



APPLICATION FOR EMPLOYMENT

INSTRUCTIONS: To assist us in better understanding your qualifications and interests and to assure the fullest consideration, please provide all of the information requested on this application. Please read the "Application for Employment Acknowledgement" found on page 4 of this application before to answering any of the questions. Sign the application and return it to the church office. Please PRINT all information.

(Please respond to all questions, and do not leave any response space blank. If you do not believe that a response is applicable, put "not applicable" in the blank, use additional paper to respond if necessary).

GENERAL INFORMATION

Full Name: _____
Last First Middle

Date of Application: _____ Email Address: _____

Home Telephone Number: _____ Cell Phone Number: _____

Current Home Address: _____
Number Street City
County State Zip Code

How long have you lived at this address: _____

If you have used a name other than the one listed above during the past five years please list it here: _____

What position are you seeking? _____

Do you have any relatives presently or formerly employed by this church? YES or NO

If "YES" please identify by name and relationship:

Have you previously applied with, or worked for this church? YES or NO

If yes, please identify the date(s) of employment or application: _____

How did you hear about this position? _____

Are you a United States citizen or alien legally authorized to work in the United States? YES or NO

Have you ever been convicted of, or pled guilty or no contest to a crime other than a minor traffic violation, or are you now under charges for any criminal offense? A criminal conviction will not necessarily disqualify you from consideration for employment. YES or NO (if yes, please explain fully on a separate sheet).

When are you able to start work? :

Are there any restrictions or limitations on your ability to work overtime, irregular hours or weekends? YES or NO

If you answered YES to the above please describe the restriction or limitation:

PERSONAL REFERENCES

Please identify four personal references (other than family members or job references)

NAME	ADDRESS	PHONE
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____

EMPLOYMENT HISTORY

List your present job first or most recent job if you are now unemployed and then all others in reverse chronological order. LIST ALL FORMER EMPLOYMENT. (Additional sheets are available if necessary).

EMPLOYER #1

Company Name _____

Address _____

Telephone Number: _____ Your Job Title: _____

Your Last Rate of Pay: _____

Your Supervisor's Name: _____

Your Date of Hire: _____ Your Date of Termination: _____

Reason for Leaving: _____

EMPLOYER #2

Company Name _____

Address _____

Telephone Number: _____ Your Job Title: _____

Your Last Rate of Pay: _____

Your Supervisor's Name: _____

Your Date of Hire: _____ Your Date of Termination: _____

Reason For Leaving: _____

EMPLOYER #3

Company Name _____

Address _____

Telephone Number: _____ Your Job Title: _____

Your Last Rate of Pay: _____

Your Supervisor's Name: _____

Your Date of Hire: _____ Your Date of Termination: _____

Reason For Leaving: _____

EMPLOYER #4

Company Name _____

Address _____

Telephone Number: _____ Your Job Title: _____

Your Last Rate of Pay: _____

Your Supervisor's Name: _____

Your Date of Hire: _____ Your Date of Termination: _____

Reason for Leaving: _____

EDUCATION

HIGH SCHOOL

Name of School: _____

City/State/Zip: _____

Years Completed (circle): 1 2 3 4

COLLEGE/UNIVERSITY

Did you graduate? YES or NO Year Last Attended: _____

Course of Study and Degree, if any? _____

If you did not graduate, why did you leave? _____

Any other training, degrees, certificates, etc.? _____

Application for Employment Acknowledgement

PLEASE READ CAREFULLY

I certify that the answers which I have given to the foregoing questions and statements are true and complete to the best of my knowledge and that I have withheld no information or other response that would, if disclosed, affect this application unfavorably. I authorize Faithbridge Church to obtain from any person or organization with which or with whom I have been employed or associated or who may otherwise have information concerning me (whether listed by me in this application or not) any information they may regarding my employment, job performance, attendance, safety, character, and other qualifications whether or not it is in their records. I hereby release Faithbridge Church and any and all such individuals, employers, and corporations contacted from any and all liability for any damage flowing from the disclosure of this information and the Church's action thereon. I understand that any misleading or incorrect statements or responses may render this application void and, if employed, may result in my immediate termination regardless of the point in time at which the misleading or incorrect statement or response was discovered.

I agree to submit myself, upon request by Faithbridge Church, to a physical examination by a physician designated by Faithbridge Church and to testing for the presence of alcohol and other drugs or substances by a physician or laboratory designated by Faithbridge Church. I understand and agree that any positive test result or the refusal to submit to such testing may result in disciplinary action up to and including immediate termination of employment. I acknowledge that Faithbridge Church reserves the right to inspect all packages, cases, clothing, desks, and work spaces or any other item carried on or off Faithbridge Church's premises, and I understand that cooperation with such inspections would be a condition of continued employment.

