### Greetings,

MCA is a Christian ministry that seeks to "emphasize the preeminence of Christ in life and learning" (Col. 1:18). We are pleased to have an opportunity to discuss an employment possibility with you. In order to proceed, we need to have some basic information that will assist us in the initial evaluation before we move into a formal interview phase. Each piece of the application and interview process is given consideration as we look at possible candidates.

As we review the information you return, we will be praying for guidance. We ask that you do the same. We will not make any employment decisions without having peace from the Lord.

Please complete and return the application, information release form, essay answers and any applicable documents (i.e. transcripts, teaching certificates, awards, etc.)

Thank you for your interest in Millersville Christian Academy.

Sincerely, Rev. Brent Dula Principal

To be considered for a non-teaching position, please complete the following forms and return to MCA.

- 1. Non-Teaching Application
- 2. Employment Application Essay Questions
- 3. Disclosure statement
- 4. Pastoral Reference

All forms MUST be submitted either (a) by mail/hand delivery to our Main Office at 130 Millersville Church Rd., Taylorsville, NC 28681 OR (b) by email to <a href="mailto:dulab@millersvillechristianacademy.org">dulab@millersvillechristianacademy.org</a>.

Thank you for your interest in Millersville Christian Academy.

Position for which you are applying:Date							
Name							
lame Last		Firs	st	Midd	lle		
mail Address:							
resent Address				Home Phone# (	_)		
Numbe	er/Street	City/State	Zip Code				
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ow long at your present add	dress?	How lo	ong do you plan to b	e in the Taylorsville area? _			
f what church are you a me	mber?			How long?			
what ways do you actively	participate in you	r church?					
hat prompted you to seek	employment at Mi	illersville Christian	Academy?				
riefly describe why you feel	you could be an a	sset to Millersville	Christian Academy?				
DUCATION ligh School				Year Grad	duated		
College or Technical Scho		scripts of all college	work sent to MCA.				
Major Degree Held	Number of Hours	Name of Scho	ool & Address	Minor Held	Number of Hours		
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ist other academic prepa	ration with scho	ol where received	d:				
ist academic and athletic	honors received	:					
ist extracurricular activiti	es, travel and of	fices held:					
st any professional certif	ficates or license	s you hold (If tead	ching certificate, ir	ndicate level and subject	s):		
Type of Certificate or	License	Issuing State o	or organization	Number			
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SPIRITUAL PREPARATION (Attach additional sheets if needed)								
state briefly your personal testimony of salvation	SPIRITUAL PRE	<i>PARATION (</i> Attach a	dditional sheets if	needed)				

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#### CAREFULLY AND PRAYERFULLY EXAMINE THE FOLLOWING STATEMENTS:

#### **Statement on Biblical Morality**

Millersville Christian Academy (MCA) stands firmly upon the historical truth claims and moral foundations of Christianity. This includes, but is not limited to, the biblical definition of marriage, the attendant boundaries of sexuality and moral conduct, and the clear biblical teaching that gender is both sacred and established by God's design.

Parents or the legal guardians, who choose to enroll their children at MCA, are agreeing to support these and other basic biblical values derived from historical Christianity. Parents understand and agree that MCA will teach these principles and biblical values.

MCA's Board of Directors urges parents to recognize their scriptural responsibility to provide their children with a Christian education and to understand that the primary responsibility for this task rests with the parents. (*Deuteronomy 6:1–9, Psalm 78:5, 6, Proverbs 22:6*, Ephesians 6:4). MCA was founded and continues to operate upon biblical values and the desire and commitment for Bible-believing Christian parents to enroll their children in an intentionally Christian environment.

MCA will accept students who are willing to support the school's Confession of Faith, above-stated positions, and student conduct requirements, and whose parents are willing to allow their children to be educated and influenced in an intentionally Christian environment. Continued enrollment at MCA is contingent upon this same understanding and support by both the student and parents.

MCA is a religious institution providing an education in a distinctly Christian environment, believing its biblical role is to work in conjunction with the home to mold students to be Christ-like. On occasions in which the atmosphere or conduct within a particular home or the activities of the student are counter to or in opposition to the biblical lifestyle the school teaches, the school reserves the right, within its sole discretion, to refuse admission of an applicant or discontinue enrollment of a current student. This includes, but is not necessarily limited to, living in, practicing, condoning, or supporting sexual immorality, including but not limited to, sex outside of marriage, homosexual acts, bisexual acts, gender identity different than the birth sex, promoting such practices, or otherwise the inability to support the moral principles of the school. (*Leviticus*, 20:13a, Romans 1:27, Matthew 19:4-6).

