



Kootenai Valley Christian School
 1024 Montana Avenue, Libby, MT 59923
 406-293-2303

Volunteer Application

Our school exists to provide a distinctive, biblically based education in a nurturing environment through which students are instilled with godly character, inspired to excel, and prepared for a life of enduring commitment to Christ. We appreciate your desire to volunteer your services to our school. Since we value our students highly and seek their protection and safety, we ask volunteers who might have unsupervised access to them to go through an application and screening process to serve in our school. We are seeking volunteers who are qualified, who really love children, and who, by the pattern of their lives, are Christian role models (Luke 6:40).

We look forward to receiving your application. Thank you for your interest in the ministry of our school. It is our prayer that God will fulfill His perfect will in the lives of all applicants.

Please print. Each question should be answered fully and accurately

A. Applicant's Name and Address

Last name _____ First name _____ Middle initial _____

Current address:

Street address _____

City _____ State _____ Zip _____

Phone: Days (_____) _____ Evenings (_____) _____

Cell phone (_____) _____ E-mail _____

Best time to call? _____ Length of time at this address? _____

B. Volunteer Position Desired – Application Date ____/____/____

Volunteer position or service(s) applying for _____

Full Time Part Time Temporary Summer Date Available _____

C. Christian Background

On a separate paper in your own handwriting, briefly give your Christian testimony.

What is your denominational preference? _____

What is your local church affiliation? _____

Are you currently a member in good standing? _____ Years? _____

D. Personal Philosophy

On a separate paper, please type your viewpoints on the following questions, providing a one-to-two-paragraph answer for each question.

1. Why do you wish to serve in a Christian program?
2. What are the main characteristics that distinguish a Christian program from a secular program?
3. What areas in your professional life do you feel are your strengths? What areas are you working to improve?
4. What do you believe about the origin of the universe?
5. Please summarize any additional information that you would like to present regarding your candidacy as a volunteer.

If you become a volunteer at our school, you are joining a ministry that has high expectations of all its volunteers and employees. All of our individuals who work with children are in ministry and must demonstrate the life of Christ in their everyday living to our students, their parents, and fellow individuals of the school community. Since it is the school's mission to train and equip children to be followers of Jesus Christ, we require all of our employees and volunteers to be Christian role models in their lives, both on and off the job (Luke 6:40). Please carefully read the attached Statement of Faith, Declaration of Moral Integrity Form, and Lifestyle Statement. If you can honestly sign the forms, please do so.

E. Personal References

List the names of three people who are not related to you and who have a definite knowledge of your qualifications and character. Please include your current pastor.

Name and complete address	Phone	Position or relationship to you

F. Additional Information

If you desire, you may list any additional qualifications, skills, experiences, or interests:

Do you have any personal responsibilities or other commitments that may prevent you from meeting this position's requirements for on-time arrival, attendance, or work schedules? _____

Can you perform the duties of this position without violating any obligations or proprietary information of a current or previous employer? Yes No

Have you ever been convicted of a criminal offense (felony or misdemeanor, except for minor traffic violations)? You will need to answer yes if you have entered a plea agreement, including a postponed sentence or postponed judgment arrangement, in connection with a criminal charge. (You need not disclose criminal convictions that are contained in sealed or deleted records.) Yes No

If you have been convicted of such an offense, please attach a separate sheet indicating the nature of the suit, offense, date, court, and disposition or other appropriate explanation. A conviction record will not automatically be a bar to volunteerism. Factors such as your age at the time of the crime, seriousness and nature of the violation, time elapsed since the crime, job-relatedness, and subsequent rehabilitation will be considered.

Has any employer ever subjected you to disciplinary action, suspension, or termination or asked you to leave a paid or unpaid position on the grounds of any unlawful sexual behavior or violation of an employer's sexual misconduct policy or anti-harassment policy?

Yes No If yes, please attach a statement or explanation.

Have you ever been suspended, been discharged, or resigned in lieu of discharge from any position? Yes No If yes, please attach a statement or explanation.

