



EMPLOYMENT APPLICATION

6520 Williamson Road, NW Roanoke, Virginia 24019-7010 Phone (540) 366-2431 www.sbcfamily.org

Your interest in this Christian ministry is appreciated. We invite you to conscientiously and thoughtfully fill out the following application and return it to our office as soon as possible. If an opening occurs for which it appears you are qualified, a personal interview will be arranged.

Leadership is essential in every aspect of the various ministries of Shenandoah Baptist Church. We are grateful for those who are professionally qualified, who love, know and understand those with whom they work, and who exemplify Christ in every detail of their lives.

Date

PERSONAL INFORMATION

Name

Cell Phone Number

Address

Phone Number

City

State

Zip

Date of Birth

Email Address

On which Social Media platforms are you currently active? (ex. Facebook, Instagram, Snapchat, TikTok, etc.)

Marital Status: single engaged married separated divorced remarried widow widower
(check all that apply). Please attach explanation if divorced or remarried.

Spouse's name if married

Number of dependents

Names & Ages

CHRISTIAN LIFE INFORMATION

Shenandoah Baptist Church is a local church whose head is Jesus Christ. Every member and every employee is a minister for Jesus Christ through this local assembly of believers. Our employee/employees are expected to demonstrate spiritual maturity in their personal and professional affairs. Therefore, the following items will be considered during the process of hiring at the church or the transfer to another position within the ministry: 1) faithful living according to Christ's teaching; 2) faithful local church attendance; 3) faithful financial support of the local church.

Give a brief statement of your relationship to Christ.

In your own words, what constitutes a Christian?

Do you ascribe, without reservation, to the Statement of Faith of Shenandoah Baptist Church? **Yes** **No**

Have you been baptized by immersion with a local church of like faith after your profession of faith in Christ? **Yes** **No**

Do you have any inclination toward or involvement in such practices and doctrines as the "charismatic movement," speaking in "tongues," "limited atonement," or any other practice or doctrine that you feel might not be in agreement with the doctrine and practice of Shenandoah Baptist Ministries? **Yes** **No**

Do you faithfully give of your finances to your local church through its recognized offering system?

All Employees are asked to remain abstinent in the consumption of alcoholic beverages and recreational marijuana while employed.

Do you participate in any behavior (such as promiscuity, homosexuality, or other deviant sexual behavior) that would violate Biblical standards of morality and sexual purity?

GENERAL INFORMATION

What position are you applying for?

If you prefer, you may refuse to answer this question or you may discuss your answer in confidence with the Senior Pastor of Shenandoah Baptist Church rather than answer it on this form.

Are you a United States citizen? Yes No If no, do you have the permits necessary for employment in this country? Yes No

EDUCATIONAL INFORMATION

High School Name

City & State

Degree/Diploma

Month/Year Received

College

City & State

Degree/Diploma

Month/Year Received

Major

Other courses, seminars, or training completed?

Other

City & State

Degree/Diploma

Month/Year Received

Major

Other

City & State

Degree/Diploma

Month/Year Received

Major

WORK EXPERIENCE INFORMATION

LIST PRESENT OR MOST RECENT WORK FIRST

Employer

Address

Phone number

City

State

Zip

Are you under contract for the ensuing year?

Yes

No

Starting Salary

Final Salary

Employed from

to

Job Title

PREVIOUS EMPLOYER

Employer

Address

Phone Number

City

State

Zip

Are you under contract for the ensuing year?

Yes

No

Starting Salary

Final Salary

Employed from

to

Job title

Reason for leaving

Declaration of Moral Integrity

Our church's ministries expect all of its employees and volunteers with unsupervised access to children to model the same Christian values and lifestyle that it seeks to instill in its students. As an applicant for ministry position, as an employee, or as a volunteer at this church/school/camp, I _____, recognize, understand, and agree to live by the

enter your name

Christian moral standards of the church/school/camp.

Shenandoah Baptist Church is a religious, nonprofit organization representing Jesus Christ throughout the local community. Shenandoah Baptist Church requires its employees/volunteers to be born-again Christians, living their lives as Christian role models (Romans 10:9-10, 1 Timothy 4:12, Luke 6:40). Employees/volunteers 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/volunteer 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/volunteers or management.

The Shenandoah Baptist Church Statement of Faith expects employees/volunteers to maintain a lifestyle based on biblical standards of moral conduct. Moral misconduct, which violates the bona fide occupational qualification for employees/volunteers 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). Shenandoah Baptist Church 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 Shenandoah Baptist Church that each employee/volunteer will have a lifestyle in which "He might have the pre-eminence" (Colossians 1:18, ASV).

I declare that at the current time I am not engaged in, and promise that I will not during the term of my employment or volunteering, engage in inappropriate sexual conduct. I also declare that if I have engaged in inappropriate sexual conduct in the past year that I will share that information in my employee interview, the victory I am now having, and the steps of accountability I am taking. And if I break my promise of not engaging in inappropriate sexual conduct while an employee, I will let my supervisor know immediately for discipleship, restoration, and evaluation of employment. Inappropriate conduct includes, *but is not limited to*, such behaviors as the following: heterosexual activity outside of marriage (e.g. premarital sex, cohabitation, and 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 moral integrity standards and Christian role model lifestyle requirements of this Church, Christian School and/or Camp.

