



EMPLOYMENT APPLICATION PACKET

Thank you for your interest in employment at Bethel Church. This packet contains several forms:

Application for Employment

Complete the application in its entirety. Note that since Bethel Church is a religious organization, we ask that you share your testimony concerning your relationship with Jesus Christ. Under the category of *Work History*, please detail your current and prior positions. If there are gaps in your employment history, explain the reason for those gaps. Complete detail for *Personal References* is needed so we are able to make contact.

Scriptural and Lifestyle Statement of Commitment

Please review these documents. You will be asked to sign them only if you are offered a position.

Job Description

Please return the application, along with a **current resume**, to the Bethel office or email to garysiefers@bethelhc.com. Questions concerning the job description may be directed to the hiring supervisor at 701.232.4476.

We look forward to receiving your application and will contact you as soon as we have had an opportunity to review all responses.

Application For Employment

Please Print

Last Name _____ First Name _____ Middle Initial _____ E-mail _____

Address _____ City _____ State _____ Zip _____ Phone Number _____

Position or Type of Work Applied For _____ Rate of Pay Expected _____
 \$ _____ per _____

GENERAL INFORMATION

Are you applying for Full Time , Part Time , or Temporary work?

What days and hours are you available to work? _____

On what date are you available to start work? _____ Are you willing to work overtime? Yes No

If hired, can you verify that you have the legal right to work in the United States? Yes No

How long have you lived at your current address? _____

Are you presently on layoff from another job and subject to recall? Yes No

If so, please explain _____

Do you have any certificates or licenses which may help you qualify for this position? Yes No

If so, please list _____

Have you ever been convicted of a crime, excluding misdemeanors and summary offenses? Yes No

If so, please explain (NOTE: Conviction will not necessarily disqualify applicant.)

How did you find out about this employment opportunity? _____

Please describe your relationship with Jesus Christ on an additional sheet of paper or the reverse of this page.

EDUCATIONAL BACKGROUND

Type of School	Name and Address	How Many Years Attended	Graduated	Course or Major
High School			<input type="checkbox"/> Yes <input type="checkbox"/> No	
College			<input type="checkbox"/> Yes <input type="checkbox"/> No	
Graduate			<input type="checkbox"/> Yes <input type="checkbox"/> No	
Business or Seminary			<input type="checkbox"/> Yes <input type="checkbox"/> No	
Other			<input type="checkbox"/> Yes <input type="checkbox"/> No	

EMPLOYMENT EXPERIENCE

Please start with your most recent job and include all periods of employment, self-employment, job-related military service, and volunteer work.

From	Employer's Name / Address / Telephone	Start Pay	Job Title
To		Last Pay	Reason for Leaving

Describe the Work You Did

From	Employer's Name / Address / Telephone	Start Pay	Job Title
To		Last Pay	Reason for Leaving

Describe the Work You Did

From	Employer's Name / Address/ Telephone	Start Pay	Job Title
To		Last Pay	Reason for Leaving

PROFESSIONAL REFERENCES

Please do not list relatives.

Name and Occupation	Address	Phone Number
1.		
2.		

PERSONAL REFERENCES

Please do not list relatives or former employers.

Name and Occupation	Address	Phone Number
1.		
2.		

Please list your social media accounts

CERTIFICATION AND ACKNOWLEDGMENT

- I certify that the information provided herein is true and correct to the best of my knowledge. I understand that, if employed, falsified statements on this Application for Employment form will be considered grounds for termination.
- I authorize the church to thoroughly investigate my work experience and any other matters related to my suitability for employment. I further authorize my former employers to disclose to the church any and all information they may have concerning my previous employment. In addition, I hereby release the church, my former employers, and all other persons from any and all claims, demands, or liabilities arising out of, or in any way related to, such disclosure.
- I acknowledge that, prior to or during my employment, the church may require any legal testing and / or examination, including but not limited to, medical, physical, drug and / or alcohol, psychological, and skill and aptitude.
- I also acknowledge that, if employed, both the church and I have the right to terminate the employment relationship at any time, with or without cause or advance notice. This employment at will relationship will remain in effect throughout my employment with the church and may not be modified by any oral or implied agreement.

