



## Southside Christian School Volunteer Application (2022-2023)

When completed, please return this form to Cherie Settle at [csettle@scswarriors.com](mailto:csettle@scswarriors.com).

Volunteer opportunities at Southside Christian School are open to qualified individuals who are Christians of good character, without regard to race, national or ethnic origin, color, age, or disability. Southside Christian School is a religious educational ministry, permitted to discriminate on the basis of religion. All prospective and current volunteers must agree with Southside Christian School's mission statement, and they must be willing to conduct their lives in conformity with the school's statement of faith and the school's declaration and agreement to ethical and moral integrity.

### PERSONAL INFORMATION

Name: \_\_\_\_\_  
Desired Volunteer Position: \_\_\_\_\_ Classroom \_\_\_\_\_ Field trip/Event \_\_\_\_\_ Driver  
Address (Street): \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ Phone (cell): \_\_\_\_\_  
Email: \_\_\_\_\_ Date you are available to start: \_\_\_\_\_  
Do you have a physical condition that would require special accommodations? \_\_\_\_\_ Yes \_\_\_\_\_ No  
If yes, please explain: \_\_\_\_\_  
Have you ever been charged with child abuse? \_\_\_\_\_ Yes \_\_\_\_\_ No Were you convicted? \_\_\_\_\_ Yes \_\_\_\_\_ No  
Have you ever been arrested? \_\_\_\_\_ Yes \_\_\_\_\_ No If yes, when? \_\_\_\_\_  
Were you convicted? \_\_\_\_\_ Yes \_\_\_\_\_ No  
Please provide details of any arrests and/or convictions: \_\_\_\_\_

### CHRISTIAN BACKGROUND AND VIEWS

Name of your church: \_\_\_\_\_ Are you a member? \_\_\_\_\_ Yes \_\_\_\_\_ No  
In what capacity do you serve in your church? \_\_\_\_\_  
Are you in agreement with Southside Christian School's Statement of Faith (page 5 and 6)? \_\_\_\_\_ Yes \_\_\_\_\_ No  
If not, please explain: \_\_\_\_\_

### EDUCATIONAL BACKGROUND

	School Name	City, State	Major	Diploma/Degree
High School	_____	_____	_____	_____
Undergraduate	_____	_____	_____	_____
Graduate School	_____	_____	_____	_____

Certifications (Please attach copies of any certificates held.)

Certifying Agency	Area of Certification	Expiration Date
_____	_____	_____
_____	_____	_____

Please list any other academic training you have received: \_\_\_\_\_

## EXPERIENCE

Starting with the most recent employer, please list all of the positions you have held in the past ten years. (Use a separate sheet of paper if extra space is needed. Resumes may NOT be submitted in lieu of this form.)

Employer (Name / City, ST)	Position Held	Dates Employed	May we contact? _____ Yes _____ No
Supervisor Name / Phone	Reason for Leaving		
Employer (Name / City, ST)	Position Held	Dates Employed	May we contact? _____ Yes _____ No
Supervisor Name / Phone	Reason for Leaving		
Employer (Name / City, ST)	Position Held	Dates Employed	May we contact? _____ Yes _____ No
Supervisor Name / Phone	Reason for Leaving		

Please list any other relevant experience you have: \_\_\_\_\_

Have you ever been terminated or asked to leave a job? \_\_\_\_\_ Yes \_\_\_\_\_ No

If yes, please explain: \_\_\_\_\_

As a volunteer at and for Southside Christian School, you serve to represent Christ to the students, families and community. Please read the following statements and initial next to each one to indicate your understanding and agreement.

\_\_\_\_\_ **School Discretion:** Volunteer work will be at the school's discretion.

\_\_\_\_\_ **Role Model:** The volunteer will serve as a Christian role model both in and out of school to students and to others. Christian influence is demonstrated by word, deed, example, and shared experience. Therefore, the volunteer is expected to be a role model in judgment, dignity, respect and Christian living.

\_\_\_\_\_ **Dress Code:** The volunteer is expected to follow the dress and appearance guidelines as outlined in the Student Handbook Dress Code Guidelines. The volunteer is expected to maintain a good personal appearance that is a Christian role model of cleanliness, modesty, good taste, and in agreement with school policy. Below is a list of guidelines for appropriate dress for volunteers while on campus or serving at a school function/trip:

- Ladies: Dresses, jumpers, suits and skirts of knee length; split skirts should not be open above the knee.
- No sleeveless blouses, shirts, or crop tops may be worn. No blouses, shirts, or tops should be worn that expose the stomach.
- No low-cut V-neck or scoop neck styles are to be worn. Please be mindful of the neckline on blouses.
- Tight clothing should not be worn.
- Volunteers may wear blue jeans, Capri's, slacks and knee length shorts.
- No visible tattoos or body art.
- Men: no earrings. Women: moderate and appropriate jewelry.

