



**COACHING EXPERIENCE:**

<b>Dates From - To</b>	<b>School/Organization Name/Address</b>	<b>Sports Coached</b>	<b># Years Coached</b>

List other activities with children: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**WORK EXPERIENCE:**

What type of work experience, as an adult, have you had other than coaching?

<b>Dates From - To</b>	<b>Employer Name/Address</b>	<b>Type of Work/Position</b>	<b># Years Employed</b>

Have you ever been dismissed, resigned to avoid being dismissed, or been asked to resign from a position? Yes\_\_\_ No\_\_\_ If yes, explain. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER INFORMATION:**

1. State briefly, your personal relationship with God: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Name of church: \_\_\_\_\_ Member? \_\_\_\_\_

Pastor: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

2. Describe your involvement in your church: \_\_\_\_\_  
\_\_\_\_\_

3. What is your personal practice with regard to alcoholic beverages, tobacco, and matters of recreation and entertainment?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. List professional coaching organizations of which you are a member: \_\_\_\_\_  
\_\_\_\_\_

5. Have you ever been charged in **civil** or **criminal** proceedings with improprieties regarding children? Yes \_\_\_\_ No \_\_\_\_ . If yes, indicate the nature of suit, offense, date, court, and disposition.  
\_\_\_\_\_  
\_\_\_\_\_

6. Have you ever been convicted of any offense involving dishonesty, breach of trust, stealing, any type of moral impropriety, or any type of felony? (see \* on page 1) Yes \_\_\_\_ No \_\_\_\_ If yes, indicate the nature of offense, date, court, and disposition.  
\_\_\_\_\_  
\_\_\_\_\_

7. Have you as a coach ever been ejected from an athletic contest? Yes \_\_\_\_ No \_\_\_\_ If yes, please explain the circumstances of the incident.  
\_\_\_\_\_  
\_\_\_\_\_

8. What areas do you feel are your strengths? Weaknesses?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

9. What is your philosophy of Christian Athletics?

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10. How would your coaching in a Christian school differ from your coaching in a non-Christian school?

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11. Briefly comment on the Lord's leading in your life toward Christian school coaching:

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**REFERENCES:** These should be from persons best qualified and willing to give an objective appraisal of your fitness in the position you seek. Please include superintendents and principals with whom you have worked, or employees who supervised your coaching. Do we have permission to contact these persons now? \_\_\_\_\_

**PROFESSIONAL REFERENCES:**

Name/Occupation	Dates Known	Complete Address	Telephone #

**PERSONAL REFERENCES:**

Name/Occupation	Dates Known	Complete Address	Telephone #

Do you understand that this is an application for employment, and that no employment contract is being offered at this time? Yes\_\_\_ No\_\_\_

