

# Flaming Sword International Ministries, Inc. (FSIMI) DBA Flaming Sword Daycare – Early Learning Center (FS)

---



## ABOUT US

At Flaming Sword Daycare - Early Learning Center (FS), we know that choosing the right child care is one of the most important decisions a family will make. With more than 40 years combined experience and 40 professional educators and caregivers on our team, families can rest assured we work tirelessly to deliver on our mission: Providing quality care and education – every child, every family, every day. We invite motivated and qualified individuals to explore a rewarding career at FS!

Our team is what makes FS a trusted leader in the early care and education field. We believe the happiness of our team members is directly related to our company's success and the success of the children in our care. FS offers rewarding positions to talented, knowledgeable, nurturing individuals looking to pursue rewarding careers in early education and child care.

We provide a comprehensive benefits package for eligible employees:

- Competitive compensation
- Paid time off
- Career advancement opportunities
- Professional development and training
- Positive, team-orientated environment
- Professional recognition and rewards
- Time in service recognition and rewards
- Personal recognition and rewards

Are you ready to make a difference? Then join the FS Team and give yourself a fulfilling and rewarding career!

*Mrs. Jaimie Sifford, Daycare Director*  
*Dr. Wanda Hatmaker, CEO*

## Application for Employment

(Fully complete both pages)

\_\_\_\_\_ Date of Application

**Please Print**

Social Security Number	Last Name	First Name	Middle Name
Address (street number and name)		City	County
State	Zip Code	Phone (home or where you can be reached)	Business Phone

Position Applied For: \_\_\_\_\_

Date of Birth:      /      /      (month) (day) (year) N. C. Driver's License Number \_\_\_\_\_

Have you ever been convicted of breaking a law other than a minor traffic violation?  
 YES  NO If yes, give the date and explain fully on an additional piece of paper if more space is needed

Have you ever had a Department of Social Services (DSS) substantiation?  
 YES  NO If yes, list county/State and give the date and explain fully on an additional piece of paper if more space is needed

(The offense(s) and how recently you were convicted will be evaluated in relation to the job for which you are applying.)

### Education

Circle the highest grade completed: 1 2 3 4 5 6 7 8 9 10 11 12 GED College 1 2 3 4

Schools	Name and Location	Dates Attended	Course of Study	Degree/Diploma
High School				
		to		
College or University		to		
		to		
		to		
		to		
		to		
Graduate or Professional		to		
		to		
Educational, Vocational Schools, etc.		to		
		to		
		to		
		to		

Child care training you have completed in the last three years (such as first aid, CPR, CDA, ITS-SIDS, etc.):

\_\_\_\_\_

\_\_\_\_\_

## References

List the names, addresses and phone numbers of two people we may contact as references:

## Work History

(List child care/early childhood experience first.)

Current or Last Employer			Address		
Job Title			Supervisor's Name		No. Supervised by you
Date Employed (mo/yr)	Starting Salary \$ Per	Ending Salary \$ Per	Reason for leaving	May we contact employer? yes                  no	
Date Separated (mo/yr)			Duties:		
Full Time	Years	Months			
Part Time	Years	Months			
If part time, number of hours per week					

Current or Last Employer			Address		
Job Title			Supervisor's Name		No. Supervised by you
Date Employed (mo/yr)	Starting Salary \$ Per	Ending Salary \$ Per	Reason for leaving	May we contact employer? yes                  no	
Date Separated (mo/yr)			Duties:		
Full Time	Years	Months			
Part Time	Years	Months			
If part time, number of hours per week					

I certify that I have given true, accurate, and complete information on this form to the best of my knowledge. In the event confirmation is needed in connection with my work, I authorize educational institutions, associations, registration, and licensing boards, and others to furnish whatever detail is available concerning my qualifications. I authorize investigations of all statements made in this application and understand that false information of documentation, or a failure to disclose relevant information may be grounds for rejection of my application, disciplinary action, or dismissal if I am employed, and (or) criminal action. I further understand that dismissal on unemployment shall be mandatory if fraudulent disclosures are given to meet position qualifications.

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

**Flaming Sword International Ministries, Inc. (FSIMI)**  
**DBA Flaming Sword Daycare – Early Learning Center (FS)**

---

**MORAL TURPITUDE**

(IF YOU ANSWER “YES” TO ANY OF THE QUESTIONS IN THIS SECTION, PLEASE ATTACH A SEPARATE SHEET INDICATING THE NATURE OF THE SUIT, OFFENSE, DATE, COURT, AND DISPOSITION OR OTHER APPROPRIATE EXPLANATION.)

Are you presently being investigated or under a procedure to consider your discharge for misconduct by your present employer or were you offered a resignation by your previous employer?

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

Have you ever been reprimanded, disciplined, discharged, or asked to resign from a prior position?