\_\_\_\_\_ **Spirituality:** The volunteer is expected to give a credible profession of faith in Jesus Christ as Lord and Savior, and be an active member of a Christian church whose fundamental beliefs are in agreement with the statement of faith of Southside Christian School.

\_\_\_\_\_ **Confidentiality:** What you hear and observe about students, families, and staff while volunteering in a school is CONFIDENTIAL. Repeating a seemingly harmless comment can lead to misunderstandings and hurt feelings. For SCS to provide the best environment for learning, everyone's privacy must be respected. Do not call parents to report any misbehavior or problems you have seen. Contact only the principal in the event you have a concern. Volunteers may be placed in positions where parents seek information regarding their child or other children. Volunteers are never to share personal views regarding the assessment of a child or an incident they may have observed. Please refer all matters to the classroom teacher or school administrator so as not to put yourself in a position where your own integrity or the integrity of the staff of Southside Christian School might be compromised.

\_\_\_\_\_ **Material Ownership:** Southside Christian School has the intellectual ownership of all written materials and has permission to use media of a volunteer when featured in videos and photos for public release.

\_\_\_\_\_ **Supervision:** The volunteer performs under the direction and supervision of school personnel. Each volunteer must sign in on the school's volunteer / visitor sign in sheet every time they volunteer.

\_\_\_\_\_ **Children:** The volunteer is responsible to arrange childcare for any younger children while volunteering on campus. Please do not have younger children in the classrooms, office, foyer, playground, or lunchroom area.

\_\_\_\_\_ **School Policy:** The volunteer performing a duty as a teacher, meeting parents or representing Southside Christian School should know and follow school policies and rules as stated in the SCS Parent Student Handbook.

\_\_\_\_\_ **Indemnification Clause:** The volunteer will reimburse the cost if the volunteer's behavior causes any expense to the school.

\_\_\_\_\_ **Grievances:** Whenever there is a dispute or grievance concerning any aspect of Southside Christian School operations between two parties connected in a direct way to the school, the guidelines as detailed in the Parent Student Handbook will be followed in keeping with Matthew 18. These parties include students, parents, staff, volunteers, administration, and School Board.

The parties agree that any claim or dispute shall be settled by biblically-based mediation. If resolution of the dispute and reconciliation do not result from mediation, the matter shall then be submitted to a panel of three independent and objective arbitrators for binding arbitration. Each party to the agreement shall have the right to select one arbitrator (unless the parties mutually agree to the use of only one arbitrator). The two arbitrators selected by the parties shall jointly select the neutral, third arbitrator. If there is an impasse in the selection of the third arbitrator, the Institute for Christian Conciliation division of Peacemaker Ministries of Billings, Montana [(406) 256-1583] shall be asked to provide the name of a qualified person who will serve in that capacity. The mediation and arbitration process shall be conducted in accordance with the "Rules of Procedure for Christian Conciliation" contained in the Peacemaker Ministries booklet, Guidelines for Christian Conciliation. The parties agree that these methods shall be the sole remedy for any controversy or claim arising out of the employment relationship or this agreement and expressly waive their right to file a lawsuit against one another in any civil court for such disputes, except to enforce a legally binding arbitration decision.

A copy of the booklet Guidelines for Christian Conciliation is available, upon request.

\_\_\_\_\_ **Personal Risk and Waiver:** The volunteer recognizes that they are serving at their own risk, including illnesses or physical injury. The volunteer understands the risks and waives the right to sue for personal injury.

\_\_\_\_\_ **Grounds for Dismissal:** As a role model, scripture dictates standards of sexual behavior including, but not limited to, premarital, extramarital or homosexual activity; sexual harassment; use or viewing of pornographic material or websites; and sexual abuse of children is forbidden and violates the requirement of being a Christian role model. Such behaviors are grounds for immediate dismissal from responsibilities and positions. Other grounds for dismissal include abandonment of position, neglect of responsibilities, heresy or any conduct tending to bring discredit upon the school or upon the volunteer that causes a diminishing of his/her effectiveness as a Christian role model for the students of Southside Christian School. Role model responsibility also includes an acknowledgment that the unique roles of the male and female are clearly defined in scripture and that Romans 1:24-32 condemns the homosexual lifestyle. (Romans 12:1-2, I Cor. 6:9-20, Eph. 4:1-11; 5:3-5, I Thess. 4:3-8, I Tim. 4:12, II Tim. 2:19-22, I Peter 1:15-16, 2:15-17, I John 3:1-3)

My signature below constitutes authorization to check my employment history, including without limitations, criminal arrest and conviction record checks, reference checks, and release of investigatory information possessed by any state, local or federal agency. I further authorize those persons, agencies or entities that Southside Christian School contacts in connection with my volunteer application to fully provide Southside Christian School any information on the matters set forth above. I expressly waive in connection with any request for or provision of such information, any claims, including without limitation, defamation, emotional stress, invasion of privacy, or interference with contractual relations that I might otherwise have against Southside Christian School, its agents or officials, or against any provider of such information.

