



# **EMPLOYMENT**

## **APPLICATION PACKAGE**

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**Ireton Christian School provides high-quality, Christ-centered education that connects learning to real life, where each child is known, nurtured, and equipped to positively impact their community and world for Christ.**

**Megan Kooima, Principal  
Ireton Christian School  
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Ireton, Iowa 51027**

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IRETON CHRISTIAN SCHOOL PROVIDES HIGH-QUALITY, CHRIST-CENTERED EDUCATION THAT CONNECTS LEARNING TO REAL LIFE, WHERE EACH CHILD IS KNOWN, NURTURED, AND EQUIPPED TO POSITIVELY IMPACT THEIR COMMUNITY AND WORLD FOR CHRIST.

· EST 1917 ·

**DEAR APPLICANT,**

Thank you for your interest in applying at Ireton Christian School. Please use the following procedure to complete our application.

- Read the mission statement, religious employment criteria and our statement of faith.
- Cover letter (Megan Kooima, Principal)
- Resume
- Application Form
- Copy of:
  - Teaching License
  - Transcripts
  - Three Letters of Recommendation

Please send all completed information via email to Megan Kooima at [megan.kooima@iretonchristianschool.com](mailto:megan.kooima@iretonchristianschool.com)

**GODS BLESSINGS,**

**MEGAN KOOIMA  
PRINCIPAL**

MEGAN KOOIMA  
Principal

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(712) 278 2245

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## STATEMENT OF FAITH

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**This statement of faith, affirmed by the Board of Directors of Ireton Christian School, provide a summary of Biblical doctrine that is consistent with the Christian Reformed Church.**

### **The Holy Scriptures**

We believe that the Word of God is His revelation, inspired in every word, absolutely without error in the original documents, infallible and God-breathed (1 Cor. 2:7-14; Thess. 2:13, 2 Tim. 3:16; 2, Peter 1:20-21).

We believe the Bible is the Word of God for all times and places. Scripture affirms the belief that the opening chapters of Genesis present creation in six days (Gen 1:31; Ex. 31:17; Is. 40:8, 1 Pet 1:25).

### **God**

We believe there is one living and true God, eternally existing in three Persons – Father, Son and Holy Spirit (Deut. 6:4; Is. 45: 5-7; Matt. 28:19; 1 Cor. 8:4; 2 Cor. 13:14).

### **God the Father**

We believe God the Father is creator of all things. He has revealed Himself in the Bible and in Creation, is sovereign and sustainer of the universe, and is sanctifier and redeemer of His people (Ps. 145:8-9; Ps. 103:19; John 1:12; John 8:38-47; Rom. 8:14-15; Rom. 11:36; 1 Cor. 8:6; 2 Cor. 6:18; Gal. 4:5; Eph. 4:6).

### **God the Son**

We believe Jesus Christ was conceived by the Holy Spirit, born of the virgin Mary, is true God and true man, existing in one person and without sin (Is 7:14; Matt. 1:25; Luke 1:26-35; John 10:30; John 14:9-10; Col. 1:15-17; Col. 2:9).

We believe the Lord Jesus Christ died for our sins, according to the Scriptures, as a representative and substitutionary sacrifice, triumphing over all evil, and all who believe in Him are justified by His shed blood and forgiven of all their sins (John 1:29; Rom. 3:24-25; 2 Cor. 5:14-15; Phil. 2:9-11; Heb. 7:25-26; 1 Pet. 1:18-19; 1 Pet. 2:24).

We believe in the resurrection of the crucified body of our Lord, in His ascension into heaven and in His present life there for us as Lord of all, High Priest and Advocate (Matt. 28:6; Luke 24:38-39; Acts 2:30-32; Rom. 4:25; Heb. 9:24-26; 1 John 2:1).

We believe Jesus Christ will soon return to this earth, personally, visibly and unexpectedly, in power and great Glory to gather His elect, to raise the dead, to judge the nations and to bring His Kingdom to fulfillment (John 5:26-29; Acts 1:9-11; Rom. 8:1; 1 Cor. 15:20-26; 2 Cor. 5:10; 1 Thess. 4:13-18; Rev. 20).

### **God the Holy Spirit**

We believe the Holy Spirit indwells and gives life and comfort to all believers, enables them to understand the Scriptures, sanctifies them for godly living, and equips them for service and witness (Rom. 8:9; 1 Cor. 12:4-11; 2 Cor. 3:6, Eph. 1:13).

## **Man**

We believe God directly created Adam and Eve, the historical parents of the entire human race, and they were created in His own image, not evolved, distinct from all other living creatures and created free from sin (Gen 2:7, 15-25; James 3:9).

We believe that in Adam's sin of disobedience to the revealed will and Word of God, humans lost their innocence; incurred the penalty of spiritual and physical death; became subject to the wrath of God; and became utterly incapable of choosing or doing that which is acceptable to God apart from divine grace. The penalty of sin is death, but the gift of God is eternal life in Christ Jesus. (Gen. 2:16-17; 3:1-19; John 3:36; Rom. 3:23, 6:23; I Cor. 2:14; Eph. 2:1-3; I John 1:8).

## **Salvation**

We believe salvation is wholly of God by grace on the basis of the redemption of Jesus Christ, the merit of His shed blood, and not on the basis of human merit or works (John 1:12; Eph. 1:7, 2:8-10; I Pet. 1:18-19).