# **DOCTRINAL STATEMENT OF PLYMOUTH CHRISTIAN ACADEMY**

- 1. We believe that the Bible, consisting of the 66 books of the Old and New Testaments, in the autographs, is the inerrant and complete Word of God; that there is divine and verbal plenary inspiration along with historical accuracy and infallibility, thus making the Scriptures the final authority in all matters of faith and practice. (II Timothy 3:16-18; II Peter 1:20-21; Jude 3). We agree that this strong belief in God's Word leads to the conviction that sexual immorality and homosexuality are sinful and that such behaviors are therefore unacceptable for all (parents, staff, and students). (I Corinthians 6:18-20; I Thessalonians 4:3; I Corinthians 11:3; Romans 1:24-32).**
2. We believe in the "Tri-unity"; that there is one God, eternally existing in three persons: Father, Son, and Holy Spirit. (Deuteronomy 6:4; Matthew 28:19; Luke 3:21-22)
3. We believe that the Lord Jesus Christ is the only begotten Son of God, conceived by the Holy Spirit, born of the virgin Mary, and is true God and true man. (Luke 1:30-35 , John 1:18; John 3:16; Philipians 2:5-11)
4. We believe that man was created in the image of God by a direct act of creation; that he sinned and thereby incurred not only physical death, but also that, as a consequence, all mankind is declared by God to be totally depraved, having inherited a sinful nature and having become sinners in thought, word, and deed. We believe that there is the absolute necessity of the new birth for an individual's salvation. (Genesis 1:26-27, 2:16-17, 3:6,19; Romans 3:10-23, 6:23, 7:18, 11:32; Galatians 3:22)
5. We believe in the substitutionary death of Jesus Christ, which is the complete sacrifice for the sins of the whole world, and only those who believe and receive Jesus Christ as personal Savior are justified on the basis of His shed blood. (Romans 3:24-28, 5:8-10; I Timothy 2:5, 6; I John 2:1,2)
6. We believe that the Lord Jesus Christ arose from the dead in the same body in which He was crucified; that He ascended into Heaven and is now exalted at the right hand of the Father as Head of the Church. We also believe in the resurrection of the just, the everlasting blessedness of the just, and the everlasting conscious punishment and damnation of the unjust. (John 20:1-49; Acts 1:9-11; I Corinthians 15:5-50; Ephesians 1:20-23; I Thessalonians 4:13-18; Hebrews 1:3; Revelation 20:11-15, 21:22)
7. We believe that on the sole condition of personal faith in Jesus Christ, men are born again by the Holy Spirit; that at regeneration, all believers in this age are also indwelt by the Holy Spirit into the Body of Christ, and sealed by the Holy Spirit unto the day of redemption, thus securing for the believer his salvation for all eternity. We also believe in the sanctifying works of the Holy Spirit. (John 7:17; Romans 3:24-28, 8:9-11; I Corinthians 12:13; Ephesians 4:30, 5:26; Hebrews 10:14; Colossians 3:1-4; I John 3:1-3)
8. We believe that the Church is the Body of Christ, composed of all who are born again during this age of grace. We also believe that this Church Universal is to gather together as local churches after the pattern of the New Testament doctrine and practice, including the observance of the two ordinances of believer's baptism and the Lord's Supper. Since God performs the ministry of His Church through its members to whom He has given gifts for the purpose of edifying the Body of Christ, the believer has the responsibility and privilege to be active and faithful to a local church that preaches the Word of God. (Acts 2:1-47; Romans 12:1-8; I Corinthians 11:23-34, 12:1-31; Ephesians 1:22,23)
9. We believe in the "blessed hope", the rapture of the church. Jesus Christ will come again personally and bodily, to receive the Church, His Bride, unto Himself in Heaven. He will return visibly to the earth with His saints to establish His millennial kingdom. (Acts 1:11; I Corinthians 15:51-58; I Thessalonians 4:13-18; II Peter 3:1-3; Revelation 19:11-16, 20:1-6.)
10. We believe that the Great Commission was given to the Church and that this task of world evangelism is the mission of the Church today. (Matthew 28:18-20; Romans 10:9-17; Eph.4:7-16)
11. We believe in the will, power and providence of God to meet our every need in His service. (Philippians 4:19)
12. We believe that the consistency of personal behavioral standards is vitally important for the reputation of the individual as well as Plymouth Christian Academy. Therefore, the behavioral standards that students hold at school must extend to their life away from school as well. We believe that any student use of, or involvement on or off campus, with tobacco, drugs, alcohol, profanity, immorality, possession/use/or threat of the use of weapons, or un-Christian behavior may result in dismissal from Plymouth Christian Academy. Each student will show honor to the Godhead, the Word of God, and to the United States of America.

# **PRE-EMPLOYMENT ACKNOWLEDGMENT**

*(Please read carefully and sign below)*

1. I authorize PLYMOUTH CHRISTIAN ACADEMY (PCA) to request information from, and consult with, other companies, individuals or agencies concerning my employment, education, competence, character or qualifications and I authorize them to release such information as PCA requests, including my prior disciplinary record, without any obligation to give me written notice of such inquiry and disclosure. I also authorize PCA to release any information concerning my employment with PCA requested by any prospective or subsequent employers without any obligation to give me written notice of such disclosure. I RELEASE PCA AND ANY INSTITUTION, COMPANY, INDIVIDUAL OR AGENCY FROM ANY LIABILITY AS A RESULT OF THE ABOVE INQUIRIES AND DISCLOSURES.