MCA believes that every person is created in the image of God, that human sexuality reflects that image in terms of intimate love, communication, fellowship, subordination of the self to the larger whole, and fulfillment. God's Word makes use of the marriage relationship as the supreme metaphor for His relationship with His covenant people and for revealing the truth that that relationship is of one God with one people. Therefore, God's plan for human sexuality is that it is to be expressed only in a monogamous lifelong relationship between one man and one woman within the framework of marriage. This is the only relationship that is divinely designed for the birth and rearing of children and is a union made in the sight of God, taking priority over every other human relationship. (*Genesis 1:27–28; 2:18, 20, 23–24; Isaiah 54:4–8; 62:5b; Jeremiah 3:14; Ezekiel 16; Hosea 2; Malachi 2:14; Matthew 19:4–6; Mark 10:9; John 2:1–2, 11; 1 Corinthians 9:5; Ephesians 5:23–32; 1 Timothy 5:14; Hebrews 13:4; and Revelation 19:7–8).* 

MCA believes that to follow the teachings of the Scriptures regarding marriage and divorce we must affirm that sexual relationships outside of marriage and sexual relationships between persons of the same sex are immoral and sinful. We further affirm that heterosexual monogamy is God's plan for marriage, and we regard sexual sin of the spouse, such as adultery, homosexual behavior, bestiality or incest, as the only biblical grounds for considering divorce, and then only when appropriate counseling has failed to restore the relationship. MCA abhors the trend to ignore God's laws of chastity and purity, and vigorously opposes public acceptance of sexual promiscuity and all factors and practices that promote it. The school maintains a biblical view of human sexuality that makes the sexual experience, within the framework of marriage, a gift of God to be enjoyed as communion of a man and woman, as well as for the purpose of procreation. Sexual relationships outside of marriage and sexual relationships between persons of the same sex are immoral and sinful. The depth of the sinfulness of homosexual practice is recognized, and yet we believe the grace of God sufficient to overcome both the practice of such activity and the perversion leading to its practice. (Exodus 20:14, 17; 22:19; Leviticus 20:10–16; Matthew 5:32; 19:19; Mark 10:11–12; and Luke 16:18).

Gender differentiation and male/female uniqueness are part of a divine design that God indelibly engraved upon creation. God gives our bodies to us for spiritual and relational purposes, as well as physical ones. It is His desire that the most fundamental distinctions we experience as human beings should remind us that our completeness is ultimately found in communion with Himself and others. For this reason, "The Lord God said, 'It is not good for the man to be alone. I will make a helper suitable for him'" (Genesis 2:18). Personal fulfillment involves intimate fellowship and union with God, as exemplified by the ideal of Christ as the bridegroom and the Church as His bride (Ephesians 5:22-32; Revelation 19:7-9). Based on our biblical and theological study, there is no argument for a "third gender" or "transgender" among humans. Gender confusion and dysphoria are ultimately the biological, psychological, social and spiritual consequences of the human race's fallen condition. This state of sin affects all persons individually and collectively. While society is at liberty to destigmatize or legitimize any behavior it chooses simply by reclassifying and renaming it, Christians must adhere to biblical boundaries. It is our Christian conviction that renaming them cannot normalize sin and its expressions. We call upon biblical Christians to continue to accept their role as witnesses who speak prophetically about the need for repentance and sanctification in every culture.

MCA believes that every person is created in the image of God and must be afforded compassion, love, kindness, respect, and dignity. (*Mark 12:28-31; Luke 6:31*). 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; Romans 10:9-10; 1 Corinthians 6:9-11*). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture.

#### **Compliance with Biblical Standards**

Christianity is central to the purpose and mission of MCA. For this reason, all MCA affairs are conducted in full accordance with the Bible, MCA's Mission and Objectives, Confession of Faith, and Philosophy of Christian Education, as well as related policies reflecting the MCA's religious nature. Likewise, it is the MCA's policy to employ only committed disciples of Jesus Christ. Consequently, each employee is expected to review and affirm his or her agreement with such standards as a condition for continued employment with MCA, both in terms of doctrinal belief and practical application. For example, all employees are expected to reflect Christian values in their interaction with persons we serve, fellow employees, and others. In addition, employees are required to refrain from behavior that reflects negatively on the MCA's Christian standards. Violation of these requirements shall constitute cause for discipline up to and including employment termination.

Cause for termination and dismissal may include, but is not limited to, any one or more of the following: heterosexual activity outside of marriage, homosexual activity, intemperance, abuse of a student, absent without notification and/or approval (abandonment of position), neglect of duty, scriptural error, or any conduct tending to bring discredit upon the school or upon the teacher that causes a diminishing of his/her effectiveness as a Christian role model for the students of MCA.