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

Have you ever resigned from a prior position without being asked, but under circumstances involving your employer’s investigation of sexual harassment or contact with another person, of mishandling of funds, or of criminal conduct?

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

Have you ever been charged in civil or criminal proceedings with improprieties regarding children?

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

Have you ever been convicted of any offense involving dishonesty, breach of trust, stealing, any type of moral impropriety, or any type of felony?

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

Have you ever entered a court plea of guilty, a court plea of “no contest” (nolo contendere), or has any court ever deferred further proceedings without entering a finding of guilty and placed you on probation or in a public service or education program for any criminal offense other than a minor traffic offense?

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

**CURRENT ISSUES**

Please share your personal convictions toward:

Illicit drug usage:

---

---

Sexual orientation:

---

---

Your religious affiliation: (Please check one. By law, Christian schools are allowed to ask this question.)

Protestant    Judaism    Catholicism    Islam    Agnostic    Atheist

Other (please explain) \_\_\_\_\_

---

# Flaming Sword International Ministries, Inc. (FSIMI) DBA Flaming Sword Daycare – Early Learning Center (FS)

---

## POSITION DESIRED

Please indicate 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> choice in the parentheses. Then to the right, please indicate the ages, grades or subjects in order of preference.

( ) Daycare \_\_\_\_\_  
INFANTS (0-12)                      YOUNG TODDLERS (13-24)                      OLDER TODDLERS (2 yrs.)

( ) PreSchool \_\_\_\_\_  
K3                      K4                      K5

Full time: \_\_\_\_\_ Part time: \_\_\_\_\_ Substitute: \_\_\_\_\_ Floater \_\_\_\_\_ Assistant \_\_\_\_\_ Lead Teacher \_\_\_\_\_

How did you learn about the position for which you are applying?

---

## APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that Flaming Sword Christian Academy and Flaming Sword Daycare - Early Learning Center does not discriminate in its employment practices against any person because of race, color, national or ethnic origin, age, or disability.

I hereby certify that the facts set forth in this initial application are true and complete to the best of my knowledge. I understand that discovery of falsification of any statement or a significant omission of fact may prevent me from being hired, or if hired, may subject me to immediate dismissal regardless of the time elapsed before discovery. If I am released under these circumstances, I further understand that I will be paid and receive benefits only through the day of release.

I authorize **FS** to thoroughly interview the primary references which I have listed, any secondary references mentioned through interviews with primary references, or other individuals that know me and have knowledge regarding my work record. I also authorize the school to thoroughly investigate my work records and evaluations, my educational preparation, and other matters related to my suitability for the job.

I authorize references and my former employers to disclose to the school any and all employment records, performance reviews, letters, reports, and other information related to my life and employment, without giving me prior notice of such disclosure. In addition, I hereby release the school, my former employers, references, and all other parties from any and all claims, demands, or liabilities arising out of or in any way related to such investigation or disclosure. I waive the right to personally view any references given to the school.

Since I will be working with children, I understand **FS** will conduct a criminal background check through the FBI and possibly other federal and state authorities. I agree to fully cooperate in providing any information necessary for such an investigation, and specifically authorize the school/daycare to conduct such a criminal records check. I understand and agree that any offer of employment that I may receive from the school/daycare is conditioned upon the receipt of background information, including criminal background information. The school/daycare may refuse employment or terminate conditional employment if the school/daycare deems any background information unfavorable or to reflect adversely on the school/daycare or on me.

I understand that this is only an application for employment and that employment has neither been offered nor accepted.

I understand that this application is for the School Year \_\_\_\_\_ and that should I become employed at **FS**, such employment is terminable at the will of either myself or the school/daycare.

# Flaming Sword International Ministries, Inc. (FSIMI) DBA Flaming Sword Daycare – Early Learning Center (FS)

---

I understand that I have an ongoing obligation to keep information in this application current, and that I must notify the school/daycare of any *material* changes throughout the school year.

I have read the job description of the position for which I am applying and understand that I must maintain the standards described therein. I have read the job description and essential functions for this position. Is there any reason-physical, mental, or emotional-why you might be unable to perform the duties and responsibilities of the position for which you are applying?

Yes: \_\_\_\_\_ No: \_\_\_\_\_ (If yes, please explain)

I agree that while I am employed in any position at **FS**, I will not teach, directly or indirectly, any belief or doctrine inconsistent with **FS**, even though I may disagree or have not yet formed opinions or convictions for any items contained in the Tenets of Faith.

I certify that I have carefully read and do understand the above statements.

---

Signature of Applicant/Date

*FSIMI is an Equal Opportunity employer. All qualified applicants will receive consideration for employment without regard to race, national origin, age, disability, marital status, military or veteran status. FSIMI is a 501-c (3) non-profit Christian ministry. The Equal Employment Act states, "The Act does exempt religious organizations, including churches, from the prohibition against discrimination based on religion, and the United States Supreme Court upheld the constitutionality of this provision in 1987."*