



UNIFIED APPLICATION FOR EMPLOYMENT

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Government Street Baptist Church (Church, School, and Child Development Center also known as GSBC, GSCS, GSCDC) is an Equal Opportunity Employer. Discrimination on the basis of race, color, sex, national origin, age or disability is prohibited. Because GSBC is a religious institution, it exercises those rights afforded to religious institutions which allow the use of religious qualifications and tenets in personnel actions. GSBC (church, school, and daycare) is governed by its Constitution and Bylaws and any current and future addendums.

APPLICATION UPDATED 05/22/2015

3401 Government Blvd., Mobile AL 36693 ♦ 251-660-7444 ♦ www.governmentstreet.org ♦ Scotty Jernigan, Pastor

(PLEASE PRINT PLAINLY) Date of application _____ Social Security Number _____

Name _____
Last First Full Middle Name

Address _____
Street City State Zip

Home Phone _____ Cell Phone _____

May we text you? ☐ Yes ☐ No If so, who is your cell phone carrier? _____

E-mail address _____

Marital status: ☐ Single ☐ Engaged ☐ Married ☐ Separated ☐ Widowed ☐ Divorced

Date of Birth: _____ Present Age _____ Place of Birth: _____

Valid Pictured ID ☐ Driver's License or ☐ Passport No. _____ State _____ Date Expires _____

Emergency Contact Person _____ Relationship To You _____

Contact Phone(s) _____

Position for which you are applying _____

How did you learn of this opening? _____

POSITION DESIRED

List choice in order of preference:

1. _____ 2. _____ 3. _____

If not a U.S. citizen, are you authorized to work in the U.S. on an unrestricted basis? ☐ Yes ☐ No

Have you ever applied or been employed here before? ☐ Yes ☐ No If yes, give date(s) _____

Do you have any physical disabilities that would impact your employment? ☐ Yes ☐ No If yes, explain

Do you have any emotional or mental illness you have been or are currently being treated? If yes, explain

List relatives currently or previously employed by the church (church, school, CDC)

(name/relationship) _____

You must know and understand that Government Street Baptist Church may ask you to submit to a periodic drug screening? ☐ (Check here that you understand.) If you require medical attention due to a work related cause, you will be required use GSBC's approved medical facility and take a drug test. GSBC is not responsible for any other medical doctor or medical facility you may choose to use.

Have you ever been or are you currently being treated for an illness or injury to any part of the body that involved lifting, walking, sitting or hearing? ☐ No ☐ Yes Explain _____

Are you able to lift fifty pounds? ☐ Yes ☐ No Explain _____

Have you ever been convicted by a court of any offense or crime in the past OR are you currently facing any litigation for an offense or crime, including sexual misconduct or child abuse? ☐ No ☐ Yes

Explain _____

Accusation or conviction of a crime does not automatically bar you from employment. All circumstances will be reviewed, including the nature of the offense, when it was committed, and its relevance to the position for which you are applying.

Do you have any allergies or sensitivity to chemicals or odors that may affect your ability to work at Government Street Baptist Church ☐ No ☐ Yes Explain _____

Government Street staff in their daily routine of maintaining the facilities use chemicals and paints that may have odors. Some chemicals may contain diluted Clorox solutions or solvents. General cleaning products are earth friendly but have odors. Maintenance is generally conducted during hours the facilities are open for business.

EDUCATION AND TRAINING

SCHOOL	NAME AND LOCATION OF SCHOOL	COURSE OF STUDY	DEGREE/DIPLOMA EARNED
High School			
College/ University			
College/ University			
Graduate/ Professional			
Other Training			

PERSONAL REFERENCES

(Do not give family members as a reference)

Name	Address	Phone	Title/Relationship
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Name	Address	Phone	Title/Relationship
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Name	Address	Phone	Title/Relationship
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Name	Address	Phone	Title/Relationship
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EMPLOYMENT HISTORY

Please begin with your present or most recent employment.