#### MCA MISSION AND OBJECTIVES: The purpose of Millersville Christian Academy has three (3) aspects:

- 1. To be an extension of the Christian home and Bible-believing church, and thus to provide a continuity of training for Christian young people for the purpose of equipping them for the service of God,
  - a. To instill an unshakable belief that Jesus Christ is the Son of God, and, in fact, is God.
  - b. To instill the importance of maintaining biblical standards in all areas of conduct.
  - c. To uphold the Bible as specific in stating the principles which underlie Christian education
  - d. To guide students in achieving self-discipline by applying biblical principles
- 2. To furnish a Christ-centered, quality education,
  - a. To provide a sound academic education taught with a Christian view of God, man, and the world
  - b. To impart fundamental skills for a life of Christian service
  - c. To build character, responsibility, godliness, and thrift
  - d. To teach enduring patriotism and to develop good citizenship
  - e. To lay the foundation for a vocation
- 3. To function as a missionary outreach to students and others who may be unsaved in order to bring them to a saving knowledge of our Lord and Savior, Jesus Christ.
  - a. To present the Gospel clearly to each student, realizing we must give an account for their souls
  - b. To instill within students the passion for evangelism
  - c. To teach the personal and biblical skills for proclaiming the Gospel.

MCA VISION: To emphasize the pre-eminence of Christ in life and learning. Col 1:18

**CODE of CONDUCT:** All employees of Millersville Christian Academy are expected to abide by the following guidelines:

- 1. Make daily prayer, Bible study, and witnessing a part of my life
- 2. Be member of a Bible-believing church, attend church services regularly unless providentially hindered, and be involved in the programs of the church
- 3. Use spiritual discernment in choosing to use various forms of the media (i.e., TV, video, movie, internet, etc.) or to participate in any recreational activity
- 4. Dress modestly and appropriately at all times
- 5. Abstain from participating in, condoning, or promoting immorality in any form
- 6. Refrain from using alcoholic beverages, non-medicinal drugs, or medicinal drugs used in a non-prescribed manner
- 7. Live so as to bring honor to God and provide a model for the students

Whether therefore ye eat, or drink, or whatsoever ye do, do all to the glory of God. (I Corinthians 10:31)

**MCA CONFESSION OF FAITH:** All officers, directors, volunteers, and staff of MCA shall, as a condition of their employment in MCA, acknowledge in writing their acceptance of, and agreement with the following Confession of Faith:

- 1. The Bible, both the Old and New Testaments, is the only authoritative, inspired, infallible Word of God and is the final authority in faith and practice. *All scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness: That the man of God may be perfect, thoroughly furnished unto all good works. (II Timothy 3:16-17)*
- 2. There is one God, eternally existent in the persons of the Father, Son, and Holy Spirit. *I and my Father are one. (John 10:30); Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost: (Matthew 28:19)*
- 3. The creation of the universe, world, and man in six literal days was a direct act of God. All things were made by him; and without him was not any thing made that was made. (John 1:3); For in six days the LORD made heaven and earth, the sea, and all that in them is, and rested the seventh day: wherefore the LORD blessed the sabbath day, and hallowed it. (Exodus 29:11)