I understand that the information submitted in and with this application may be disclosed to a screening and/or interview committee, with may include board members and administrators. I give my consent to this disclosure.

Print: \_\_\_\_\_ Sign: \_\_\_\_\_ Date: \_\_\_\_\_

**Notice:** All application materials become the property of Southside Christian School. None will be returned. Providing false or misleading information on this application or in the volunteer screening process shall be fully sufficient grounds to refuse to employ the applicant or, if the applicant has been employed, to immediately dismiss the employee. In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire.

**BACKGROUND CHECK**

I \_\_\_\_\_ hereby authorize Southside Christian School (SCS) and/or its agents to make an independent investigation of my background, criminal or police records, including those maintained by both public and private organizations and all public records for the purpose of confirming the information contained on my application and/or obtaining other information which may be material to my qualifications for Volunteering now and, if applicable, during the tenure of Volunteering at SCS.

I release SCS and/or its agents and any person or entity, which provides information pursuant to this authorization, from any and all liabilities, claims and lawsuits in regards to the information obtained from any and all above referenced sources used.

Print: \_\_\_\_\_ Sign: \_\_\_\_\_ Date: \_\_\_\_\_

Full Legal Name (First, Middle, Last )		Other Names Used (Maiden, Previous married)
Date of Birth (required to run clearance)	Social Security (required to run clearance)	Current physical address (if different from the address listed on page 1)

**DRIVER INFORMATION**

If you wish to drive students, other than your own children, for SCS activities, please complete the following section. **A copy of your driver license and proof of vehicle insurance must be on file for all volunteer drivers.**

**Driver License #** \_\_\_\_\_ **Expiration Date** \_\_\_\_\_ **Issuing State** \_\_\_\_\_

**DRIVING HISTORY**

Have you been in an accident in the past three years? \_\_\_\_\_ Yes \_\_\_\_\_ No

If yes, please describe the circumstances: \_\_\_\_\_

Have you been ticketed for a moving violation in the past three years? \_\_\_\_\_ Yes \_\_\_\_\_ No

If yes, please describe the circumstances: \_\_\_\_\_

Have you been convicted for DWI/DUI or had your license suspended for moving violations, hit and run, eluding an officer, reckless or negligent operation of a vehicle, or driving while under suspension or revocation?

\_\_\_\_\_ Yes \_\_\_\_\_ No

**INSURANCE COVERAGE**

SCS requires volunteer drivers to have the following minimum amounts of insurance on the vehicles used to transport students: \$100,000 liability per person for bodily injury; \$300,000 liability per incident for bodily injury for all occupants; and \$50,000 liability for property damage.

<b>Vehicle Information</b>			Bodily	Bodily	Property
	Model/Year	License Plate #	Injury/Person	Injury/Incident	Damage
Vehicle 1	_____	_____	_____	_____	_____
Vehicle 2	_____	_____	_____	_____	_____
Insurance Company	_____		Policy Number _____		

I certify for the \_\_\_\_\_ school year:

- I possess a valid NC driver’s license.
- I will contact my insurance agent to ascertain if there are any liability policy limits or exclusions regarding transporting other students or faculty members on a field trip that might affect my ability to meet the qualifications for a volunteer driver.
- I will maintain the minimum insurance coverage amounts required by the school for volunteer vehicles listed and only volunteer to drive when such insurance policies and coverage are in force.
- I will advise the school of any change in the information provided on this form including, but not limited to, involvement in a car accident in which I am cited, any citations for moving violations, non-renewal of license, termination of license, change of insurance company/coverage, terminations of insurance, or change of vehicle.
- Students riding in my vehicle will be seated and, in both the front and back seat, will be secured with individual working seat belts. If my car is equipped with airbags, I will not allow children to ride in the front seat as required by law. As required by law, I will have a child restraint seat (car seat) for each child under the age of 8 and under 80 pounds.
- To my knowledge, my vehicle is in safe operating condition (brakes, tires, etc.)
- I will obtain prior authorization from the teacher before playing music or movies for the students in my vehicle.
- I will notify school personnel if I no longer wish to drive or if I wish to be removed from the Approved Driver List.
- I will carefully transport students under my care, including obeying all traffic laws.