School or Company name	Telephone
Address	From (month/year) To (month/year)
Name of Supervisor	Starting Salary Ending Salary
State job title and describe work	Reason for leaving

School or Company name	Telephone
Address	From (month/year) To (month/year)
Name of Supervisor	Starting Salary Ending Salary
State job title and describe work	Reason for leaving

School or Company name	Telephone
Address	From (month/year) To (month/year)
Name of Supervisor	Starting Salary Ending Salary
State job title and describe work	Reason for leaving

Please indicate any employer(s) you do not wish us to contact and state reason _____

CHRISTIAN LIFE

Have you accepted Jesus Christ as your Lord and Savior? ☐ Yes ☐ No ☐ Uncertain

If yes, when? _____ On what do you base your claim of salvation? _____

Name and address of your church _____

Pastor's name _____ Church Denomination _____

Do you attend weekly? ☐ Yes ☐ No List any church/Christian work or ministry in which you have been involved:

Do you personally subscribe without reservation to GSBC's doctrinal statement (see page 4)? ☐ Yes ☐ No

If no, explain _____

Are you willing to adhere to GSBC's lifestyle policies (see page 4)? ☐ Yes ☐ No

If no, explain _____

PERSONAL TESTIMONY

Please give a brief personal testimony, including the circumstances of your conversion and briefly describe your present practice concerning Bible study and prayer. If necessary write your comments on the reverse side of this page.

GOVERNMENT STREET BAPTIST CHURCH DOCTRINAL STATEMENT

1. We believe the Bible, in its entirety, from Gen. 1:1 to Rev. 22:21 is the verbally inspired Word of God. II Tim. 3:16, II Peter 1:21.
2. We believe in God the Father, God the son, and God the Holy Spirit, They are separate in office, but co-equal in position and power.
3. We believe Jesus Christ was born of Mary, the Virgin, and is the son of God and God the Son. Isa 7:14.
4. We believe the Blood of Jesus Christ, shed on the Cross, is the only atonement for sin.
5. We believe that Jesus Christ arose bodily from the grave the third day according to the scripture.
6. We believe that Salvation is by grace only. Eph. 2: 8-9
7. We believe in the visible, personal and pre-millennial return of Jesus Christ. I Thess. 4: 13-18.
8. We believe in the everlasting conscious blessedness of the saved in Heaven and the everlasting conscious punishment of the lost in the lake of fire.
9. We believe that the saved should be a part of a local, New Testament Church.
10. We believe that the church is a body of Baptized Believers whose mission is to preach and teach the gospel of Salvation to the individual soul.

LIFESTYLE POLICIES

Because Government Street Baptist Church, School and Child Development Center is an institution dedicated to providing a Christian educational environment and propagating biblical Christianity, we expect all our employees to conduct themselves according to the high moral, ethical and behavioral standards taught in Scripture at work, at home, and in the community. These standards prescribe Christ-like behavior such as loving one another, obeying God 's word, submitting to those in authority and practicing self-control (Rom. 12:9 -13:7, Gal. 5:-26, Col. 3:12-17). These standards also identify unacceptable conduct. While all unacceptable conduct cannot be listed here, some of the most obvious examples include stealing, lying, cheating, accepting bribes, use of profanity, vulgarities and obscenities, adultery, sex outside of marriage, homosexuality, pornography, sexual harassment, sexual abuse of children, abuse of drugs and alcohol, occult involvement, and rebellion. As part of our lifestyle policies we expect our employees to be faithful participants in a local church and to have a consistent practice of personal prayer and Bible reading. We also expect them to abstain from the use of alcoholic beverages, tobacco, and non-medically prescribed narcotics.

APPLICANT'S CERTIFICATION AND AGREEMENT

Please carefully read the following statements before signing.

I understand and certify by my signature that:

My application does not guarantee I will be employed.

The facts I have given in this application are true and complete to the best of my knowledge.

I understand that any false or misleading statement, intentional or unintentional, may result in dismissal.

- I am authorizing GSBC to investigate any of the facts and contact any individuals, schools, organizations, employers or other references I have given in this application.
- I am authorizing a criminal records check and a driver's records check to be conducted on me if the position for which I am applying is security sensitive, requires working with minors, and/or involves public trust. I am also authorizing the release of any information which pertains to any record of conviction in police files or any criminal file maintained on me whether state or local.
When employed, fees for record checking will be deducted at no more than \$15 per pay period until paid.
 1. First record check up to \$20
 2. Second record check up to \$30. The second check is made if the first check comes back with concerns. You will be given the opportunity to address any concern.
- I am authorizing GSBC to deduct not more than \$15 per pay period for required work apparel until paid. (No more than \$16 per pay period will be deducted for all required background checks and apparel.)
- I am authorizing any individuals, schools, organizations, law enforcement agencies, employers or other references to release the information requested by GSBC for verifying the facts I have given about my background. I further release from any liability GSBC for requesting the information and any person or organization for providing the information requested. I also waive any right I may have to inspect any information provided about me by any person or organization identified by me in this application.
- Employment at GSBC is "at-will," which means that apart from those positions (faculty and administrative) that have a separate, individual written employment contract, I am employed for an indefinite period. Either GSBC or I may end my employment at any time for any reason. I understand that no employee, supervisor or representative of GSBC may alter this "at-will" employment relationship.
- No employee will be permitted to work more than forty (40) hours per week. All time over forty hours per week must have written approval by the administrator or other authorized person PRIOR to the hours being recorded on the employee work time record.
- I am authorizing GSBC to deduct any CDC, school, before and after school charges from my paycheck.
- I agree that if terminated any outstanding charges will be deducted from my final paycheck.
- I acknowledge that I have received the appropriate Personnel Manual and have been furnished a copy of any Policies and Procedures addendums for the position for which I am applying and/or hired. I will adhere to these guidelines. I agree I will follow any future changes in the manual and addendums.