Have you ever been charged in civil or criminal proceedings with improprieties regarding children? Yes No If yes, please attach a statement or explanation.

G. Applicant's Certification and Agreement

I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for volunteer work with the school, and that the facts set forth in this volunteer application process are true and complete to the best of my knowledge. I understand that falsification of any statement or a significant omission of fact on the application, supporting documents, or interviews may prevent me from being considered for a volunteer position or, if currently serving in a volunteer position, may subject me to immediate dismissal regardless of when or how it was discovered.

I authorize Kootenai Valley Christian School to thoroughly interview the primary references that I have listed, any secondary references mentioned through interviews with primary references, or other individuals who know me and have knowledge regarding my testimony and work record. I also authorize the school to thoroughly investigate my suitability for the volunteer position.

I authorize my former employers and any other references to disclose to the school any and all employment records, performance reviews, letters, reports, and other information related to my life and employment, without giving me prior notice of such disclosure. In addition, I hereby release the school, my former employers, all other references, and all other parties from any and all claims, demands, or liabilities arising out of or in any way related to such investigation or disclosure. I waive the right to ever personally view any references given to the school.

Since I will be working with children or may have unsupervised access to children, I understand that I must submit to a fingerprint check by the FBI and possibly other federal and state authorities. I agree to fully cooperate in providing and recording as many sets of my fingerprints as are necessary for such an investigation. I authorize the school to conduct a criminal records check. I understand and agree that any offer of volunteer work that I may receive from the school is conditional until the school has received the background information, including criminal background information. The school may refuse the volunteer position or terminate conditional volunteer position if the school deems any background information unfavorable or that it could reflect adversely on the school or on me as a Christian role model.

I agree that my volunteer assignment and duties are to be made at the discretion of the school leadership. I agree to maintain a learning environment that is conducive to learning. This includes maintaining a professional appearance. I agree to observe appropriate confidentiality in matters regarding students, parents, and personnel. I agree to inform the administration, without delay, of any potential verbal, physical, or other abuse to children, and any potential fraud, false entry, substantial error, embezzlement, or employee misconduct that I discover or know to have taken place in any records, property, or funds of the organization, and to report to the administration any transaction or matter that seems damaging to the organization

I understand that this application for a volunteer position and that no employment or employment contract is being offered at this time. Yes No

I certify that I have carefully read and do understand the above statements.

Applicant signature

Date



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Statement of Faith

We believe the Bible to be the inspired, the only infallible, authoritative Word of God.

We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.

We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.

We believe that for the salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential. That salvation is solely by Grace, through faith, totally apart from works.

We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.

We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.

We believe in the spiritual unity of believers in our Lord Jesus Christ.

Statement of Doctrine

The school views itself as an indispensable part of the three major forces on the life of each child: the home, the school and the church. The school intends to be an extension of the home and, therefore, a responsive listener to the home. It intends to be cooperative with the churches represented among the student body and supportive of activities within the tenants of the Statement of Faith. The Statement of Faith is fundamental to basic Christian tenants and contains those doctrines to which we unreservedly adhere and teach. It is our desire to maintain this position. Due to our inter-denominational position and our awareness that the Church, the bride of Christ, is composed of saints from all denominations, we desire to have a doctrinal position that will not offend that Body, but will rather edify regardless of denominational preference. Therefore, the Board has seen that the following four doctrinal areas could lead to division among us and they will be left primarily to the teaching of the home and church, though Kootenai Valley Christian School reserves the right to teach about these topics without taking a position:

- Time and method of water baptism and communion
- Eternal security of the believer
- End times teaching
- Spiritual gifts

Philosophy

We believe that children should receive a complete course of instruction in all the common branches of learning as prescribed by the State of Montana, but that such instruction should be given from a Biblical point of view.

We believe that children can and should be taught to treat others with love and respect.

We believe in maintaining high standards of character development, academic education, fine art, vocational and student activities.

The opposite of Christ-centered education is man-centered education or humanism - declaring man, instead of God, as the authority for truth. We lift up Christ and the Bible as the ultimate authority for truth.