2. I understand that this application is not an offer for a contract of employment for any definite period of time. I further understand and agree that if I am hired by PCA, I shall be bound by the rules, policies, regulations, terms and conditions of employment of PCA as they may be communicated to me from time to time by PCA and which may be changed or modified at the will of PCA, in its sole discretion, with or without explanation or notice to me. I FURTHER UNDERSTAND AND AGREE THAT PCA IS AN AT-WILL EMPLOYER, WHICH MEANS THAT MY EMPLOYMENT RELATIONSHIP WITH PCA IS FOR NO DEFINITE PERIOD AND MAY BE TERMINATED AT ANY TIME, WITH OR WITHOUT CAUSE, WITH OR WITHOUT NOTICE, AT THE WILL OF EITHER PCA OR ME.

I understand that the direction and control of all work is the sole prerogative of PCA and includes, by way of illustration only, the right to hire, layoff, transfer, reassign, demote or discharge. No representative of PCA, other than the Headmaster or Superintendent, has the authority to enter into any agreement for employment for any specific period of time or make any agreement contrary to the foregoing. Further, any such agreement entered into by the Headmaster or Superintendent shall not be enforceable unless it is in writing and signed by the Headmaster or Superintendent and me.

3. I understand that according to federal law, all individuals must, as a condition of employment, produce certain documentation to verify their identity and U.S. citizen status or, if aliens, their legal authorization to work in the U.S.

I agree that any employment by PCA is contingent on my ability to obtain and maintain the required documentation within the time period required by applicable law.

4. I certify that all of the information in this Application and other information given by me in support of this Application for employment is true and complete. I understand that any misrepresentation, misleading statement or omission of any fact on either this Application or other information given by me in support of this Application is sufficient reason for my (1) not being offered employment or (2) being disciplined, up to and including discharge, at any time during my employment.

5. I understand and agree that if hired, and if during my employment I am in need of an accommodation as a result of a handicap or disability, I will promptly notify PCA, in writing, within 182 days after the need for accommodation is known or reasonably should have been known.

6. I believe that the Bible is the inspired Word of God. I agree that this strong belief in God's Word leads to the conviction that sexual immorality and homosexuality are sinful and that such behaviors are therefore unacceptable for all (parents, staff and students). (I Corinthians 6:18-20; I Thessalonians 4:3; I Corinthians 11:3, Romans 1:24-32).

7. I understand and agree that any claim that I might pursue upon termination of my employment must be brought within one (1) year of the date of my termination. I knowingly waive any limitations period which allows a longer time to bring a claim.

8. Since I will be working with 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 PLYMOUTH CHRISTIAN ACADEMY to conduct a criminal records check.

9. If any term or condition hereof is determined to be unenforceable as written, then that provision shall be interpreted to allow its enforcement as far as legally possible.

***I have read the Pre-employment Acknowledgment and agree thereto. I have also read, and unequivocally agree with, the doctrinal statement of PCA.***

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



43065 Joy Rd.  
Canton, MI 48187  
734-459-3505  
FAX: 734-459-9997

[www.plymouthchristian.org](http://www.plymouthchristian.org)

A Ministry of Calvary Baptist Church

**AUTHORIZATION FOR RELEASE OF INFORMATION ON  
UNPROFESSIONAL CONDUCT PURSUANT TO PUBLIC ACT 189 & 397  
OF THE PUBLIC ACTS OF 1996**

**AND**

**EMPLOYMENT HISTORY CHECK  
AUTHORIZATION AND RELEASE**

**Applicant's Name** \_\_\_\_\_

Other name records may be under \_\_\_\_\_

I authorize \_\_\_\_\_ to provide Plymouth Christian Academy (PCA) any information regarding my employment history and, in addition, to disclose any other information which is job related, including all items within my personnel file and, pursuant to Public Act 189 of 1996 being section 380,1230b of the Michigan Compiled Laws, authorize any current or former employer(s) to disclose any unprofessional conduct\* and provide copies of all documents in my personnel record maintained by my current or former employer(s) relating to any unprofessional conduct as defined by Public Act 189 of 1995 which reads:

\*Unprofessional conduct" means one or more acts of misconduct; one or more acts of immorality, moral turpitude, or inappropriate behavior involving a minor; or commission of a crime involving a minor. A criminal conviction is not an essential element of determining whether or not a particular act constitutes unprofessional conduct – MCL 380.123ob(8)(b)

I acknowledge PCA's right to investigate all references and secure additional information regarding my employment history, including any disciplinary action and/or the events surrounding termination of employment.

