

COACHING APPLICATION

LIFE CHRISTIAN ACADEMY
1717 S. Union Ave
Tacoma, WA 98405
(253) 756-5300 FAX (253) 761-9799

SOCIAL SECURITY NO. _____

NAME: _____
Last First MI Nick Name

ADDRESS: _____
Street City State Zip

HOME PHONE: _____ WORK PHONE: _____ EMAIL _____

CURRENT EMPLOYER: _____

POSITION APPLYING FOR: _____

Will you be able to perform the essential functions of the job, with or without reasonable accommodations? Yes No

Are you able to receive telephone calls at work? Yes No

Have you been convicted of a felony or misdemeanor?* If so, explain _____ _____	<input type="checkbox"/> Yes <input type="checkbox"/> No	Are you a U.S. Citizen or legally authorized to work in the U.S.?	<input type="checkbox"/> Yes <input type="checkbox"/> No
*A "yes" answer will not necessarily bar applicant from employment		Are you at least 18 years of age?	<input type="checkbox"/> Yes <input type="checkbox"/> No
If applying for a job that requires one, do you have a valid driver's license?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Have you previously applied with us? When? _____	<input type="checkbox"/> Yes <input type="checkbox"/> No
Have you previously worked with us? When? _____	<input type="checkbox"/> Yes <input type="checkbox"/> No	Are any of your records under a different name? If so, what name? _____	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you have any relatives working for us? If so, who? _____	<input type="checkbox"/> Yes <input type="checkbox"/> No	Do you have a current CPR Certificate?	<input type="checkbox"/> Yes <input type="checkbox"/> No
IN CASE OF EMERGENCY CALL: _____ Name Phone # Relationship			

HAVE YOU COACHED GRADES 6-12 BEFORE? (PLEASE DESCRIBE BRIEFLY)

PLEASE LIST ALL PREVIOUS COACHING EXPERIENCE:

COACHING REFERENCES

Name	Address	Phone
_____	_____	_____
_____	_____	_____
_____	_____	_____

CHRISTIAN BACKGROUND

What is your denominational preference? _____

What is your local church affiliation? _____

Are you active in your church? _____ In what capacity? _____

Would you be willing to become involved in Sunday School or other ministries of Life Center? _____

How long have you had assurance that Jesus Christ is your personal Lord and Savior? _____

Describe in a concise way how you came to know Jesus Christ as Lord of your life. _____

Describe your present relationship with the Lord. _____

Have you been involved in personal evangelism? _____ Please share your experiences: _____

Answer all appropriate questions:

Is your spouse a Christian? _____ OR, if you are a minor, are your parents Christians? _____

Will they give sympathetic support to your standards and lifestyle? _____

Why are you seeking a position in a Christian school? _____

Do you use tobacco? _____never _____rarely _____occasionally _____regularly

Do you use alcohol? _____never _____rarely _____occasionally _____regularly

Do you use drugs? _____never _____rarely _____occasionally _____regularly

Do you use medications that would affect your ability to perform the job for which you are applying? Yes No

Comments on preceding questions: _____

What do you believe is the unique function of a Christian school? How do you feel a Christian school differs from a public school?

CONFIDENTIAL PRE-EMPLOYMENT INFORMATION

The information below is being requested on a **voluntary** basis. It will, to the extent allowed by law, be kept confidential. Failure to provide the information requested here will not jeopardize or adversely affect any consideration you may receive for employment.

Military Service

US Military? Yes No If Yes, what Branch? _____

Are you? A special disabled veteran Vietnam Era Veteran Other eligible veteran

Race/Ethnic Origin

African American (not of Hispanic origin)

American Indian/Alaskan Native

Asian/Pacific Islander

Caucasian (not of Hispanic origin)

Hispanic

Sex: Male Female

Age: under 18 years

18-39 years

40 & over

PLEASE READ EACH OF THE FOLLOWING ITEMS CAREFULLY BEFORE SIGNING AND DATING THIS APPLICATION:

1. **I CERTIFY** that the facts contained in this application are true and complete to the best of my knowledge and understand that, if employed, false, misleading or incomplete statements on this application shall be grounds for dismissal.
2. **I AUTHORIZE** Life Center/Life Christian Academy to investigate information concerning my previous employment and education. I further authorize those persons and companies referenced above to provide information to Life Center, and I hereby release such parties from all liability for any damage that may result from furnishing such information. I authorize Life Center/Life Christian Academy to request a copy of my credit report from the credit bureau.
3. **I UNDERSTAND** and agree that my employment and compensation may be terminated at any time without prior notice, with or without cause, at the option of Life Center or myself. I also understand that no representative of Life Center, other than the Sr. Pastor, has authority to enter into any agreement contrary to the foregoing.
4. **I UNDERSTAND** that all Life Center/Life Christian Academy property must be returned in good condition and any indebtedness to the church or school must be paid on or before my last day of work. I authorize Life Center/Life Christian Academy to deduct from my final paycheck any amount necessary to satisfy any unpaid obligation.

LIFE CENTER/LIFE CHRISTIAN ACADEMY ROLE MODEL POLICY

The employee will manifest by precept and example the highest Christian virtue and personal decorum serving as a role model (I Timothy 4:12) both during and outside of employment (Luke 6:40), and as an example to parishioners and employees in judgment, respect and Christian living. This includes, but is not limited to, the refraining from such activities as the abuse of alcohol, use of tobacco except in designated areas, illicit drugs, and the use of vulgar and profane language, sexually deviant behavior, cohabitation outside of marriage (marriage as defined by scripture), or other unscriptural conduct as determined by Life Center in its sole discretion (Colossians 3:17; Titus 2:7-8, 11-12; I Thessalonians 2:10, 5:16-18, 5:19-22; James 3:17-18; Galatians 5:22-26; Romans 13:14; Matthew 19:4-6; 1 Corinthians 6:9-20; Romans 1:24-30; Philippians 4:8).

The employee agrees that the Scripture dictates standards of sexual behavior. Any sexual activity outside the covenant of marriage is forbidden and as such violates the requirement of being a role model. In the event the employee commits these acts, they will be subject to disciplinary action up to and including possible termination.

PERSONAL CONDUCT: The following is a list of Personal Conduct Expectations for continued employment with Life Center Ministries.

1. Life Center expects all employees to act with honesty and integrity at all times.
2. Employees will foster positive relationships with others on and off of campus and treat everyone, including co-workers and other staff with courtesy and respect.
3. Keeping the mission of the ministry in mind, employees are expected to be dedicated to proficiency, productivity, and professionalism in the completion of their assigned duties. While at work, each employee should keep their focus on producing the best possible outcome for their piece in the overall mission of the church.
4. Remember that as an employee of Life Center Ministries, you are seen by our members and outside parties as a representative of the church and school. That means your personal website or blog (i.e. Facebook, Twitter, Instagram etc) is a reflection on the church and school, whether or not the church or school is specifically discussed or referenced. Please bear in mind that although you may view your site as a personal project, many readers will assume you are speaking on behalf of the church and/or school. Just use common sense. If you would not be comfortable with your manager, co-workers or the executive team reading your words or viewing your photos, do not write or post them.
5. As we each represent Christ, employees are expected to operate with a willingness to submit to authority. Each employee in a position of authority is expected to be judicious, gracious, sensitive and understanding in exercise of their authority.

STATEMENT ON MARRIAGE, GENDER, AND SEXUALITY

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 LCA.

We believe that some faithful Christians struggle with same-sex attraction or gender dysphoria and that attraction or struggle itself is not a sin. For some children and teens, this is a phase that goes away; for others, it is a life-long struggle. The feelings themselves are not sinful; rather, acting on the feelings is a sin.

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. (1 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; 1 Cor 6:9-10.)

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; 1 Cor 6:9-11.)