I further acknowledge and understand that if I am employed, Faithbridge Church has the unilateral right, at any time and for any reason, to make changes in all employment policies, instructions, and procedures with or without cause. I further understand and agree my employment is not for any specific term or period of time and that Faithbridge Church may take any action concerning my employment, including termination, with or without cause, with or without notice, and without further obligation to me, at the sole and absolute discretion and will of Faithbridge Church.

I understand that this application for employment will not be considered after 30 calendar days from the date set forth below.

I understand that Exhibit "A" to this application entitled "Permission & Release For Background Checks" is expressly incorporated herein by reference.

Applicant's Signature

Date

Discussing Doctrine at Faithbridge for Prospective New Staff Members

The following approach has proven helpful in discussing doctrinal issues and in exploring the doctrinal compatibility of team members. Different doctrinal issues have differing levels of importance to different people. Using the language below, Faithbridge is looking for team members . . .

- who passionately share the same belief ***convictions***, and
- who are comfortable ministering alongside others who may or may not share the same belief ***persuasions*** or ***opinions***.

We believe that if our differences involve belief ***convictions***, we should not attempt ministering together. But we are comfortable with your holding differing belief ***persuasions*** and ***opinions***, if you can carry, teach and promote Faithbridge's positions without feeling your integrity has been compromised.

Please mark any issues with which you feel you cannot support with integrity. If you hold certain beliefs at the conviction-level, but find them not listed within the conviction section beneath, we would ask and trust you to tell us.. Please use the space at the end to list any issues you would like to discuss.

1. CONVICTIONS – Core beliefs of the Christian faith which we consider essential and worth breaking fellowship over:

- Authority of Scripture*** – The sole basis of our beliefs is the Bible, the 66 canonical books of the Old and New Testaments. The Bible is the Word of God, fully true; our final authority in all matters of faith, practice, and lifestyle.
- God*** – There is One true God who exists eternally in three Persons: God the Father, God the Son, and God the Holy Spirit, who are of one substance and equal in power and glory.
- Deity of Christ*** – Jesus Christ is 100% God and yet 100% man, born of the virgin Mary.
- Substitutionary Atonement*** – Though all have sinned and deserve eternal separation from God, Jesus Christ died on the cross as our substitute – taking upon Himself the penalty for our sins.
- Resurrection of Christ*** – On the third day Jesus rose from the dead in the body which had been laid in the tomb, defeating sin and death.
- Salvation by Grace through Faith*** – A person can be saved from the condition of sin and spiritual death only by the grace of God, when that person experiences the free gift of new birth by placing his or her personal faith in Jesus Christ.
- Second Coming of Christ*** – Jesus Christ will return someday, at a date undisclosed by Scripture, to judge the living and the dead. Those who have received the gift of salvation will spend eternity with Christ. Those who have rejected the gift of salvation will be condemned to eternal separation from God.

2. PERSUASIONS – Beliefs about which we have persuasions, though recognizing that many biblical Christians have drawn different conclusions regarding the following:

- Predestination*** – All have sinned and cannot save themselves. Jesus died for all, and God is drawing all people to Himself. Before the foundation of the world, God – who stands outside our continuum of time – foreknew who would place their faith in His Son, Jesus Christ. His foreknowledge, though, does not logically necessitate His predestinated salvation of certain individuals. God has, indeed, predetermined that the Church will be saved (corporate election),

but a person becomes a part of the Church through responding to His wooing, prevenient grace and choosing to place his or her faith in Jesus Christ.

- **Assurance of Salvation** – Scripture makes clear that it is the privilege of all Christian believers to rejoice in the assurance of their salvation from the very moment in which they trust Christ as their Savior, and thereafter. This assurance is not based upon any kind of merit, but is produced by the witness of the Holy Spirit who confirms in the believer the testimony of God in His written Word (Rom. 8:15-16; 1 John 2:3-6, 3:24, 5:11-12).
- **Tongues** – The supernatural spiritual gifts still exist today. Speaking in tongues is a valid gift for the church today and should operate under the boundaries of 1 Corinthians 14. One such boundary: Tongues confuses unbelievers attending a corporate worship service (1 Cor. 14:23-25) and should therefore be expressed in believers' settings such as like-hearted prayer groups and personal prayer times. Tongues may accompany being filled with the Holy Spirit but are not "the only sign" that a person has been filled with the Holy Spirit.
- **Baptism** – We believe water Baptism is a sacrament to be observed by the Church today, a means by which we experience God's grace tangibly, though not a requisite to salvation or church membership. Faithbridge offers to those who have placed their faith in Christ any of three modes of water baptism which have been practiced throughout church history: Immersion, pouring, and sprinkling.
 - Faithbridge offers either infant dedication or infant baptism, leaving that decision to parents. Any prior baptism in a Christian church, including infant baptism, will be acceptable, although we have a strong preference for celebrating adult, believer's baptism.
- **Communion** – We believe the Lord's Supper is a sacrament to be observed by the Church today, a means by which we experience God's grace tangibly, though not a requisite to salvation or church membership. We believe that Communion is an outward sign or symbol of the broken Body and shed blood of Jesus Christ. While we do not believe that the bread and juice turn literally into the actual flesh and blood of Christ, we do believe that in Communion we experience the very real presence and grace of Jesus Christ with us.
- **Spiritual Warfare** – Satan and demons exist. They were defeated through the cross but will not be destroyed until the Second Coming. Believers have authority in Jesus' name over demonic powers. Believers may be oppressed by demons but not possessed. Prayer is essential for the Church.
- **Women in Ministry** – God has established authority in the home based on gender, but He has established authority in the church based on office. God does call and equip women for pastoral ministry offices.
- **Church Government** – Several different church government configurations can fulfill the Bible's description of church government. Faithbridge utilizes a hierarchical configuration involving the Senior Pastor as presiding elder, with a bishop as the overseer of that elder. The Faithbridge Staff drives ministry decisions at Faithbridge, and the Council of Lay Elders serves in an advisory and accountability role, primarily to the Senior Pastor.