When employed, I will abide by all of GSBC's standards and regulations.

Applicant's name (please print) _____

Applicant's signature _____ Date _____

If you cannot sign the above certification and agreement, please explain:

TEACHER APPLICATION CERTIFICATION ADDENDUM

(For CDC and School Teachers Only)

1. For what kind of Alabama Certification do you qualify: _____
2. Have you ever held an Alabama certificate? _____ Date Issued _____
Type _____
3. What is your major _____
4. In what academic field do you have at least 18 semester hours? _____
Have you taken the National Teacher Examination? Yes _____ No _____
When? _____ (Scores on Common Exam and Teaching field must be filed with this office)
Underline the activities you can teach or direct: ART MUSIC P.E. PLAY PIANO

STUDENT TEACHING EXPERIENCE

Name of School	Location	Grade & Subject	Date	Name of Supervisor Teacher
_____	_____	_____	_____	_____

When could you start? _____ Expected earnings _____

SPECIAL SKILLS, QUALIFICATIONS, AND ACTIVITIES

Describe specialized training, apprenticeships, skills

Professional certificates, licenses _____

What was your strongest subject in high school? _____ In college? _____

Please check any of the following skills and experience that you have:

* Typing/word processing Words per minute? _____ Name(s) of software used _____

* Other computer programming and software experience (please list) _____

Please list any special honors, achievements, professional, and community activities and offices _____

Have you served in the U.S. armed forces? ☐ Yes ☐ No If yes, what branch? _____

Dates of active duty: From _____ To _____ Highest rank achieved _____

SIGNATURE _____ DATE _____

**Government Street Baptist Church, School, and Child Development Center
(known herein as GSBC) Pre-Employment Inquiry Authorization Release**

- I. I understand that investigative reports may be generated on me that may include information as to my character, general reputation, personal characteristics, or mode of living; work habits, performance or experience, along with reasons for termination of past employment/professional license or credentials; financial/credit history; or criminal/civil/driving record history. I understand that backgroundchecks.com, on behalf of GSBC may be requesting information from public and private sources about any of the information noted earlier in this paragraph in connection with GSBC's consideration of me for employment, promotion or position re-assignment or contract now, or at any time during my tenure with GSBC, and give my full consent for this information to be obtained.
- II. I acknowledge that a telephonic facsimile (FAX) or photographic copy of this release shall be as valid as the original. This release is valid for most federal, state and county agencies.
- III. I understand that if I am a resident of **Minnesota/Oklahoma (only)** I may obtain a copy of the report ordered, and now indicate my desire to do so by checking this box ☐.
- IV. I hereby authorize, without reservation, any financial institution, law enforcement agency, information service bureau, school, employer or insurance company contacted by backgroundchecks.com to furnish the information described in Section I.
- V. Communications with backgroundchecks.com should be directed to PO Box 353, Chapin SC 29036 or (866) 300-8524.
_____ **Initial As Read**

CANDIDATE COMPLETE THE FOLLOWING:

Signature

Today's Date

Print Name: (First) _____ (Middle) _____ (Last) _____ (Maiden) _____

Other Names Used _____

Current Address Since: (Mo/Yr) _____ (Street) _____ (City) _____ (State/Zip) _____

Current Address Since: (Mo/Yr) _____ (Street) _____ (City) _____ (State/Zip) _____

Current Address Since: (Mo/Yr) _____ (Street) _____ (City) _____ (State/Zip) _____

The following information is required by law enforcement agencies and other entities for positive identification purposes when checking public records.

