



Carefree Christian Academy Faculty and Staff Job Description, Faith Statement, and Position on Critical Issues

Updated 5-25-21

Carefree Christian Academy's Mission Statement

Carefree Christian Academy partners with families to provide excellence in Christ-centered academics by preparing students to live God-honoring lives.

As Christian educators we not only teach students academics and other skills, we teach and model our Christian faith. All CCA teachers, faculty, and staff in any capacity are professional educators and ministers who strive to fulfill the Great Commission (Matthew 28:16-20) and the Two Greatest Commandments (Matthew 22:36-40) – building disciples for Christ, loving God and people, and helping students grow in their faith.

Christian Educators as Ministers – Our Job Description

Christian teachers, school administrators, faculty, and staff are called by God to help raise up students in the ways of faith. Jesus, the Savior, was also a teacher. He gathered his disciples and others around him and taught with such conviction and truth that many who heard him were astonished. (Mark 6:2). His apostles, likewise, were teachers and gave witness with great power, through their words and their deeds, and gave their testimony to the resurrection of the Lord Jesus, and great grace was upon them all (Acts 4:33).

The ministry of teaching obligates the teacher to assist his or her students in understanding not only academics and electives skills, but how their subjects reveal the glory of God. Regardless of the subject, true teachers minister to their students by helping them follow Paul's admonition: "Finally, brothers and sisters, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable—if anything is excellent or praiseworthy—think about such things. Whatever you have learned or received or heard from me or seen in me—put it into practice. And the God of peace will be with you." (Philippians 4:8–9)

Teachers in a Christian school must be ever mindful that they instruct not only through rational explanation of formal subject material but even more powerfully through word, deed, example, and shared experience. Simply put, they teach the faith by modeling the faith and by modeling faithfulness. This is why all teachers, faculty, and staff, even before their first interaction with students, must subscribe to CCA's Statement of Faith. This is why all employees are required to live out a Godly example, both at school and away. Teachers must teach truth and avoid falsehood. (Ephesians 4: 25, 29)

Teachers minister to their students by providing them with faith experiences. They lead students in prayer, praise, and activities that show love for God and Christ-like love for people. (Matthew 22:36-40) Paul urged Christians to “Get rid of all bitterness, rage and anger, brawling and slander, along with every form of malice. Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.” (Ephesians 4:31-32).

Teachers also model the Christian life by being active in their own church community and by serving as an intermediary assisting their students in becoming active in their respective church communities so that those students might be further nurtured in faith with their friends and family around them. We work as a team of educators who are “fellow laborers” in the ministry of our faith and affirm that our ministry of teaching is a God-ordained vocation. (1 Corinthians 3:9)

As a member of CCA’s faculty and staff:

1. I agree that, as part of the qualifications for this position, I am a "born again" Christian who knows the Lord Jesus Christ as Savior (John 3:3, 1 Peter 1:23). I accept without verbal or mental reservations the school's Statement of Faith (attached) and am committed to upholding it. I also give testimony that teaching is a spiritual calling and that teaching in this Christian school is God’s direction for my life for this school year.
2. I agree to manifest by daily example the highest Christian virtue serving as a Christian minister and role model (1 Timothy 4:12) both in and out of school to students, parents, fellow employees, our community, and our world. (Luke 6:40) I agree that instruction is not only through rational explanation of formal subject material, but even more powerfully through the word, deed, example, and shared experience. I agree to be a role model in judgment, dignity, respect, and Christian living.
3. I agree to be a Christian role model and minister in all aspects of life – in person, online, and via social media channels. I agree not to speak against, act in opposition to, portray or post messages and communications that contradict our Statement of Faith or Position on Critical Issues. I will strive for Christian unity and to reflect Christ in all that I say and do – as an individual and electronically via social media and other sources. (1 Corinthians 1:10, Colossians 3:14, Ephesians 4:3)
4. I acknowledge that being a Christian role model and minister includes, but is not limited to, the refraining from such activities as the use of illicit drugs and the use of vulgar and profane language. Excessive use of alcoholic beverages is prohibited. (Colossians 3:17, Titus 2:7-8, 1 Thessalonians 2:10, 1 Thessalonians 5:18, 22-23, and James 3:17-18)
5. I agree to accept the CCA Pastoral Board’s interpretation of Biblical standards for my sexual behavior. That any sexual misconduct—including, but not limited to—premarital, extramarital, or homosexual activity; sexual harassment; use or viewing pornographic material or websites; and sexual abuse of children are forbidden and violates the employment requirement of being a Christian minister and role model. I agree that such behaviors are grounds for immediate dismissal from my teaching position ministering to children.

