

## FAMILY LIFE COMMUNICATIONS STATEMENT OF FAITH

*Applicants must read and complete the bottom portion of this Statement of Faith.*

We believe in one God, eternally existing in three persons: Father, Son, and the Holy Spirit. (**Matthew 28:19; II Corinthians 13:14**)

We believe that the Bible in its entirety (composed of sixty-six books) is the Holy, infallible Word of God; that it is and ever shall be the complete and final revelation of the will of God to man, and the final authority in all spiritual matters. (**II Timothy 3:16**)

We believe that Jesus Christ is God, the Son. We believe that He was conceived by the Holy Spirit, born of the virgin Mary, lived a sinless life, and by His voluntary sacrificial death on Calvary and by His bodily and visible resurrection from the dead, paid the penalty of sin and purchased eternal life for all. (**Micah 5:2; Matthew 1:20, 21, 25; John 19:17-19; 20:16, 17**)

We believe that God created the universe and that it was perfect; that man was created in the image of God, but fell into sin; that all men are sinners by nature and under God's condemnation. (**Genesis 1:1, 2, 27; Romans 5:18a**)

We believe that salvation is the gift of God, by grace through faith in the Lord Jesus Christ, whose blood was shed for the forgiveness of our sins; that this salvation is the possession of those who by faith accept Christ as their personal Savior. We believe that there is no other way of salvation. (**John 3:16; 16:7-11; Romans 10:13; Ephesians 2:5, 8**)

We believe that the Holy Spirit, who is a Person of the Trinity, convicts the world of sin, of righteousness, and of judgment, and that it is by His power that the born-again Christian is enabled to live the Christian life. (**Matthew 28:18, 19; Romans 8:1, 14**)

We believe that the Bible teaches that each believer can and is commanded to live in separation from all worldly and sinful practices. (**II Corinthians 6:17**)

We believe that the Scriptural local church is made up of born-again believers, joined together for the purpose of spiritual fellowship, Christian growth, and the propagation of the Gospel.

We believe that every born-again Christian should be an active member of such a church, that the local church is God's prime instrument of testimony in this age; that the work of Christian teaching and of worldwide evangelism is entrusted first to such churches; and that no organization or fellowship should have priority over such a church. (**Hebrews 10:25**)

We believe that Jesus Christ ascended to the right hand of the Father, where He is interceding for each believer; that He will bodily and visibly return again.

We believe that God has appointed a day in which He will judge the world in righteousness by Jesus; that those who trust in the Lord Jesus Christ shall dwell eternally with Him, and that those who refuse His offer of salvation shall eternally be cast into the Lake of Fire. (**John 14:1-3; Romans 6:23; Revelation 21:8**)

We believe that marriage was instituted by God as a picture of His love for His church with the intent that it would be a life-long heterosexual union between one woman and one man, to the exclusion of any other person, without separation or divorce; resulting in mutual spiritual, emotional and physical intimacy. (**I Corinthians 7:3-5; 7:10-11; Genesis 2:24**)

We believe that each parent has a God given responsibility to nurture, love, protect, and discipline their children; with the hope of raising a responsible adult, and doing so without being harsh or punitive in the execution of their responsibility. (**Ephesians 6:1-4**)

We believe that God created human life to begin at conception and end at death; and that each human being, no matter their age, appearance, physical or mental challenges, race, born or unborn, to be of priceless value and of great worth. (**John 3:16; Psalm 139:13-14**)

We believe that Family Life Communication's success is dependent upon a unified group of employees, board members and volunteers who each willingly, and without reservation, agree with the tenets of this statement of faith and will commit to pattern their life and relationships in accordance with it.

This statement of faith cannot be altered in anyway without the expressed approval of the Board of Directors of Family Life Communications Incorporated.

*Our ministry expects all of its employees to fully support the doctrines outlined within our Statement of Faith and to also model the Christian values and lifestyle outlined within this document.*

*As an applicant of Family Life Communications I, \_\_\_\_\_ (printed name of applicant) recognize, understand, and agree with the Statement of Faith and am committed to living by the Christian moral standards outlined.*

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

\*FLC's Statement of Faith is considered a part of the application process for any open position with FLC.

**No application for employment with FLC will be considered if it is absent the signed Statement of Faith as a part of the application process.**

Family Life Communications Incorporated is committed to a policy of non-discrimination and equal opportunity for all qualified applicants without regard to race, color, sex, national origin, age, disability, veteran status or ancestry.