- 4. The deity of the Lord Jesus Christ, His virgin birth, His sinless life, His miracles, His vicarious and atoning death through His shed blood on the cross, His bodily resurrection, His ascension to the right hand of the Father, His personal return for the rapture of the Church, and the power and great glory at His revelation are essential doctrines to an understanding of the person and work of Jesus Christ. But we see Jesus, who was made a little lower than the angels for the suffering of death, crowned with glory and honour; that he by the grace of God should taste death for every man. (Hebrews 2:9); For I delivered unto you first of all that which I also received, how that Christ died for our sins according to the scriptures; And that he was buried, and that he rose again the third day according to the scriptures: (I Corinthians 15:3-4)
- 5. For the salvation of lost and sinful men, regeneration by the Holy Spirit is absolutely essential. Not by works of righteousness which we have done, but according to his mercy he saved us, by the washing of regeneration, and renewing of the Holy Ghost; Which he shed on us abundantly through Jesus Christ our Saviour; That being justified by his grace, we should be made heirs according to the hope of eternal life. (Titus 3:5-7)
- 6. Personal salvation is by faith in the blood of Jesus Christ which He shed on the cross of Calvary for the remission of sins for all who believe. Salvation is the gift of eternal life by the grace of God apart from works. Not by works of righteousness which we have done, but according to his mercy he saved us, by the washing of regeneration, and renewing of the Holy Ghost; Which he shed on us abundantly through Jesus Christ our Saviour; That being justified by his grace, we should be made heirs according to the hope of eternal life. (Titus 3:5-7); For by grace are ye saved through faith; and that not of yourselves: it is the gift of God: Not of works, lest any man should boast. (Ephesians 2:8-9)
- 7. The believer is eternally secure in his salvation through Jesus Christ. And I give unto them eternal life; and they shall never perish, neither shall any man pluck them out of my hand. My Father, which gave them me, is greater than all; and no man is able to pluck them out of my Father's hand. (John 10:28-29)
- 8. There will be a resurrection of both the saved and the lost: they that are saved unto the resurrection of life; they that are lost unto the resurrection of damnation. For the Lord himself shall descend from heaven with a shout, with the voice of the archangel, and with the trump of God: and the dead in Christ shall rise first: (I Thessalonians 4:16); And I saw the dead, small and great, stand before God; and the books were opened: and another book was opened, which is [the book] of life: and the dead were judged out of those things which were written in the books, according to their works. (Revelation 20:12)
- 9. Believers in our Lord Jesus Christ are joined in a spiritual unity. Behold, how good and how pleasant it is for brethren to dwell together in unity! (Psalms 133:1) Fulfill ye my joy, that ye be likeminded, having the same love, being of one accord, of one mind. (Philippians 2:2)
- 10. The Holy Spirit is a Person, and He is God, possessing all the divine attributes. He indwells, baptizes, and seals all believers at the moment of their salvation and fills them in response to their confession of sin and repentance. Even the Spirit of truth; whom the world cannot receive, because it seeth him not, neither knoweth him: but ye know him; for he dwelleth with you, and shall be in you. (John 14:17); Nevertheless I tell you the truth; It is expedient for you that I go away: for if I go not away, the Comforter will not come unto you; but if I depart, I will send him unto you. And when he is come, he will reprove the world of sin, and of righteousness, and of judgment: (John 16:7-8)
- 11. God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. Any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex. God disapproves of and forbids any attempt to alter one's gender by surgery or appearance. (Genesis 2:24; Leviticus 18:1-30; Romans 1: 26-29; 1 Corinthians 5:1, 6:9; 1 Thessalonians 4:1-8; Hebrews 13:4)
- 12. The family is the basic unit of society established by God, Who intends for it to consist of a man and a woman legally married to each other in a permanent relationship, which may or may not produce children. If the man and woman have children, they are responsible to train and teach those children in biblical principles. (Genesis 2:24; Deuteronomy 6:6-7; Romans 7:2; 1 Corinthians 7:10; Ephesians 5:22-23).

The 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 MCA's faith, doctrine, practice, policy, and discipline, our Board of Directors is WCA's final interpretive authority on the Bible's meaning and application.

SUBSCRIBE WITHOUT RESERVATION	N TO SUBMISSION TO THE ADMINISTRATION A	ND BOARD, THE ARTICLES OF FAITH (Mission	ı Statement &
Confession of Faith), STANDARDS OF	CONDUCT, AND CHURCH MEMBERSHIP REQU	REMENTS.	
Printed Name	Applicant Signature	Date	

### Statement of At-Will

application may result in my dismissal.	I further understand that this application is no	understand that if employed, any false statem ot and is not intended to be a contract of emplo understand and agree that my employment is o	yment, nor
Printed Name	Applicant Signature	Date	
Application Checklist: Completed Application College Tair Credit Reporting Act release state ** Original College Transcripts require		of Reference Essay questions/answers	
Non-Discriminatory Policy			
MILLERSVILLE CHRISTIAN ACADEMY DOES NO	OT DISCRIMINATE ON THE BASIS OF AGE, RACE, COLOR, GE	ENDER, GENETIC TESTING, VETERAN or MILITARY STATUS, CITI RIGIN	IZENSHIP,

On a separate sheet of paper, type detailed answers to the following questions:

- 1. Explain the biblical role of the Christian school.
- 2. Give an example of a recent witnessing encounter, emphasizing the Scripture that was used in the presentation of the Gospel.
- 3. Describe your current relationship with the Lord.
- 4. Do you have a sense of God's calling you to this position? Explain that calling.