Pursuant to PA 189 of 1996, I waive my right of prior notice under the Bullard-Plawecki employee right to know act, Act No. 397 of the Public Acts of 1978, being section 423.506 of the Michigan Compiled Laws and I understand that Public Act 189 of 1996 releases the current or former employer, and employees acting on behalf of the current or former employer, from any liability for providing information on unprofessional conduct and further release PCA and its representative from all liability for seeking such information.

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Date



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# Conviction Disclosure Form

[www.plymouthchristian.org](http://www.plymouthchristian.org)

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Name (Please Print)

School/District Name (Please Print)

Position (Please Print)

Pursuant to Public Act 138 of 2005, I represent that (check all that apply):

- \_\_\_\_\_ 1. I have not been convicted of, or pled guilty or nolo contendere (no contest) or am the subject of finding of guilt by a judge or jury of any crime.
- \_\_\_\_\_ 2. This is my initial disclosure, I have been convicted of, or pled guilty or nolo contender (no contest) or am the subject of a finding of guilt by a judge or jury for the following crimes (attach a separate sheet of paper to explain the criminal offense, date, court, city/state, and circumstances surrounding the conviction):
- \_\_\_\_\_ Felony    \_\_\_\_\_ Misdemeanor
- \_\_\_\_\_ Felony    \_\_\_\_\_ Misdemeanor
- \_\_\_\_\_ Felony    \_\_\_\_\_ Misdemeanor
- \_\_\_\_\_ 3. This serves as disclosure of subsequent convictions for which I have been convicted of, or pled guilty or nolo contender (no contest) or am the subject of a finding of guilty by a judge or jury for the following crimes (attach a separate sheet of paper to explain the criminal offense, date, court, city/state, and circumstances surrounding the conviction), and I understand that failure to disclose any subsequent convictions is considered to be a crime:
- \_\_\_\_\_ Felony    \_\_\_\_\_ Misdemeanor
- \_\_\_\_\_ Felony    \_\_\_\_\_ Misdemeanor
- \_\_\_\_\_ Felony    \_\_\_\_\_ Misdemeanor

In signing this form, I understand and agree that:

- If I have been convicted of a listed offense, my employment shall be terminated. I also understand that if I have been convicted of a felony, other than a listed offense, the superintendent, or chief administrator and the board or governing body must each approve, in writing, my employment or work assignment.
- Until the criminal history report is received and reviewed by the employing school/district, I am regarded as a conditional employee and if the criminal history report is not the same as my representation(s) above, my employment contract is voided at the option of the school.

Signature

Date

ACSI Member School

Accredited by the North Central Association of Colleges and Schools



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### Declaration of No Unprofessional Conduct or Criminal History

Pursuant to 1993 Public Act 68 and 1996 Public Act 189, I, \_\_\_\_\_, represent that (check all that apply):

- \_\_\_\_\_ 1. I have not been involved in "unprofessional conduct" during employment. (one or more acts of misconduct; one or more acts of immorality, moral turpitude, or inappropriate behavior involving a minor; or commission of a crime involving a minor. A criminal conviction is not an essential element of determining whether or not a particular act constitutes unprofessional conduct.)
- \_\_\_\_\_ 2. I have not been convicted of, or pled guilty or *nolo contendere* (no contest) to any crimes.
- \_\_\_\_\_ 3. I have been convicted of or pled guilty or *nolo contendere* (no contest) to the following crimes (use a separate sheet to explain nature of conviction, date, and court):
  - a. \_\_\_\_\_
  - \_\_\_\_\_
  - b. \_\_\_\_\_
  - \_\_\_\_\_

I understand and agree that pursuant to 1993 Public Act 68:

- (1) the Board of Education of the school district or governing body of the nonpublic school (the "School") must request a criminal history check on me from the Central Records Division of the Michigan Department of State Police;
- (2) until that report is received and reviewed by the School, I am regarded as a conditional employee; and
- (3) if the report received from the Department of State Police is not the same as my representation(s) above respecting either the absence of any conviction(s) or any crimes of which I have been convicted, my employment contract is voidable at the option of the School.

Signature \_\_\_\_\_

Date \_\_\_\_\_

