



# DEMOTTE

CHRISTIAN SCHOOLS

APPLICATION FOR EMPLOYMENT

DATE: \_\_\_\_/\_\_\_\_/\_\_\_\_

## Section 1: Personal Data

Complete Name \_\_\_\_\_  
Present Address Street Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Phone ( \_\_\_\_ ) \_\_\_\_\_  
Email \_\_\_\_\_  
Church Membership \_\_\_\_\_

Do you have any special hobbies or interests that might be helpful in your teaching career?

\_\_\_\_\_  
\_\_\_\_\_

Please list any professional organizations that you are a member of at this time.

\_\_\_\_\_  
\_\_\_\_\_

## Section 2: Position Desired

Position desired, and any comments : \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

When are your services available? \_\_\_\_\_

## Section 3: Educational Data

High School Graduated From: \_\_\_\_\_

Undergraduate Work/College Graduated From: \_\_\_\_\_

Degree Granted: \_\_\_\_\_ Date: \_\_\_\_\_

Major Focus: \_\_\_\_\_

Minor Focus: \_\_\_\_\_



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Extra-Curricular Activities in College: \_\_\_\_\_  
\_\_\_\_\_

Graduate Work:  
University Graduated From: \_\_\_\_\_

Degree Granted: \_\_\_\_\_ Date: \_\_\_\_\_

### Section 4: Certification Information

If experienced, what certificate (license) do you hold? \_\_\_\_\_

Upon graduation, will you hold a teacher certificate?      Yes      No

What grades will you be qualified to teach? \_\_\_\_\_

### Section 5: Record of Experience

Name/Location of Schools In which you taught	Was this a Christian School?	Grade(s) and/or Subjects Taught	# of Years FT/PT	Dates (years) Taught There
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

### Section 6: Record of Non-Teaching Experience

Please list experiences you have had such as:  
a) Summer school, b) military service, c) travel, d) church-related activities, e) etc.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### Section 7: References

Submit preferably at least two professional and two personal references.

Name	Address	Phone
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____



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## **Section 8: Philosophy of Christian Education and Christian Teaching**

Please answer the following questions on a separate document:

1. Please state your Philosophy of Christian Education and Christian Teaching as it relates to the classroom, fellow teachers and to the Christian community.
2. Please tell us about your personal faith journey and testimony.

We request transcript and placement credentials.

I, the undersigned, do state that the above information is true and accurate.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

DeMotte Christian Schools, Inc. employs of any race, color, national and ethnic origin to all the rights, privileges, programs and activities made available to students of the school. It does not discriminate on the basis of race, color, national and ethnic origin in the administration of its educational policies, scholarships, athletics, or any other school administered programs.

Please return this completed form to:

DeMotte Christian Schools, Inc.  
Attention: Mr. Don Mitchell, DMCM/HS Principal  
P. O. Box 430, DeMotte IN 46310

Office Phone: (219) 987-7651

Office FAX: (219) 987-7652

Email: [dmitchell@dmcsemail.org](mailto:dmitchell@dmcsemail.org)

## **Article II. Statement of Purpose, Foundation, and Articles of Faith**

### Section 2.01a - Purpose

The Corporation shall have as its primary purpose the establishment, operation, and promotion of a school to educate students in such a way that each student will become a useful and creative citizen of Christ's Kingdom and of the student's community, state and nation, with the desire and ability to apply the student's Christian commitment and principles to all of life's situations. The Corporation is not an ecclesiastical body nor is it subject to any ecclesiastical organization. The government of DeMotte Christian School is autonomous.

### Section 2.01b - Foundation of Corporation

The foundation of the Corporation is the infallible Word of God written in the scriptures of the Old and New Testaments as interpreted in the historic confessions of faith, namely the Heidelberg Catechism, the Belgic Confession of Faith, the Canons of the Synod of Dort, and/or the Westminster Confession. In accordance with these confessions, we hold unreservedly to the sovereignty of God, revealed in the creation [Romans 1:20] and in the Lordship of Jesus Christ, over the world and thus over every sphere of human activity, and submit unconditionally to the authority of Holy Scripture, thereby recognizing Scripture alone to be the supreme and final standard for Christian education and all other matters of faith and life.