I also agree that the unique roles of males and females are clearly defined in the Scriptures and explained in our Position on Critical Issues and Statement on Marriage, Gender, and Sexuality. I agree that Romans 1:24-32 condemns the homosexual lifestyle. (Romans 12:1-2; 1 Corinthians 6:9-20; Ephesians 4:1-11, 5:3-5; 1 Thessalonians 4:3-8; 1 Timothy 4:12; 2 Timothy 2:19-22; 1 Peter 1:15-16, 2:15-17; 1 John 3:1-3)

I have read and agree with, without reservation, CCA's Statement on Marriage, Gender and Sexuality and Position on Critical Issues. I have discussed the statements with the Principal and understand that in my role as a teacher, I will also be an agent of the Gospel of Jesus Christ and must fully agree with and abide by the tenets of God's Holy Word as contained in the Holy Bible.

6. I agree to maintain membership and faithfully attend a local church whose fundamental beliefs are in agreement with the Statement of Faith of this school (Hebrews 10:25).

I affirm that I have read and will abide by this job description, and the policies set forth by the Employee Handbook, and the Student Handbook. I also agree to abide by any additions, changes, or deletions made to the school policies at the sole discretion of the Pastoral Board without prior notice during this school year. I have signed my agreement to this employee job description as a minister in the field of Christian education freely and without coercion.

Employee Signature

Date

Our Statement of Faith and What We Believe

1. ABOUT GOD

God is the Creator and Ruler of the universe. He has eternally existed in three persons: the Father, the Son, and the Holy Spirit. These three are co-equal and are one God.

Genesis 1:1,26,27; Psalms 90:2; Matthew 28:19; 1 Peter 1:2; II Corinthians 3:14

2. ABOUT JESUS CHRIST

Jesus Christ is the Son of God. He is co-equal with the Father. Jesus lived a sinless human life and offered himself as the perfect sacrifice for the sins of all people by dying on the cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended into Heaven's glory and will return again someday to earth to reign as King of Kings and Lord of Lords.

Matthew 1:22-23; Isaiah 9:6; John 1:1-5; 14:10-30; Hebrews 4:14-15; I Corinthians 15:3-4; Romans 1:3-4; Acts 1:9-11; I Timothy 6:14-15

3. ABOUT THE HOLY SPIRIT

The Holy Spirit is co-equal with the Father and the Son of God. He is present in the world to make people aware of their need for Jesus Christ. He also lives in every Christian from the moment of Salvation. He provides the Christian with power for living, understanding of spiritual truth, and guidance in doing what is right. As Christians, we seek to live under His control daily.

II Corinthians 3:17; John 16:7-13; 14:16-17; Acts 1:8; 2:4; I Corinthians 2:12; 3:16; 19:1-7; Ephesians 1:13; 5:18; Galatians 5:25

4. ABOUT THE BIBLE

The Bible is God's Word to us. It was written by human authors, under the supernatural guidance of the Holy Spirit. It is the supreme source of truth for Christian beliefs and living. Because it is inspired by God, it is the truth without any mixture of error.

II Timothy 3:16; 1:13; II Peter 1:2-21; Psalms 119:105,160; Proverbs 35

5. ABOUT HUMAN BEINGS

People are made in the spiritual image of God, to be like Him in character. People are the supreme object of God's Creation. Although every person has tremendous potential for good, all of us are marred by an attitude of disobedience toward God called "sin." This attitude separates people from God and causes many problems in life.

Genesis 1:27; Psalms 8:3-6; Isaiah 53:6a; 59:1-2; Romans 3:23

6. ABOUT SALVATION

Salvation is God's free gift to us, but we must accept it. We can never make up for our sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can anyone be saved from sin's penalty. When we turn from our self-ruled life and turn to Jesus in faith, we are saved. Eternal life begins the moment one receives Jesus Christ into his life by faith.

Romans 6:23; Ephesians 2:8-9; John 14:6; 1:12; Titus 3:5; Galatians 3:26

7. ABOUT ETERNITY

People were created to exist forever. We will either exist eternally separated from God by our sin or eternally with God through His forgiveness and salvation. To be eternally separated from God is Hell. To be eternally in union with Him is eternal life. Heaven and Hell are real places of eternal existence.

John 3:16; 5:11-13; Romans 6:23; Revelations 20:15; Matthew 1:8; 2:44

In essential beliefs..... We have unity. Ephesians 4:4-6

In non-essential beliefs..... We have liberty. Romans 14:1,4,12,22

In all beliefs..... We show love. I Corinthians 13:2

INCOMPATIBLE RELIGIONS

Carefree Christian Academy was founded by Carefree Church, a non-denominational evangelical Christian organization. We believe that the Bible is God’s only Word (Galatians 1:8, Revelation 22:18-19). Therefore, any religious beliefs that follow additional religious books or teach doctrines significantly different from those listed in our faith statement are incompatible with our beliefs at Carefree Christian Academy. Examples of incompatible religions include (but are not limited to) Mormonism/Latter Day Saints, Jehovah’s Whiteness, Seventh Day Adventist, Buddhism, Islam, etc. Families following these religious beliefs are not a good fit for Carefree Christian Academy.

