

Spiritual Requirements for Employment

Each employee must:

- A. Give testimony that he/she is a “born again” Christian who has accepted by faith the Lord Jesus Christ as personal Savior (John 3:3, I Peter 1:23).
- B. Give testimony that he/she has a sense of God’s will and that being employed in a Christian school is God’s direction.
- C. Agree to regularly attend and support a church whose fundamental beliefs agree with the Statement of Faith of New Life Church and Academy.
- D. Manifest by precept and example the highest Christian virtue and personal decorum, serving as a Christian role model (I Timothy 4:12) both in and out of your position to students (Luke 6:40) and as an example to parents, staff, and faculty members in judgment, dignity, respect, and Christian living. This includes, but is not limited to drunkenness, illicit drugs and vulgar and profane language (Colossians 3:17, Titus 2:7-8, I Thessalonians 2:10, I Thessalonians 5:18, 22-23, and James 3:17-18). Smoking on campus or in the presence of students is prohibited.

Employee agrees that the Bible dictates standards of sexual behavior. Any promiscuity, cohabitation, sexual impurity before marriage, homosexuality or other un-Biblical sexual behavior is forbidden and as such violates the bona fide occupational requirement of being a Christian role model. The unique roles of the male and female are clearly defined in the Bible. We believe that any form of sexual immorality, such as adultery, fornication, homosexual conduct, bisexual conduct, bestiality, incest, any use of pornography, or any attempt to change one’s sex, or disagreement with one’s biological gender, is sinful and offensive to God and is grounds for termination. (Romans 12:1-2, Romans 1:24-32, I Corinthians 6:9-20; Ephesians 4:1-11, 5:3-5; I Thessalonians 4:3-8; I Timothy 4:12; II Timothy 2:19-22; I Peter 1:15-16, 2:15-17; I John 3:1-3).

We recognize that, among Bible-believing Christians, there are understandable differences of opinion regarding alcohol consumption. However, we also realize that we have a special calling and position within the Christian community as an educational ministry affecting young lives. Moreover, we acknowledge that we are responsible to help train up young leaders of the future in the midst of a culture that often pulls young people away from sobriety and sound judgment. With these things in mind, we will promote sound leadership by example as well as teaching.

- E. Accept without verbal or mental reservations the educational philosophy and objectives of New Life Church and Academy and be committed to upholding them.



**New Life
Academy**