Applicant's Signature

Date

Date

Pastor's Signature after discussion with applicant/volunteer

"Marriage is honorable in all, and the bed undefiled: but whoremongers and adulterers God will judge." Hebrews 13:4 "The disciple is not above his master: but everyone that is perfect shall be as his master." Luke 6:40

Shenandoah Baptist Church, as a local congregation of the Church universal (see paragraph 10), has from its beginning adhered to the fundamental doctrines of the Christian faith and stands with uncompromising commitment to the Old and New Testaments as the divinely inspired Word of God and the authority for doctrinal beliefs.

1. We believe the Bible is the verbally inspired Word of God, the written record of His supernatural revelation of Himself to man, absolute in its authority, complete in its revelation, and final and without errors in its content (Exodus 34:27; Jeremiah 30:1-2; II Timothy 3:16; II Peter 1:21; Revelation 22:18-19).
2. We believe in one God, sovereign, almighty, holy, unchanging, and eternally existing in three persons: Father, Son, and Holy Spirit (Matthew 3:16, 17; 28:19; John 14:16-17).
3. We believe in the deity of Jesus Christ (Matthew 16:16; John 1:1-2; Colossians 2:9; Hebrews 1:3), His virgin birth (Matthew 1:18-20), His blood atonement (Matthew 26:28; I Peter 1:18-19; I John 1:7), His sinless perfection (Hebrews 4:15; 7:26), His bodily resurrection (Luke 24:20, 51; Acts 1:9), and His present life in heaven for us as High Priest and Advocate (Mark 16:19; Romans 8:34; Hebrews 4:14; 6:20; 7:25; I John 2:1).
4. We believe in the personal, premillennial, and imminent return of our Lord and Savior, Jesus Christ (Matthew 16:27; John 14:3; Acts 1:11; I Thessalonians 4:13-18).
5. We believe the Holy Spirit is a person of the Godhead, and that He is sent by the Lord Jesus Christ from God the Father to convict the world of sin, to regenerate, seal, indwell, guide, teach, anoint, and intercede with each believer, and to baptize each believer into the body of Christ (John 15:26; 16:7, 13; Ephesians 1:13; I John 2:20, 27; I Corinthians 12:13; Romans 8:27).
6. We believe man, in his natural state, is spiritually lost, alienated from God, and is incapable of any personal effort or merit for the attainment of salvation (Romans 3-5).

We believe that God wonderfully foreordains and immutably creates each person as male or female in conformity with one's biological sex. Gender is therefore a purpose of God's good creation (Genesis 1:26-27), and a rejection of one's biological sex is a rejection of this purpose for his or her life.

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 (Genesis 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 (1 Corinthians 6:18, 7:2-5; Hebrews 13:4). We believe that God's command is that there be no sexual intimacy between a man and a woman outside of or apart from marriage.

7. We believe the salvation of man is by grace, a free gift of God, received through faith in the Lord Jesus (Romans 3:23-25; Ephesians 2:8-9), who "died for our sins according to the scriptures," and who is "the propitiation for our sins: and not for ours only, but also for the sins of the whole world" (I Corinthians 15:3; I John 2:2). Without His death and the shedding of His blood, there is no remission of sins (Romans 5:9; Hebrews 9:22; 10:19-20). Those who receive Christ by faith (John 1:12) have their sins forgiven (Ephesians 1:7) and are baptized into the body of Christ by the Holy Spirit (I Corinthians 12:13), thereby becoming children of God (John 1:12).
8. We believe that all true believers have eternal life as a present possession, being "sealed unto the day of redemption" (Ephesians 4:30), and can therefore have full assurance of salvation for time and eternity (John 3:16; 5:24; 10:28-29; I Peter 1:3-5; I John 5:12, 13; Jude 24).
9. We believe in the bodily resurrection of the just and the unjust (John 5:28-29; Acts 24:15; I Corinthians 15:51-52; I Thessalonians 4:16-17), the everlasting blessedness of the saved (I Thessalonians 4:17), and the everlasting conscious punishment of the lost (Matthew 25:41; Revelation 20:12-15).
10. We believe the Church is the company of believers baptized by the Holy Spirit into the Body of Christ (I Corinthians 12:13); that the duty of each believer is to faithfully identify and serve through a local church whose mission is the fulfillment of the Great Commission as stated in Matthew 28:18-20, and whose power to fulfill that mission is the power of the indwelling Christ (Galatians 2:20; Philippians 1:6; 4:13; II Peter 1:3).
11. We believe baptism (immersion) in water is a symbol signifying the union of the believer with Christ in His death, burial, and resurrection to newness of life (Romans 6:3-11).
12. We believe the Lord's Supper is a memorial signifying the offering of the Lamb of God, Jesus Christ, for the sins of the world, and a reminder of His promised return (Matthew 26:26-30; I Corinthians 11:23-26).

13. We believe every child of God is commanded to live a life of obedience to God and separation from evil. We believe that the beginning evidence of this life of obedience and separation is repentance from sin (Romans 12:1-2; II Corinthians 6:14-18; I John 2:15) and that the power for such a life is provided by the indwelling Spirit of God (Matthew 28:18-20; Ephesians 5:18).

Our Statement of Faith is not exhaustive of all of our beliefs. The Bible, as the inspired and infallible Word of God, speaks with absolute authority regarding the proper conduct of mankind and is the unchanging foundation for all belief and behavior. The Elders of Shenandoah Baptist Church hold final interpretive authority on biblical meaning and application with regard to faith, doctrine, policy, practice, and discipline.

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1 MINISTRY POLICIES AND PROCEDURES>SBC BY-LAWS AND POLICIES>STATEMENT OF FAITH