PLEASE NOTE: Applications and resumes will be accepted only for positions currently available. INCOMPLETE APPLICATIONS WILL NOT BE CONSIDERED. Answer the following questions to the best of your ability. All information will be treated confidentially. **(This application is good for 30 days only. Consideration for employment after 90 days requires a new application.)**

<b>Personal Information</b>	<b>(PLEASE PRINT ALL INFORMATION)</b>
Name:	Date of application:
Address including city/state/zip:	
Phone #1 (    )	Phone #2 (    )      Email:
Please list other name(s) under which you have been previously employed:	
Have you ever applied to/worked for FLC before? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please explain (include date[s]) _____	
Do you have any friends, relatives or acquaintances currently working for FLC? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, state name and relationship _____	
How did you hear about this opening at Family Life Communications? Check one that applies or specify under "other." <input type="checkbox"/> Employee Referral (name of employee): <input type="checkbox"/> FLR or Intentional Living website (please specify): <input type="checkbox"/> Family Life Radio (on air) <input type="checkbox"/> Advertisement (identify publication or portal): <input type="checkbox"/> Other (please specify):	
Are you 18 years or older? <input type="checkbox"/> Yes <input type="checkbox"/> No	
If hired, can you provide the documents required to prove that you are authorized to work in the U.S.? <input type="checkbox"/> Yes <input type="checkbox"/> No	
During the last ten years, have you been convicted of a crime other than a minor traffic offense*? <input type="checkbox"/> Yes <input type="checkbox"/> No    If yes, please provide date(s) and details:	

\* Conviction will not necessarily disqualify you from employment.

<b>Employment Interests</b>	
Position applied for:	Date available to begin work:
Salary/Wage requirement: <small>(wage requirement field may not be left blank)</small>	Can you travel if the job requires it? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Valid driver's license/acceptable driving record? <input type="checkbox"/> Yes <input type="checkbox"/> No
Are you available to work: <small>(please check all that apply)</small>	<input type="checkbox"/> Fulltime? (30+hrs.) <input type="checkbox"/> Part-time? (-30 hrs.) <input type="checkbox"/> Temporary?

Please specify hours and days you are available to work:

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday

Are you able to perform the essential functions of the job for which you are applying, either with / without reasonable accommodation?  
 Yes    No *(If you have any question as to what functions are applicable to the position for which you are applying, please ask the interviewer before you answer this question.)*

*Any applicant with a disability who needs reasonable accommodation in any step of the hiring process to assist him/her to demonstrate his/her qualifications to perform the essential functions of the job for which the applicant is applying should inform the Manager of Human Capital Resource Management.*

**Personal References**

Give name, address, phone number and email address of three **personal** references. Do not include previous employers or individuals related to you.

Name	City, State	Phone	Email	Years & Capacity Known

**Educational & Skills Data**

Name	City	State	Major	Degree? (Y/N)
High School:				
College/University:				
College/University:				
Graduate School:				
Business, Trade or Other:				

Professional licenses and certifications held (Please include license/certificate numbers & dates.)

Do you have any special training or knowledge applicable to this job (e.g., technical training, software)? If so, describe that training or knowledge here:

Please include any other information that you think would be helpful to us in considering you for employment, such as additional work experience, military experience, memberships in professional organizations, additional relevant activities, accomplishments, etc. (You may exclude all information indicative of age, sex, race, color, national origin, or disability.)

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### **Christian Testimony, Experience & FLC Statement of Faith**

FLC believes that the breadth of its ministry is directly related to the depth and sincerity of commitment to Jesus Christ demonstrated by each employee. Each employee is regarded as a full-time ambassador of Jesus Christ and of FLC.

This truth requires that each employee have a real and vibrant fellowship with Jesus Christ. (As such, **FLC's Statement of Faith** is considered a part of the application process for any open position with FLC. No application for employment with FLC will be considered if it is absent the signed Statement of Faith as a part of the application process.)

Each employee regularly participates in staff devotional activities as his other duties permit and shall be prepared to pray with and provide Biblical encouragement to those seeking ministry services. *Because it is important to the ministry of Family Life Communications, and in order to evaluate your compatibility in fulfilling this aspect of the job, please take a moment to tell us about your Christian testimony. In addition, please respond to the supplemental questions listed below. Thank you for sharing your testimony with us.*

Statement of Christian Testimony and Experience: (Please attach additional pages, if necessary.)

- I have received Jesus Christ as my personal Savior and am living in accordance with Gods Word. (Y\_\_\_/N\_\_\_)
  - Are you presently a member of your church? (Y\_\_\_/N\_\_\_) Years active? \_\_\_\_\_ Denomination? \_\_\_\_\_
  - Do you currently serve in a ministry within your church, and if so, to what degree of regularity? \_\_\_\_\_
  - Do you serve the community in any volunteer capacity (Y\_\_\_/N\_\_\_) If so, to what degree of regularity? \_\_\_\_\_
  - Describe your routine of personal Bible study and prayer. \_\_\_\_\_
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**Employment Experience:**

This section must be completed in full even if a resume is attached. (Please do not say "see resume".)  
 List each job held starting with your present or last job. Include military service assignments and volunteer activities.