### **DISCLOSURE**

As part of our hiring process we may obtain information about you for employment purposes from a third-party consumer reporting agency. Thus, you may be the subject of a "consumer report" and/or an "investigative consumer report" which may include information about your character, general reputation, personal characteristics, and/or mode of living, and which can involve personal interviews with sources such as your neighbors, friends, or associates. These reports may contain information regarding your credit history, criminal history, social security verification, motor vehicle records ("driving records"), verification of your education or employment history, or other background checks. Credit history will only be requested where such information is related to the duties and responsibilities of the position for which you are applying. You have the right, upon written request made within a reasonable time after receipt of this notice, to request disclosure of the nature and scope of any investigative consumer report and a copy of any report about you. Please be advised that the nature and scope of the most common form of investigative consumer report obtained with regard to applicants for employment is an investigation into your education and/or employment history conducted by a third-party consumer reporting agency. The scope of this notice and authorization is all-encompassing, however, allowing the Company to obtain from any outside organization all manners of consumer reports and investigative consumer reports now and throughout the course of your employment to the extent permitted by law. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative consumer report.

Last Name	First Name	Middle Name	
Current Add Addresses for the Past Seven Years: (include st	dress (House #, Street, City, State, and Zip) reet, city, state, zip code)	Dates Lived Here  Dates of Residence:	
Date of Birth ( <i>MM/DD/YYYY</i> )	Other Names Used (including maiden name)	Years Used	
Social Security Number	Driver's License #	State	
Sex: Male Female	v your response is optional: AL, AR, FL, GA, IA, IL IN, OR,  American Indian: Hispanic:		
my background, references, character, past e private organization and all public records fo	do hereby authorize Millersville Christian Academy (Nemployment, education, credit history, criminal or polir the purpose of confirming the information contained ployment now and if applicable during the tenure of m	ice records, including those maintained by both don my application and/or obtaining other infor	public and
	on or entity, which provides information pursuant to the and all of the above referenced sources used.	this authorization from any and all liabilities, clai	ms, law suits in
=	t may be requested to process my employment applic vestigation company to furnish the above-mentioned		
	authorize you to contact my current employer for Emps s Department and to any listed supervisors or reference		
information in its files on me at the time of minvestigation company has previously furnish	nd/or an independent investigation company upon property in the property indicates and the representation, and the representation in the two-year period preceding my request. The property is and in a property in the property is and in a property in the property is and in a property in the property in the property is and in a property in the property is an armonic in the property in the property is an armonic in the property in the property in the property is an armonic in the property in the property in the property is an armonic in the property in the property in the property is a property in the p	recipients of any reports on me which MCA and/ I understand and agree that any omission, false	or independent statement,
Printed Name	Applicant Signature	Date	

<sup>\*\*</sup>NOTE: THE ABOVE INFORMATION IS REQUIRED FOR IDENTIFICATION PURPOSES ONLY AND IS IN NO MANNER USED AS QUALIFICATIONS FOR EMPLOYMENT.
MCA IS AN EQUAL OPPORTUNITY EMPLOYER, AND DOES NOT DISCRIMINATE ON BASIS OF AGE, RACE, COLOR, GENDER, GENETIC TESTING, VETERAN OF MILITARY
STATUS, CITIZENSHIP, DISABILITY, NATIONAL OR ETHNIC ORIGIN.

## **Pastoral Reference**

Applicant				
(Please Print)	Last	First	MI	Position Desired
	ons and acc			erty of Millersville Christian Academy and ar a reference form unless confidentiality can be
I agree for this of access to th		be confidential. By signir	ng and dating the waive	er of access below, I, the undersigned, waive any right
Signature of Appli				Date
o the Referenc				
prompt atter will be consid Is the a	ntion in complered strictly	pleting the items below confidential.	v and returning the f	t's ability, potential, and past performance. You form to us will be greatly appreciated. Your repl No
Level o	of involveme	nt?Active	InactiveGiv	ving
Check all are	as of involve	ment:		
	_Sunday Sch	ool attendance	Committees	Teaching
	_Youth work		Choir or other	er music ministry
	Other			
How long and	in what capac	city have you known the	applicant?	
To the best of	your knowled	lge, is the applicant save	d?	
	applicant's str	angths?		

## Pastoral Reference (page 2)

His/Her weaknesses?								
Describe how the applicant shows evidence of good character:								
Are you aware of any o	experience the ap	plicant h	nas had with children/yout	h?				
Describe how well the	applicant works v	vith/rela	ates to children/youth:					
Would you want this p	erson to teach/w	ork with	n your child?					
	-		now as we consider this ap	-		ersville Christian		
I recommend this ap	plicant:							
		•	) With Reservation		) Not at all			
Signature:			Church					
			Phone					

PLEASE MAIL THIS FORM DIRECTLY TO THE ADDRESS BELOW, OR EMAIL TO DULAB@MILLERSVILLE CHRISTIANACDEMY.ORG

Millersville Christian Academy
130 Millersville Church Road
Taylorsville, NC 28681
Attn: Principal

If you have any questions, please call 828-352-9600 Thank you for your help with this application process.