Applicant's Signature	Date
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SCRIPTURAL AND LIFESTYLE STATEMENT OF COMMITMENT

Because the fundamental basis of our existence and purpose of the church is to glorify God, and because the means of glorifying Him is revealed in Scripture, Bethel Evangelical Free Church requires that all employees in ministry service of any kind make unreserved commitment to practicing a lifestyle consistent with the following Scriptural guidelines:

Statement of Faith

1. We believe the Scriptures, both Old and New Testaments, to be the inspired Word of God, without error in the original writings, the complete revelation of His will for the salvation of men, and the Divine and final authority for all Christian faith and life. (II Timothy 3:16-17; II Peter 1:21).
2. We believe in one God, Creator of all things, infinitely perfect and eternally existing in three persons: Father, Son, and Holy Spirit. (Genesis 1:1; Psalm 33:6-9; John 10:30; Acts 5:3-4)
3. We believe that Jesus Christ is true God and true man, having been conceived of the Holy Spirit and born of the Virgin Mary. He died on the cross a sacrifice for our sins according to the scriptures. Further, He arose bodily from the dead, ascended into heaven, where, at the right hand of the Majesty on High, He now is our High Priest and Advocate. (Luke 1:26-37; I Peter 3:18; I Corinthians 15:3-8; Hebrews 8:1-2)
4. We believe that the ministry of the Holy Spirit is to glorify the Lord Jesus Christ, and during this age to convict men, regenerate the believing sinner, indwell, guide, instruct, and empower the believer for godly living and service. (John 14:26-27, 16:5-15; Ephesians 5:18-20).
5. We believe that man was created in the image of God but fell into sin and is therefore lost, and only through regeneration by the Holy Spirit can salvation and spiritual life be obtained. (Genesis 1:27, 3:17-19; Romans 3:10-12, 5:12; Titus 3:4-7).
6. We believe that the shed blood of Jesus Christ and His resurrection provide the only ground for justification and salvation for all who believe, and only such as receive Jesus Christ are born of the Holy Spirit, and thus become children of God. (I Peter 1:18-19; Acts 4:10-12; John 1:12; Ephesians 2:4-5).
7. We believe that the Lord's Supper and water baptism are ordinances to be observed by the Church during the present age. They are, however, not to be regarded as a means of salvation. (Matthew 28:17-20; I Corinthians 11:23-28; Romans 6:1-11).
8. We believe that the True Church is composed of all such persons who through saving faith in Jesus Christ have been regenerated by the Holy Spirit and are united together in the body of Christ of which He is the Head (Ephesians 4:1-6; I Corinthians 12:12-13; Colossians 1:18).
9. We believe that only those who are thus members of the true and invisible Church shall be eligible for membership in the local church. (Acts 2:42-47; Hebrews 10:24-25).
10. We believe that Jesus Christ is Lord and Head of the Church, and that every local church has the right, under Christ, to decide and govern its own affairs. (Ephesians 1:22-23; Colossians 1:18).
11. We believe in the personal and pre-millennial and imminent coming of our Lord Jesus Christ and that this "blessed hope" has a vital bearing on the personal life and service of the believer. (Acts 1:11; I Thessalonians 4:16-17; John 14:2-3; Titus 2:11-14)
12. We believe in the bodily resurrection of the dead; of the believer to everlasting blessedness and joy with the Lord, of the unbeliever to judgment and everlasting conscious punishment. (Philippians 3:20; II Corinthians 5:1; Revelation 7:13-17; Luke 16:22-24; Revelation 21:8; II Thessalonians 1:9).
13. We believe Satan is the enemy of God and all righteousness and is at work in the world today through demonic emissaries who attack the mind, body, will, heart, and conscience. Satan is the roaring lion seeking to deceive, destroy, rule and accuse (John 8:44; Matthew 13:36-43; Ephesians 6:10-20).
14. We believe all believers are called into a life of separation from all worldly and sinful practices and to a positive, sanctified, consistent life (James 4:4; Romans 12:1-2; I John 2:15-16; II Corinthians 6:14-18).

Recognizing the Statement of Commitment of Bethel Evangelical Free Church, and desiring to serve God through my employment with Bethel Evangelical Free Church, I make the following unreserved commitments:

- A. SPIRITUAL REBIRTH. I believe that Jesus Christ is the Son of God (John 3:16), that He died for my sins and that God raised Him from the dead (Romans 10:10; I Corinthians 15:3; Colossians 2:13-14), and that He is the only means of salvation and eternal life (Acts 4:12). I have received Jesus Christ as my personal Savior and Lord (John 1:12-13).
- B. DOCTRINAL INTEGRITY. I agree to diligently fulfill the responsibilities set forth in the job description, work within all guidelines found in the Employee Handbook, and accept this document as the standard for daily operations. I give full affirmation and agree to accept, without reservation, the Bethel Evangelical Statement of Faith.
- C. MORAL PURITY. I understand and agree that unrepentant immorality and associated behavior is dishonoring to Jesus Christ, and therefore inconsistent with His lordship in my life & Bethel's purpose. Therefore, I commit to live my life in moral purity, rejecting the practice of immorality of any kind. Immoral behavior according to the scriptures and interpreted by the Bethel Board of Elders, shall be grounds for disciplinary action or removal from service (Romans 1:25-31; I Corinthians 6:9-20). I have also read and agree with the Bethel Marriage and Sexuality Policy which is attached.
- D. RELATIONSHIPS AND AGREEMENTS. I desire and commit to relate to other members in the Body of Christ with a spirit of humility and submission (Philippians 2:3-4), understanding and submitting to the position of leadership and spiritual authority given to some (I Thessalonians 5:12, 13; Titus 2:15-3:2; I Timothy 5:17; Hebrews 13:17). I agree to discontinue ministry of any kind at Bethel Evangelical Free Church if requested by leadership to do so, and hereby release and hold harmless from all liability Bethel Evangelical Free Church, its elders, its clergy, staff and volunteers, with regard to any decision made in acceptance or termination of ministry at this church.

