\_\_\_\_ I fully support the Statement as written without mental reservations.

Signature: \_\_\_\_\_

\_\_\_\_\_ I support the Statement except for the area(s) listed and explained on the separate paper of Personal Philosophy and Testimony answers. Signature: \_\_\_\_\_

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