It is confidential and will not be used for any other purposes.

Date of Birth

Social Security Number

Driver's License Number and State

Name as it appears on License

Have you ever been convicted of a crime? ☐ No ☐ Yes If yes, please provide city and state of conviction and details of conviction.

FAIR CREDIT REPORTING ACT NOTICE:

In accordance with the Fair Credit Reporting Act (FCRA, Public Law 91-508, Title VI), this information may only be used to verify a statement(s) made by an individual in connection with legitimate business needs.

The depth of information available varies from state to state. Status of updates are available on request. Although every effort has been made to assure accuracy, backgroundchecks.com cannot act as guarantor of information accuracy or completeness. Final verification of an individual's identity and proper use of report contents are the user's responsibility. backgroundchecks.com's policy requires purchasers of these reports to have signed a Service Agreement. This assures backgroundchecks.com that users are familiar with and will abide by their obligations, as stated in the **FCRA**, to the individuals named in these reports.

If information contained in this report is responsible for the suspension or termination of an employee or the application process, have the Candidate/employee contact backgroundchecks.com. _____ **Initial As Read**

NOTICE TO CALIFORNIA CANDIDATES

You have a right to obtain a copy of any consumer report or investigative consumer report obtained by (INSERT COMPANY NAME) by checking the box provided below. The report will be provided to you within (3) business days after we receive the requested reports related to the matter investigated.

☐ I request to receive a free copy of this report by checking this box.

Under section 1786.22 of the California Civil Code, you may view the file maintained on you by backgroundchecks.com during normal business hours. You may also obtain a copy of this file upon submitting proper identification and paying the costs of duplication services, by appearing at backgroundchecks.com in person or by mail. You may also receive a summary of the file by telephone. The agency is required to have personnel available to explain your file to you and the agency must explain to you any coded information appearing in your file. If you appear in person, a person of your choice may accompany you, provided that this person furnishes proper identification. _____ **Initial As Read**

COMMENTS YOU MAY WISH US TO KNOW

(Write Any Comments Below)



3401 Government Blvd.
Mobile, AL 36693
251-660-7444
www.governmentstreetchristianschool.org

“There is no knowing that does not begin with knowing God”

Declaration of Moral Integrity

Our school expects all its **employees** and its **volunteers** with unsupervised access to children to model the same Christian values and lifestyle that it seeks to inculcate in its students. As an applicant for a ministry position as an employee or as a volunteer at this school,

I _____, (print name) recognize, understand, and agree to live by the Christian moral standards of the school.

I declare that during the past year I have not engaged in, at the current time I am not engaging in, and promise that I will not during the term of my employment or volunteering, engage in inappropriate sexual conduct. Inappropriate conduct includes, but is not limited to, such behaviors as the following: heterosexual activity outside of marriage (e.g., premarital sex, cohabitation, extramarital sex), homosexual or lesbian sexual activity, sexual harassment, use or viewing of pornographic material or websites, or sexual abuse or improprieties toward minors as defined by Scripture and federal or state law.

I declare that the above statement is factual and true. My signature below indicates that I meet the moral integrity standards and Christian role model lifestyle requirements of this Christian School.

Applicant's signature Date

Administrator's signature **after** discussion Date
with applicant/volunteer

“Honor marriage, and guard the sacredness of sexual intimacy between wife and husband. God draws a firm line against casual and illicit sex.” Hebrews 13:4 The Message

“A pupil is not superior to his teacher, but every one [when he is] completely trained – readjusted, restored, set to rights, and perfected – will be like his teacher.” Luke 6:40 The Amplified Bible

“EDUCATING, LEARNING, LIVING FOR CHRIST”

STATEMENT ON MARRIAGE, GENDER, AND SEXUALITY

We believe 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 Government Street Christian School as the local Body of Christ, and to provide a biblical role model to the Government Street Christian School members and the community, it is imperative that all persons employed by Government Street 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 Government Street Christian School.

Based on the above statements, hiring will be limited to only those who agree, with proof of signature.

STATEMENT ON THE SANCTITY OF HUMAN LIFE

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life (Ps. 139).

STATEMENT ON FINAL AUTHORITY FOR MATTERS OF BELIEF AND CONDUCT

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 Government Street Christian School's faith, doctrine, practice, policy, and discipline, our school board is Government Street Christian School's final interpretive authority on the Bible's meaning and application.

My signature below verifies that I agree with and uphold the aforementioned statements.

Applicant's signature

Date