Goals

To provide Biblical training that will tend to teach the basic and general Christian beliefs and principles while leaving specific teaching, outworking, and areas of disagreement to parents and churches.

To provide a strong academic program that satisfies state academic requirements and prepares young people to live successfully in this world. This will be based on a Biblical educational philosophy, not a human one. Students will be given a strong background in the basics of reading, language, mathematics, science and history.

To instill patriotism, love of country and conservative ideals which have made our country great.

To provide godly Christian teachers who will be role models for the students they teach.

To develop in the child Christ-likeness in the following areas as an outgrowth of the development of the Christian mind set: (consistent life view with Christ pre-eminent)

- Spiritually - teach the basis of successful Christian living based on faith in Jesus Christ, knowledge of God's Word, development of godly character traits, and maturing in the Christian walk (II Thessalonians 3:3).
- Mentally - develop a Biblical way of thinking that places Christ preeminent in all of life, stressing that all of life is spiritual (Philippians 2:5).
- Physically - our body is the vehicle given to us by God in which we live our lives to bring glory to God. Therefore, we need to learn to care for and develop it so that we may serve God to the fullest (II Corinthians 6:16).
- Socially - to learn to develop Biblical human relationships in which we serve people not use them (Matthew 20:25-28).
- Emotionally - develop a stable personality which is based on one's self worth in "God's sight" and that emphasizes self-control and the fruits of the Spirit (Galatians 5:21,22).

Academically, the school endeavors

To promote high academic standards within the potential of the individual as uniquely created by God and to help the student realize his full academic potential.

To help each student gain a thorough comprehension and command of the fundamental processes used in communicating and dealing with others; such as reading, writing, speaking, listening, and mathematics.

To teach and encourage the use of good study habits.

To teach the student how to do independent research and to reason logically.

To motivate the student to pursue independent study in areas of personal interest.

To develop creative and critical thinking and the proper use of Biblical criteria for evaluation.

To promote good citizenship through developing the understanding and appreciation of our Christian and American heritages of responsible freedom, human dignity, and acceptance of authority.

To discuss current affairs in all fields and relate them to God's plan for man.

To produce an understanding and appreciation for God's world, and an awareness of man's role in his environment and his God-given responsibilities to use and preserve them properly.

To develop a practical reason for learning the content of mathematics, English, history, science, physical education, etc., and to allow the student to see a purpose in his/her education and how it can be used.

**I accept without verbal or mental reservations the school's statement of faith and I am committed to upholding it.

Applicant signature

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Declaration of Moral Integrity

Kootenai Valley Christian School expects all of 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 as a follower of Christ, I am not engaging in and commit to not 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 activity, sexual harassment, use of (including the viewing of) pornographic material or websites, and 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 signature

Date

"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 everyone [when he is] completely trained (readjusted, restored, set to rights, and perfected) will be like his teacher." (Luke 6:40, AMP)



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Lifestyle Statement

Kootenai Valley Christian School (KVCS) is a religious, nonprofit organization representing Jesus Christ throughout the local community. KVCS requires its employees and volunteers to be born-again Christians, living their lives as Christian roles models (Rom. 10:9-10, 1 Tim. 4:12, Luke 6:40). Employees and 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, 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 Kootenai Valley Christian School Statement of Faith expects employees and 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 and homosexual behavior or any other violation of the unique roles of male and female (Rom. 1:21-27, 1 Cor. 6:9-20). Kootenai Valley Christian School believes that biblical marriage is limited to a legal, covenant relationship between a man and a woman.

KVCS employees and volunteers will maintain a lifestyle based on biblical standards of conduct. Failure to do so may result in a reprimand or, in some cases, dismissal from employment or role as a volunteer. As a Christian school, KVCS considers each person who works with children to be a leader. In alignment with the Bible's expectations for leaders, it is the expectation of KVCS that each employee and volunteer will have a lifestyle that is "above reproach" and "so that in everything (Christ) might have the supremacy" (1 Timothy 3:1-3, Colossians 1:18).

Applicant signature

Date