Bethel Church Marriage & Sexuality Policy
(Approved by Elders on 8/4/2015)

Purpose

This document is intended to provide the congregation of Bethel Church of Fargo, ND with a Scripturally-based presentation on where our local church stands on the issues of marriage and sexuality.

Sexuality is a beautiful, God-given gift. It was designed by Him for use within a committed marriage relationship between a man and a woman and was intended for the good of the human race. However, throughout history people have abused this gift and used it in God-forbidden ways (Ex. 22:19; Lev. 18:6-23, 20:15-19; Deut. 27:21; Rom. 1:26-27), willfully engaging in all types of sexual sin as evidenced in both the Old and New Testaments (Num. 25:1-2; 1 Cor. 5:1, 7:2; Matt. 5:27,28; Col. 3:5; 1 Pet. 4:3).

Marriage is the original and foundational institution of human society, established by God as a one-flesh, covenantal union between a man and a woman that is life-long (until separated by death), exclusive (monogamous and faithful), and generative in nature (designed for bearing and rearing children), and it is to reflect the relationship between Christ and the Church.

We believe the following:

Our views of this issue flow from our commitment to God (Dt. 6:5; Matt. 22:37-38) and to His Word (2 Tim. 3:16-17; Deut.32:45-47; Matt. 4:4), as expressed in our Statement of Faith.

God created human beings in His image as male and female (Gen. 1:27). The complementary, relational nature of the human race as “male and female” reflects the created order given by God when He created human beings “in His image.”

Scripture grants two life-enhancing options for sexual behavior: monogamous marital relations between one man and one woman (Gen. 1:27-28, 2:18, 21-24; Matt. 19:4-6; Mk. 10:5-8; Heb. 13:4) or sexual celibacy (1 Cor. 7:7; Matt. 19:12). Either is a gift from God given as He wills for His glory and the good of those who receive and rejoice in His gift to them.

In Scripture monogamous heterosexual marriage bears a significance which goes beyond the regulation of sexual behavior, the bearing and raising of children, the formation of families, and the recognition of certain economic and legal rights, all of which are important. Marriage between a woman and a man signifies the mystery of the union between Christ and His body, the Church (Eph. 5:22-33).

All of human existence, including our sexuality, has been deeply damaged by the fall into sin (Gen. 3; Rom. 3:23, 5:12, 8:23). We all are sinners, broken in some measure by this fall.

Temptation, including sexual attractions, is not sin. Sin is yielding to temptation. Jesus himself was tempted, yet without sin (Matt. 4:1-11; Heb. 4:15).

All homosexual behavior is specifically condemned as sin in both the Old Testament and the New Testament (Gen. 19:4-11; 2 Pet. 2:6-7; Jude 7; Lev. 18:22, 20:13; Judg. 19:22-25; Rom. 1:24-27; 1 Cor. 6:9-11; 1 Tim. 1:8-11). This includes both male and female homosexual activity, both the more passive and more active roles in homosexual practice, and all varieties of homosexual acts.

The gospel is full of grace and truth. It is an offer of grace and forgiveness to sinners as well as a call to live a holy life. It empowers us in the struggle to resist sin, including the sin of homosexual practice (Rom. 1:16; 1 Cor. 6:9-11; Eph. 4:20-24; 1 Thess. 4:3-8; Tit. 2:11-13).

Policy Implications

Based on these biblical principles, we live and minister with the following pastoral and practical implications:

- We Christians who attempt to follow biblical mandates on sex and marriage are not immune to expressing our own sexuality in sinful ways, for "all have sinned and fall short of God's glory" (Rom. 3:23). We must always be mindful of this and humbly relate to others accepting that we all are fallen creatures.
- At the same time, all human beings deserve to be treated with dignity and respect because each of us bears the image of God. Any lesbian, gay, bi-sexual or trans-gender (LGBT) person deserves this dignity and respect no less than any other, and we, as Christians, should demonstrate this in our thoughts, speech, and behavior. Speech, including humor, which demeans LGBT people, has no place in the Christian community. Likewise, this means we oppose any bullying or violence directed against those who identify as LGBT.
- We mourn with those who struggle with same sex attractions, and with their families, but as we grieve, we encourage behavior that follows the clear divine teachings of Scripture.
- We must carefully distinguish between self-selected identification, areas of temptation, and sexual behavior. It is not a sin to be tempted in the area of same gender sex. Jesus sympathizes with our weaknesses, and he promises to provide a way of escape in every temptation (1 Cor. 10:13).
- In some cases it is not necessarily sinful for a person to self-identify as LGBT. This may be a way for the person to acknowledge the struggles she or he faces with same-sex attraction. However, such self-identification may in fact be sinful, if it includes an insistence upon behaviors that express that attraction. Moreover, a believer's fundamental identification is a person "in Christ" (2 Cor. 5:17; Eph. 2:4-10; 1 Cor. 6:9-11).
- Some heterosexual acts are sinful and all homosexual acts are sinful according to Scripture. One may not equate morally a committed heterosexual relationship within marriage with a committed homosexual relationship.
- We in the Church must seek ways to minister to and support those among us who struggle with same-sex attractions, and those who have family members or others close to them who identify as LGBT.
- We in the Church must seek ways to reach out in love to those in our society who identify as LGBT.
- We regard marriage as a good creation of God and marriage within the Church as a rite and institution tied directly to our foundational belief of God as creator who made us in His image, male and female. We also regard marriage as a sacred institution which images the mysterious and wonderful bond between Christ and His Church. To us, then, marriage is much more than merely a contract between two persons. We therefore will only authorize and recognize heterosexual marriages between two believers in Jesus Christ.
- Only such marriages which fit the definition above may be conducted on Bethel Church property and/or officiated by members/staff of this congregation.
- Bethel Church holds a definition of marriage that is intimately connected to other foundational matters of our faith as stated in our Statement of Faith. Therefore we regard any restrictions and definitions we apply in our church concerning marriage to be an exercise of the freedom of religion clause of the First Amendment to the U.S. Constitution.

(Grammatically-edited 8/1/18 by GS)



Bethel Church Job Description

Job Title: Director, Children's Ministries

Prepared: August 2018

Position Overview

This is a full-time director position responsible to give overall leadership to children's ministries. The position is responsible to train and equip staff, volunteers, and parents as disciple-makers. This position will work collaboratively with the Pastor of Student Ministries developing and implementing a comprehensive spiritual growth pathway for children, students and the families of Bethel Church.

Responsibilities

Ministry

- Enthusiastically participate on the Ministry Leadership Team, collaborating with other ministries in order to establish a comprehensive and unified mission for Bethel Church.
- Work with and through the assigned department level staff to achieve the mission of Bethel Church and its Children's Ministry.
- Provide oversight and development of Children's Ministry leadership teams.
- Provide ministry oversight, development and direction in order to disciple and evangelize families and their children.
- Oversee Sunday and weekday ministry programming, newborn to 6th grade.
- Select, review, and evaluate curriculum materials and educational tools.
- Oversee the recruiting, equipping, and coaching of the volunteer team.
- Ensure that biblical and relevant teaching is provided throughout the children's ministries. Ensure excellence in assimilating families and individuals new to Bethel.
- Keep current with ministry trends through reading, seminars, discussions, and conferences.
- Be personally involved networking with other ministries/organizations in meeting the needs of people in our community.
- Continue personal and professional growth through mentoring/coaching relationships.

Leadership Development

- Develop and integrate on-going training opportunities for leadership staff and lay volunteers.
- Establish regular leadership meetings with the lay leadership teams.
- Encourage and oversee the professional and personal development of assigned staff.
- Partner with parents to facilitate the spiritual growth of children.
- Provide shepherding and spiritual encouragement to ministry leaders.
- Develop a team approach to ministry within each area of responsibility.

Administration

- Oversee the budget and financial decisions for the ministry.
- Supervise ministry administrative staff.
- Ensure the child/volunteer protection process is operating within current safety guidelines.

- Develop and maintain healthy team relationships with pastors, directors, church staff, and ministry leaders through relationship building, attendance at regular staff meetings.
- Ensure excellence in communication by working collaboratively with the Communications Team.

Qualifications

Education and/or Experience

- Bachelor's Degree in a related field preferred.
- Minimum of 3 years' experience in a larger church environment.

Leadership Skills

- Must function well within a team setting and be highly collaborative and humble in approach. Must have proven skills of participating in or leading a large staff and a history of visionary leadership.

Communication

- Must be a humble and gifted communicator.

Reporting Relationships

Immediate Supervisor:

- Senior Associate Pastor

Supervises

- Children's Ministry staff

Partners with

- Ministry Leadership Team
- Administrative staff
- Leadership Teams
- Elders

Employment Status and Work Schedule

- This is a full time (45 hrs/week) exempt salaried position.