**Print:** \_\_\_\_\_ **Sign:** \_\_\_\_\_ **Date:** \_\_\_\_\_

## **Southside Christian School's Statement of Faith**

We believe that the Bible is the only inspired, inerrant, complete, and authoritative Word of God that is sufficient for salvation and life in God. This includes only the canonized books of Genesis through Revelation and excludes all additional books or additions to the canonized Bible. (39 Old Testament and 27 New Testament) [Luke 24:44-49; Romans 15:4; 2 Timothy 3:16; 2 Peter 1:20-21]

We believe that other than Jesus Christ and the canonized Scriptures, no living human, writing, or document is or was divine nor able to inadvertently speak for God. [John 5:39-40; John 14:6; Hebrews 1:1-3]

We believe from the Bible that God is a tri-unity of three persons each existing separate from each other yet unified under one Godhead. He is the Creator of all things and has existed eternally without change, sovereignly controlling all things according to His purpose and will. As God, He determines all that is true and right and is in Himself all-knowing, all-powerful, all just, and all-merciful. He is a God of wrath, and He is love. He alone is holy God. [Genesis 1:1-3; Deuteronomy 6:4; 2 Samuel 14:20; Acts 4:24-28; Psalm 119:128; Psalm 119:172; Isaiah 6:3; Matthew 28:19; John 1:1-3; John 3:16; John 3:36; Romans 9:15-16; 2 Corinthians 13:14; Colossians 1:15-17; 1 Peter 1:2; 1 John 4:16; 1 John 5:7 {KJV}; Revelation 4:8; Revelation 15:3]

We believe from the Bible that each person was created for God's glory, has rebelled against this purpose, is totally depraved in sin from the time of their conception, fails to live up to God's righteous standard, and is rightfully subject to God's just condemnation and wrath. Each person is helpless to alter this bleak eternal status and must rely completely upon the mercy of God to save his or her soul from damnation. [Genesis 6:5; Psalm 51:5; Isaiah 43:7; Isaiah 64:6; John 3:18; John 3:36; Ephesians 2:1-3; Romans 3:9-18; Romans 3:23; Romans 9:15-16]

We believe from the Bible that God graciously poured out mercy upon mankind by sending His Son Jesus Christ to live God's requirement of righteousness. He willingly offered His life as a sufficient substitute sacrifice for the payment of people's sin, was physically buried, was resurrected bodily from the dead, and ascended back to His Father in heaven. He will return for His church someday in the future. [Isaiah 53:1-12; Matthew 27:50; Matthew 27:57-61; Matthew 28:1-10; Luke 24:50-53; John 3:16-18; John 14:3; Acts 1:6-11; Romans 5:6-8; Romans 8:1-4; 1 Corinthians 15:3-8; 1 Corinthians 15:20; 1 Peter 2:24-25]

We believe from the Bible that each person must repent of their rebellion and sin against God and receive Jesus Christ to save them and rule over their life. Having done this, they receive the promised Holy Spirit of God, become adopted as children of God, are counted as righteous in His sight, and their salvation is secured. [John 10:29; Acts 17:30-31; Romans 8:1-4; Romans 10:13-17; 2 Corinthians 5:21; Ephesians 1:13-14; 1 Peter 1:9; Romans 8:37-39; Hebrews 6:9-12]

We believe from the Bible that the Holy Spirit is part of the tri-unity of God and indwells the believer to mature his or her faith and to purge the mortal flesh of its sinful impulses and habits while working to convict unbelievers of their sin and future judgment by God the Father. [1 Corinthians 2:6-16; Ephesians 1:13-14; Romans 8:9-11; 1 Thessalonians 4:7-8; John 16:7-11]

We believe from the Bible that there is a future resurrection for all mankind. Those who have received Jesus Christ will be resurrected to eternal life and will be rewarded by him in regard to earthly service. Those who have not received Jesus Christ will be resurrected to eternal death, judged by God the Father, and sentenced to eternal damnation in the lake of fire. [Joel 3:1-16; Matthew 25:31-46; Acts 17:31; Acts 24:14-16; John 3:36; Revelation 20:11-15]

We believe from the Bible that the Church is comprised worldwide of all races, tribes, and tongues who profess faith in Jesus Christ. They live on earth to glorify God and to fulfill the mission of his Son to make disciples of Jesus of all nations. [Revelation 7:9-10; Matthew 28:16-20; Mark 16:14-18; Luke 24:44-49]