Current employer:		Dates of employment:	
Address:		May we contact? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Your Job Title:	Supervisor:	Phone:	
	Supv Title:	Email (if known):	
Starting pay:	Ending pay:	Reason for leaving:	
Duties:			

Employer:		Dates of employment:	
Address:			
Your Job Title:	Supervisor:	Phone:	
	Supv Title:	Email (if known):	
Starting pay:	Ending pay:	Reason for leaving:	
Duties:			

Employer:		Dates of employment:	
Address:			
Your Job Title:	Supervisor:	Phone:	
	Supv Title:	Email (if known):	
Starting pay:	Ending pay:	Reason for leaving:	
Duties:			

Employer:		Dates of employment:	
Address:			
Your Job Title:	Supervisor:	Phone:	
	Supv Title:	Email (if known):	
Starting pay:	Ending pay:	Reason for leaving:	
Duties:			

- Please attach additional pages if necessary -

I hereby affirm that the information provided on this application (and supplemental materials, if any) is true and complete to the best of my knowledge. I also agree that falsified information, significant omissions or misrepresentations may disqualify me from further consideration for employment and if I am hired, may be considered justification for dismissal at any time.

I understand that an offer of employment is not an employment contract, and that my employment can be terminated, with or without cause, at any time at the discretion of either the company or myself. I authorize persons, schools, my current employer (if applicable), and previous employers and organizations named in this application (and supplemental materials, if any) to provide any relevant information that may be required to arrive at an employment decision. I have read and understand the foregoing statements and accept the same on conditions of employment.

\_\_\_\_\_  
 Signature of Applicant  
 PROPERTY OF FAMILY LIFE COMMUNICATIONS INCORPORATED  
 Family Life Broadcasting System, Family Life Broadcasting, Inc., Parent Talk, Inc.

\_\_\_\_\_  
 Date

Solely to help Family Life Communications Incorporated to comply with government record keeping, reporting and other legal requirements, please fill out the Voluntary Self-Identification Form below. This data is for periodic government reporting and will be kept separate from all applications in a confidential file. This data will be used solely for government reporting purposes. Your voluntary cooperation in completing this information is appreciated.

**Please Print:**

Date applied/hired:	Position applied for:
Check one: <input type="checkbox"/> Male <input type="checkbox"/> Female	

**Check one of the following race/ethnic groups**

- American Indian or Alaskan Native** A person having origins in any of the original peoples of North America and who maintain culture identification through tribal affiliation or community recognition as an American Indian or Alaskan Native.
- Asian**— A person having origins in any of the original peoples of Far East, Southeast Asia, the Indian Subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.
- Black** (not Hispanic origin) - A person having origins in any of the Black racial groups of Africa.
- Hispanic or Latino** - A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin regardless of race.
- Native Hawaiian or Other Pacific Islander** – A person having origins in any of the original peoples of Hawaii, Guam, Samoa or other Pacific Islands.
- White** - (not Hispanic origin) - A person having origins in any of the original peoples of Europe, North Africa or the Middle East.
- Multi-Racial** – A person whose biological parents are of different races. Please specify which groups:  
\_\_\_\_\_

- Disabled Individual** – A person who has a physical or mental impairment which substantially limits one or more of such person's major life activities, has a record of such person's major life activities, has a record of such impairment or is regarded as having such impairment.
- Special Disabled Veteran** – A person entitled to disability compensation under laws administered by the Veterans Administration for disability rated at 30% or more, or a person whose discharge or release from active duty was for a disability incurred or aggravated in the line of duty.
- Vietnam Era Veteran** – A person who 1) served on active duty for more than 180 days; (A) during the period beginning on February 28, 1961 and ending on May 07, 1975, in the case of a veteran who served in the Republic of Vietnam during that period, or (B) during the period beginning August 05, 1964 and ending May 07, 1975, in all other cases; and was released with other than a dishonorable discharge, or 2) was discharged or released from active duty for a service-connected disability if any part of such active duty was during those dates.
- Newly Separated Veteran** – A person who 1) served in a "war" including veterans with active duty service between December 07, 1941 and April 28, 1952 or 2) served in a campaign or on an expedition for which a campaign badge, a service medal, or an expeditionary medal has been awarded.

**Name** (Please Print) \_\_\_\_\_

**Date:** \_\_\_\_\_

**Check if any of the following are applicable:**