### Section 2.01c - Articles of Faith

On this basis, DeMotte Christian School subscribes to the following articles:

1. We believe in the Scriptures of the Old and New Testaments as the infallible, inerrant, sufficient, and inspired Word of God, the supreme and final authority in faith and life. [II Peter 1:19-21; Psalm 19:7-11]
2. We believe that God is the one only God, eternally existing in three persons, in Trinity; the Father, the Son and the Holy Spirit. Each Person is unique but together; one in substance and equal in power and glory. [Gal. 4:4-6; Heidelberg Catechism Lord's Day 8 Q & A 25]
3. We believe that God, the Father, Son and Holy Spirit, created the universe and its parts perfectly from nothing, by means of His sovereign verbal directive. [Hebrews 11:3] God not only created all things, but also upholds and is sovereign over all creation. Included in this creation was man made in the image of God, made without sin, and capable of perfect obedience.

4. We believe that man, though created perfectly, nevertheless fell into sin and rebelled against God. As a result of man's sin, all creation was placed under God's curse. [Gen. 3:17-19].
5. We believe that for man's salvation God graciously sent Jesus Christ our Lord, the only begotten Son of the Father who was conceived by the Holy Spirit and born a true man of the Virgin Mary. Being therefore both God and man, He is the perfect mediator between God and man. He lived a life of perfect obedience, suffered in His humanity, was crucified, experienced complete separation from God, died, was buried, and arose bodily from the dead on the third day. He suffered total punishment in the place of those He came to redeem so that they would be reconciled to God. [II Cor. 5:21; Rom. 5:8-10]
6. We believe that eternal life is a gracious gift of God received through faith alone in Jesus Christ alone and that eternal life is neither deserved by anyone nor can it be earned by good deeds. [Eph. 2:8-10]
7. We believe that after His bodily ascension into Heaven, Christ our Lord was seated at the right hand of God the Father, where He intercedes for those whom He has purchased with His own blood. From heaven, he will return to judge all men, giving believers in Him life eternal and unbelievers eternal condemnation and separation from God forever. [Rom. 8:34; Matt. 25:31-46]
8. We believe that God the Holy Spirit is our Teacher who instructs us in the meaning and application of the Word of God from the Word itself. His regenerating and illuminating work is necessary to a saving understanding of His Word and a growing in grace and knowledge of our Lord and Savior Jesus Christ. [II Tim. 3:14-16; John 14:26]
9. We believe that God has charged parents with the responsibility of bringing up their children in the "nurture and admonition of the Lord" [Eph. 6:4], and that the school serves to assist parents in this covenantal task.

Section 2.02. Said Corporation is organized exclusively for educational purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law).

Section 2.03. No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to its Members, Officers, or other private persons, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in these Articles of

Incorporation. No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the Corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

### **Article III. Educational Philosophy**

Section 3.01. No student shall be admitted to or enrolled in any school operated by the Corporation unless a parent or legal guardian of that child agrees with the purpose and foundation of the corporation as described in 2.01a and 2.01b and personally subscribes to both the Articles of Faith found in 2.01c and to this educational philosophy:

- (1) God reveals Himself to man in His Word, the Bible. This Word gives man an understanding of God, of himself, of fellow human beings, and of creation itself. This Word serves as the guide for all of man's relationships and activities.
- (2) God created man in His own image as the crown of creation and made a covenant with man to be a steward of that creation.
- (3) Man disobeyed God and rejected his responsibility in that covenant. Because of this, sin entered the world, alienating man from God, the creation, and his fellow man, and the world became distorted.
- (4) Jesus, the "Word made flesh", was sent by God the Father to redeem His people from sin. Through Christ and by the work of His Spirit, man and creation are renewed and man may again covenant with God to fulfill his original calling and mandate.
- (5) God gives parents the privilege and responsibility of teaching their children the covenant relationship which God made with believers and their children. They must do this in the light of revealed truth.
- (6) Man has discovered and learned about himself and the universe. However, true knowledge can be possible only in the light of God's revealed truth, the Bible. Man's knowledge of God, himself, and the universe becomes meaningful through the work of the Holy Spirit.
- (7) Education for the Christian becomes whole and meaningful when it is based on the Bible. Upon understanding the proper relationships between God, man, and creation, it is possible to teach that all of life must be consecrated to God, to the service of fellow man, and to being stewards of God's creation in fulfilling the cultural mandate.

(8) Christian parents are primarily the ones responsible to educate their children. To discharge this responsibility, parents establish Christian schools where Christian teachers, who stand *in loco parentis*, educate their children. These Christian teachers must be committed to Jesus Christ as Lord and Savior. This commitment must be reflected in their personal dealings with each other and with their pupils and in their ability to apply these Christian principles to their respective teaching areas. These teachers must be well trained in their respective fields, since each pupil must be given the necessary tools with which to carry out his or her task.

(9) Christian schools organized and administered according to legal standards and provisions of the state, should be fully recognized in society as free to function according to these principles.

## Statement of Belief Document, concerning Marriage, Sexuality, and Sanctity of Human Life

We believe that God wonderfully, intentionally, and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. (Genesis 1:26-27)

1. We believe that the term “marriage” has only one meaning, and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture. (Genesis 2:18-24; Matthew 19:4-6; Mark 10:5-9; Ephesians 5:31-33).
2. We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. (Proverbs 5:10; Matthew 5:27-30; 1 Corinthians 6:9-20).  
1 Corinthians 7:2 “But since sexual immorality is occurring, each man should have sexual relations with his own wife and each woman with her own husband.”
3. We believe that any form of sexual immorality, such as adultery, polygamy, fornication, homosexual behavior, bisexual conduct, bestiality, incest, pornography or any attempt to change one’s biological sex, or disagreement with one’s biological gender, is sinful and offensive to God.(Leviticus 18:1-30; Leviticus 20:10-21; Proverbs 5; Romans 1:26-27; Ephesians 5:3-7; Genesis 1:27).  
Jude 1:7 “In a similar way, Sodom and Gomorrah and the surrounding towns gave themselves up to sexual immorality and perversion. They serve as an example of those who suffer the punishment of eternal fire.”
4. We believe that in order to preserve the function and integrity of DMCS as the local Body of Christ and to provide a biblical role model to the DMCS members and the community, all students, persons employed by the school corporation in any capacity, persons who serve as volunteers, and parents/guardians of enrolled students should uphold these beliefs on Marriage and Sexuality and conduct themselves accordingly. (Romans 12:1-2). In light of current issues, of sexual orientation and gender identity, DMCS has adopted the following code of conduct grounded in our statement of belief that establishes parameters of acceptable behavior. DMCS expects all persons attending school and/or participating in school events will:
  - Use the restrooms, locker rooms, and changing facilities conforming with one’s biological sex.
  - Agree that boys and girls teams of any type(academic or athletic) will be defined as biological males(boys) and biological females(girls) and recognized as such.
  - Agree to not advocate for school activities or policies that would contradict this Statement and code of conduct.

5. We believe that God offers redemption and restoration to all who confess and forsake their sins and seek His mercy and forgiveness through Jesus Christ, including the sins of sexual immorality delineated in this position statement. (Romans 6:22-23; Ephesians 2:1-10; Ephesians 5:1-2). We also believe that every person must be afforded compassion, love, kindness, respect, grace, 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 DMCS.
  
6. 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. (Psalm 139)

This statement of belief does not exhaust the extent of our beliefs. Further, the Bible itself is the inspired and infallible Word of God that speaks with authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe.

**Complete and attach this document when submitting your application. Thank you.**

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**Sign to affirm your acceptance of the above statements.**

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**Date**