We believe that the term marriage has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. [Genesis 2:18–25; Ephesians 5:22-33]

We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. We also therefore believe that God’s command is that there be no sexual intimacy outside of or apart from marriage between one man and one woman. [1 Corinthians 6:18; 1 Corinthians 7:2–5; Hebrews 13:4]

We believe that God wonderfully foreordained and immutably created each person as either male or female in conformity with their biological sex. These two distinct yet complementary genders together reflect the image and nature of God. [Genesis 1:26–27]

The SCS Statement of Faith is not exhaustive of all of our beliefs. The Bible, as the inspired and infallible Word of God, speaks with absolute authority regarding the proper conduct of mankind and is the unchanging foundation for all belief and behavior. The SCS Board of Directors holds final interpretive authority on biblical meaning and application.



## SCS SOCIAL MEDIA POLICY

School Year 2022-23

Social Media has made the world smaller. It provides opportunities for collaboration and learning that have not previously existed. However, as with most things, it has also been at times abused to bring hurt and pain to others. In order to protect the stakeholders at SCS, SCS volunteers are expected to do the following:

- 1.) Reflect a positive Christian testimony and serve as Christian role models, in and out of school.
- 2.) Never communicate confidential student, parent, or school information, except to the owner of that material.
- 3.) Not make any disparaging comments/posts about the school, its teachers, employees, directors, coaches, administration, staff, or board members.
- 4.) Ensure that all personal media accounts uphold the employee and school's Christian testimony and do not violate any of the school's policies.
- 5.) Use the school provided email as the primary means of online communication with students and parents.
- 6.) Refrain from speaking or posting favorably about alcohol, smoking, vaping, secular music, popular tv shows/movies that involve cursing, nudity, or adult themes, etc.
- 7.) Wait until a student has graduated before becoming "friends" or allowing them to "follow" you on social media.
- 8.) Never post student pictures online without parental consent.
- 9.) Be respectful and responsible in all of your online communications.

Failure to follow the above may result in requests to remove the communications. The school shall hold volunteers personally responsible for all material they post or that is posted by a third party. All communication should be kept as "public" as possible. Creating groups or private pages which include two or more non-related adults and multiple students is one way to increase visibility online. Any group or private page used for educational purposes is an extension of the school, therefore anything that would be inappropriate in school should be avoided online.

Print: \_\_\_\_\_ Sign: \_\_\_\_\_ Date: \_\_\_\_\_



### SCS LIFESTYLE STATEMENT – 2022-23

- These guidelines are established to maintain a Christian testimony in the community in areas of choice where there is disagreement among committed Christians. The goal of Southside Christian School is to build up the Body of Christ by supporting and encouraging families in their spiritual walk. With this in mind, these guidelines are not to encourage hypocrisy; rather, they are to make everyone aware of areas where they may be a stumbling block to other believers.
- Volunteers of SCS are expected to show extra care in areas of Christian liberty because of their influence on others. In areas of choice, such as music or entertainment, eating habits, movies, television or reading material, faculty and staff are asked to exercise careful Christian discretion. Volunteers are encouraged to guard their physical bodies as God's temple and are asked to avoid connections with habits that are inappropriate for people in leadership in the Christian community. When speaking with students regarding areas of Christian liberty, volunteers should be biblical and conservative in their response. Volunteers should understand that expressing appreciation for mature material provokes acceptance and interest in students for these topics.
- SCS is a religious, non-profit Christian school representing Jesus Christ throughout Johnston and surrounding counties of the Raleigh region of North Carolina. SCS seeks for its volunteers to be born-again Christians, living their lives as Christian role models (Rom. 10:9-10; I Tim. 4:12; Luke 6:40). 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 and appropriate personal and family relationships, business conduct and moral behavior. A 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 or management.
- The SCS Statement of Faith expects all to maintain a lifestyle based on biblical standards of moral conduct. Moral misconduct, which violates the bona fide occupational qualification for volunteers to be Christian role models, includes, but is not limited to, promiscuity, homosexual behavior or any other violation of the unique roles of male and female. (Rom. 1:21-27; I Cor. 6:9-20).
- SCS believes that biblical marriage is limited to a covenant relationship between a man and a woman.
- SCS 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 volunteer status.
- It is the goal of SCS that each volunteer will have a lifestyle where "...He might have the pre-eminence." Col. 1:18.
- All SCS volunteers are asked to read and sign this SCS Lifestyle Statement.

I declare that I am in agreement with the above statements. I meet and agree with the moral integrity standards and Christian role model lifestyle requirements of SCS.

Print: \_\_\_\_\_ Sign: \_\_\_\_\_ Date: \_\_\_\_\_