EMPLOYEES AND VOLUNTEERS

We believe that in order to preserve the function and integrity of LCA, and to provide a biblical role model to the LCA students and the community, it is imperative that all persons employed by LCA 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; 1 Thess 5:22.). Failure to do so may result in discipline of employees (up to and including termination of employment), and in the case of volunteers, admonishment or removal as a volunteer and possible suspension or expulsion of the volunteer’s children from LCA.

LCA FACILITIES AND FUNCTIONS

Any students, employees, volunteers, families, or visitors (including opposing sports teams) at LCA facilities or official LCA functions will be expected to use the bathrooms and locker rooms designated for their biological sex.

Life Christian Academy provides equal employment opportunities to all employees and applicants for employment without regard to race, color, sex, national origin, age, disability, or status as a Vietnam-era or special disabled veteran in accordance with applicable federal laws. In addition, Life Christian Academy complies with applicable state and local laws governing nondiscrimination in employment. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

Yes, I have read the above and I agree to comply with the above stated standards if employed by Life Center/Life Christian Academy.

Applicant Name

Applicant Signature

Date

OFFICE USE ONLY

Appointment Date: _____ Time: _____

Interviewed by: _____

Employ: _____

Candidate: Strong Average

Comments: _____

Do not consider

Position: _____

Effective Date: _____

Days/Year: _____ Hrs./Day: _____

Personal Qualifications for Employment	Spiritual Qualifications for Employment
1. All employees at Life Christian shall be born-again Christians.	1. Has accepted Jesus Christ as personal Lord and Savior. (Rom. 10:9-10)
2. All employees shall be active members of an evangelical church.	2. Demonstrates a conviction that God has called him to become involved in a Christian school ministry. (I Cor. 7:21-24)
3. All employees shall be in agreement with the stated purposes of the school as stated in the Mission Statement and Statement of Faith.	3. Demonstrates a consistent outward evidence of an inward Christian character. (I Tim. 4:12)
4. All employees shall give evidence of good moral character.	4. Maintains a regular and contributing involvement in a church having a doctrine which is in agreement with the school's Statement of Faith and which is scripturally sound in its teaching. (Heb. 10:24-25)
5. All employees shall give evidence of adequate physical and mental condition. The Administrative Team may request a physical examination at its option.	5. Is convinced of the importance of prayer and a daily time of meditation in the Word of God and actively pursues a relationship with God. (Ps. 42:1-2)
6. Applicants shall secure and complete an Application for employment, which is available at the bookstore or Human Resources Office.	6. Demonstrates spiritual maturity, a teachable spirit, and has a clear conscience before God and man. (Titus 2:2-8)
7. The Administrative Team shall initially interview all prospective employees. The Team shall nominate for consideration to the School Board those applicants that they feel, after careful evaluation, will best fill the various classified positions.	7. Has a workable knowledge of the Word of God, knowing how to feed himself spiritually. (I Tim. 4:7)
8. In all cases, the Administrative Team and the School Board will make the decision as to employing. All employees shall be classified as probationary for the first six months of continuous service.	

COACH REQUIREMENT CHECK LIST

- 1. Washington State Patrol Criminal History Information Form required by RCW 43.43.830 be on file.
- 2. Be a high school graduate, and a) be at least 21 years of age to be Head Coach, or b) be at least 19 years of age to be Assistant Coach.
- 3. Volunteer coaches may serve as assistant coaches only upon approval and authorization of the school Athletic Director.

Head Coach Requirements

- 4. Annually attend a WIAA approved rules clinic for the sport being coached, or pass the WIAA approved sports rules test required of officials for the sport being coached.
- 5. Demonstrate understanding and knowledge of School District And WIAA interscholastic activities policies.
- 6. Hold a valid, current CPR certification card or currently enrolled in a CPR course.
- 7. Hold a valid First Aid Certificate card or have completed a school district approved Athletic Training/Sports Medicine course equivalent to the Red Cross First Aid Training.

Definition of Head Coach—A head coach is that person in charge of the highest-level team for that building (e.g. the person responsible for the highest-level (varsity) team in a building that houses grades 9-12 is the head coach; the person who is responsible for the highest level team in a building that houses grades 6-8 is the head coach.)