We believe out of deep gratitude for the grace of God granted to us and because our glorious God is so worthy of our total consecration, all the saved should live in such a manner as to demonstrate our love to God (Rom. 12:1-2; 1 Cor. 5:9-13; 2 Cor. 6:14-7:1; 1 John 2:15-17).

## **The Church**

We believe all who place their faith in Jesus Christ are immediately placed by the Holy Spirit into one united spiritual body, the church, the bride of Christ of which Christ is the head (1 Cor. 12:12-13; 2 Cor. 11:2; Eph. 1:22, 4:15; Col. 1:18).

We believe two sacraments have been instituted by Christ to the local church: baptism and the Lord's Supper. Christian baptism is a sign and seal that our sins are washed away through Jesus Christ. The Lord's Supper is the commemoration and proclamation of His death until He returns (Acts 2:38-42; Rom. 6:1-11; 1 Cor. 11:23-29).

## **Sin**

We believe Satan introduced sin into the human race through his temptation of Adam and Eve. All have sinned and fall short of the glory of God and are justified by God's grace as a gift, through the redemption in Christ Jesus. Satan has been defeated. Satan and all unbelievers shall be eternally punished in the lake of fire upon the final judgment of God (Gen. 3:1-15; Rom.3:23-24; Rom. 16:20).



## RELIGIOUS EMPLOYMENT CRITERIA

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ICS employs people without regard to race, color, national or ethnic origin or qualifying disability. However, as a specifically Christian school and ministry of the church, Ireton Christian School reserves the right to deny employment based on a person's religious beliefs and/or practices that are in conflict with our Statement of Faith. We reserve the right to terminate employment for the same.

To be considered for employment or to continue in employment:

- The employee must agree with Ireton Christian School's Statement of Faith.
- The employee must not practice, believe in or advocate:
  - Any so-called "Christian" religion that teaches that Jesus is not God; that Jesus and Satan are brothers; that there is no heaven and/or hell; that there is an mediator between man and God, the Father, except Jesus Christ; that salvation is based in part or in whole on good works as opposed to faith alone; that there is, after death, any intermediary state, such as purgatory, before entering heaven or hell; that keeping the Sabbath is necessary for salvation.
  - Any non-Christian religion, such as Islam, Wicca, Buddhism, Atheism, etc (this is not an exhaustive list).
  - Sexual activity outside of marriage.
  - Same-sex romantic relationships, sexual activity or marriage.
  - Co-habitation with a member of the opposite sex in a relationship that substantially constitutes or mimics a marriage relationship, even if there is not sexual activity.
  - Drunkenness, the use of any illegal drugs, or the misuse of legal drugs.

This is not meant to be an exhaustive list. Other flagrantly un-Christian attitudes or behaviors could be reason for denying or terminating employment, such as divisive behavior, disobedience to authority, lawlessness, uncontrollable temper, etc. The ones listed above are simply those that are frequently encountered in today's culture when discussing what constitutes true Christian faith and practice.

- The employee must agree that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death.

The Ireton Christian School Board and Principal will determine during employment interview whether these criteria are met. Applicants not meeting these criteria will not be employed at Ireton Christian School and employees discovered to not meet them will be discharged, all at the discretion of the Ireton Christian School Board and Principal.

**Personal Information**

**Date:** \_\_\_\_\_ **Position(s) Desired:** \_\_\_\_\_

**Name:** \_\_\_\_\_  
(Last) (First) (Middle)

**Other Last Names Reflected on Employment or Educational Records:** \_\_\_\_\_

**Present Address:** \_\_\_\_\_  
(Number and Street, PO Box) (City, State) (Zip Code)

**Permanent Address:** \_\_\_\_\_  
(Number and Street, PO Box) (City, State) (Zip Code)

**Phone Numbers:** \_\_\_\_\_ (daytime) \_\_\_\_\_ (evening)

**Email Address:** \_\_\_\_\_

**Church Membership:** \_\_\_\_\_

**Have you been previously employed by ICS? If so, when and in what capacity?**

\_\_\_\_\_  
\_\_\_\_\_

*By way of my signature (typing name), I verify I am not currently under contract with any other school for the upcoming school year.* \_\_\_\_\_

**Educational Training:** High School, College, University

Name of Institution	Years Attended	Degrees Received	Majors/Minors

**Teaching Experience:**

School	Address	Phone Number	Dates of Employment	Supervisor	Teaching Assignment, including extracurriculars	Reason for Leaving

**Professional Development Experiences: (within last three years)**

Professional Development	Description

**Student Teaching Experience: (recent graduates only)**

School	Address	Phone Number	Supervisor	Teaching Assignment, including extracurriculars

**Related or Volunteer Experiences:**

Organization	Address	Dates of Experience	Supervisor	Description of Duties	Reason for Leaving

**References:** Include two professional references who have supervised you in the educational setting and two character references (not relatives).

Name	Position	Address	Email Address	Telephone	Relationship to You

**Personal Information:**

Have you ever plead “guilty” or “no contest” to or been convicted of a crime?     yes     no  
 If yes, please explain on a separate page.

Have you ever been the subject of an investigation of an allegation of physical abuse, sexual misconduct, sexual harassment, or an offense relating to children?     yes     no

Have you ever been terminated from a position or asked to resign?     yes     no

Are you legally eligible for employment in this country?     yes     no

Is there any emotional, mental, or physical condition that you are presently experiencing or have experienced that may affect your ability to teach on a day-to-day basis?     yes     no  
 If so, please explain on a separate page.