STATEMENT OF FINAL AUTHORITY ON MATTERS OF FAITH AND CONDUCT

This statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Carefree Christian Academy’s faith, doctrine, practice, policy, and discipline, our Senior Pastor at Carefree Church is the school’s final interpretive authority on the Bible’s meaning and application.

I affirm that I have read and understand this summary of Carefree Christian Academy’s Statement of Faith. I am in agreement with these Christian doctrinal positions, and affirm they are in alignment with my beliefs and that I will honor and follow them and Christ to the best of my ability. I have signed my agreement as a minister in the field of Christian education freely and without coercion.

Employee Signature

Date

Our Position on Critical Issues

We believe that to serve as ministers of Christ, to carry on the mission of his church, to preserve the function and integrity of the church as the local Body of Christ, and to provide a Biblical role model to our students, families, and the community, it is imperative that all faculty and staff of Carefree Christian Academy should abide by and agree to the following statements and conduct themselves in accordance with them.

One of the strengths of Carefree Christian Academy (CCA) is its place as an interdenominational institution. The joy of sharing the person of Christ and living in unity as a body of believers is, in part, the realization that we have differences in areas nonessential to salvation and that through this recognition and acceptance we can mutually experience that which brings about patience, understanding and love among believers (Romans 15:5). It is equally important to clearly articulate our position on certain critical issues that are foundational to the mission and values of the school.

_____ FOUNDATIONAL (initial)

The Board of CCA takes a clear position in opposition to each of the following: (1) drunkenness (Eph. 5:18); (2) abortion (Lev. 18:21); (3) premarital sex/extramarital sex (I Thes. 4:3); (4) homosexuality (Rom. 1:26, 27; Lev. 18:22); (5) pornography (Ps. 101:3a); (6) Marriage outside of one biological man and one biological woman (Gen. 2:18-25).

_____ QUALIFIED (initial)

The Board of Carefree Christian Academy takes a qualified position on the following issues: (1) legal vices; (2) euthanasia; (3) divorce; (4) creation; (5) gender.

_____ Legal Vices: (initial)

There does not appear to be a clear Biblical directive regarding gambling or the use of tobacco and alcoholic beverages except in the case of drunkenness. However, inasmuch as our current society has experienced serious health and personal economic problems related to addiction to these vices, we would discourage use of alcohol or tobacco or participation in gambling.

_____ Euthanasia: (initial)

There is a wide variance of definition of the term euthanasia. The definition, which the Academy would take a stand against, would be the willful act of inducing or speeding up the death process.

_____ Divorce: (initial)

God's best for His children would have a man and a woman married only to each other for a lifetime. Inasmuch as there are different interpretations of the Biblical reasons for divorce and God's view of the same, the issue would be referred back to the individual, the home, or the church for a final decision.

_____ Creation:
(initial)

We teach that man was created by God and in His image (Gen. 1:27) and believe there is compelling evidence for Creation and the Flood (Gen. 6-8); all things in the universe were created and made by God in the six literal days of the creation week described in Genesis 1:1-2:3, and confirmed in Exodus 20:11. We believe that none of the Biblical account of Creation and the Flood needs compromising. What we teach in this regard is consistent with the Bible record.

_____ Gender:
(initial)

We embrace the Biblical teaching regarding gender identity and believe the biological gender we are born with was God's intention (Gen. 1:27; Psalm 1:39).

_____ STATEMENT ON MARRIAGE, GENDER, AND SEXUALITY
(initial)

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (Genesis 1:26-27). Rejection of one's biological sex is a rejection of God's sovereign plan for one's life. At Carefree Christian Academy, any efforts to deny one's biological sex through, for example, modes of dress, chemical intervention, or surgical procedures are impermissible.

We believe that the term "marriage" has only one appropriate meaning: the uniting of one biological man and one biological woman in a single, exclusive union, as delineated in Scripture (Genesis 2:18-25). We believe God's design for marriage is the union of one man and one woman (Genesis 2:18-25). Marriage between one biological man and one biological woman uniquely reflects Christ's relationship with His church (Ephesians 5:21-33). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Corinthians 6:18; 7:2-5; Hebrews 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of marriage between a man and a woman.

We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God (Matthew 15:18-20; 1 Corinthians 6:9-10).

We believe that in order to preserve the function and integrity of Carefree Christian Academy as part of the Body of Christ, and to provide a Biblical role model to the Carefree Christian Academy members and the community, it is imperative that all persons employed by Carefree Christian Academy in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality (Matthew 5:16; Philippians 2:14-16; 1 Thessalonians 5:22).

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Acts 3:19-21; Romans 10:9-10; 1 Corinthians 6:9-11).

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of Carefree Christian Academy.

Employee Acknowledgement and Affirmation

I affirm that I have read and understand this summary of Carefree Christian Academy's Position on Critical Issues and Statement on Marriage, Gender, and Sexuality. I am in agreement with these Christian doctrinal positions, and affirm they are in alignment with my beliefs and that I will honor and follow them and Christ to the best of my ability. I have signed my agreement as a minister in the field of Christian education freely and without coercion.

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