3. **OPINIONS – Examples of topics about which we welcome opinions, but would not even argue for:**

- Which Bible translation is best for preaching
- Who wrote the book of Hebrews
- Various End Times scenarios and timelines

Faithbridge's Position on Several of Today's Social Issues

- **Abortion** – We believe the life inside a mother's womb is a living being (Ps. 139:13-16; Jer. 1:4-5) and, therefore, we believe that the act of abortion is incongruent with God's will (Ex. 20:13). At the same time, ours is not a message of guilt for past choices, but of grace—knowing God offers full forgiveness to anyone who repents of their sin and turns to Jesus Christ (Eph. 1:7; Col. 2:13-15).
- **Alcohol** – Scripture never condemns the non-intoxicating consumption of alcohol; however, it does condemn drunkenness (see Luke 21:34; Rom. 13:13; Gal. 5:21; Eph. 5:18; 1 Pet. 4:3). Inappropriately used, alcohol can damage one's health, safety, job, and family functionality.

As followers of Christ, we must ensure that the exercise of our freedom to consume alcohol never becomes “a stumbling block to the weak” (1 Cor. 8:9), including those with a propensity towards intoxication, victims of alcohol-related tragedies, relatives of alcoholics, children and under-age students, Bible-belt teetotalers, and pre-Christian skeptics who assume alcohol is forbidden and seek to find faults in Christians. Our personal preferences are always of secondary concern to the reputation of Christ, since we have been crucified with Christ and thus no longer live, but rather, live by and through Christ indwelling us (Gal. 2:20).

Faithbridgers must do everything possible to create a safe place for “weak” people, while also preventing any and all potential legal and reputation controversies in a world thick with lawsuits and tabloids; therefore, we choose to abstain from serving or consuming alcohol at all Faithbridge-related functions, acquiescing to the *spirit* of the law over the *letter* of the law, when in doubt. We find no Scriptural basis to prohibit the temperate consumption of alcohol in non-Faithbridge contexts – where circumstances preclude a weak person from stumbling and a Christian from compromising his or her witness for Christ.

- **Cohabitation** – Scripture offers healthy guidelines for marriage between a man and a woman in terms of procreation (Gen. 1:27, 28), godly intimacy (Gen. 2:18), the nurture of children (Ps. 127:3), and sexual activity (1 Cor. 7:2). Outside of marriage, the potential negative consequences of living together are many: Lack of commitment, confused intentions, and emotional damage to adults and their children.

Though cohabitation doesn't destine a marriage to failure, couples decrease their statistical odds for success when choosing to live together first. Despite society's encouragement to do so, Faithbridge encourages resisting the temptation and choosing to live consistently with the counsel of Scripture.

We at Faithbridge are here to encourage, not condemn. We invite those currently cohabitating or considering a cohabitating relationship to get involved in our premarital counseling program. We heartily advocate marriage and stand ready to help couples facilitate and celebrate that life-changing commitment.

- **Homosexuality** – God loves homosexuals (John 3:16), and we welcome and want homosexuals to attend Faithbridge (Mark 2:17). At the same time, we believe the practice of homosexuality falls short of God's plan for sexuality, and is thus a sin (Lev. 18:22; 20:13; Rom. 1:26-32; 1 Cor. 6:9-11; 1 Tim. 1:9-11; Jude 7). After repenting of sin and turning to Christ, any person is encouraged to join Faithbridge. Any non-practicing homosexual interested in leadership at Faithbridge is welcomed and encouraged to explore the possibility, but we would ask this person to wait for a period sufficient to establish a pattern of freedom and victory, in light of 1 Timothy 3:6. (We ask this of all potential leaders, regardless of their prior hurts, habits, or hang-ups.) We do not believe the parameters of Scripture permit the ordination of self-avowed, practicing homosexuals, nor do we condone ceremonies celebrating same-sex unions.

I would like to discuss the following doctrinal issues:

"I can uphold and support these positions with integrity."

Signed

Dated