



Application for Employment President/CEO

Personal Data

Name _____
(last) (first) (middle) (maiden)

Address _____
(number & street) (city) (state) (zip code)

Home Telephone Number _____ Alternate Phone Number _____

Can you, after employment, submit verification of your legal right to work in the United States? ___ Yes ___ No

Church Affiliation

(name of church where your membership is held, and denomination) (city/state)

Confessional Concurrence

Please answer each question, and attach an explanation for any answer that is not an unqualified affirmation.

Yes___ No___ Have you read and can you whole-heartedly subscribe to either or both of 1. The Three Forms of Unity, (Heidelberg Catechism, Belgic Confession and the Canons of Dort) or 2. The Westminster Standards?

Yes___ No___ Have you read and do you agree with the statement entitled "Providence Christian College, Expectations for the President" as found below?

Yes___ No___ Have you read and do you agree with the statement titled "Statement of Purpose and Doctrine" as found below?

Yes___ No___ Have you read and do you agree with the statement entitled "Theological Distinctives" as found below?

Educational History

Name of School/College	Christian School?	City/State	Dates Attended	Degree(s) Granted

Work Experience

Please include a complete CV/Resume showing all prior work experience and education. Be sure to explain any breaks in continuous employment.

References

Give name, address, email address, and phone numbers of five references not related to you, one of which should be a pastor or elder from the church where you are currently a member.

Name	Email Address	Phone	Relationship
1.			
2.			
3.			
4.			
5.			

Essay Questions

Please attach a separate sheet to this application with answers to each question.

1. Describe your personal relationship with Jesus Christ, and how you continue to develop in this relationship; include your church background and history.
2. Describe your understanding of the Reformed faith.
3. What role should the Reformed faith and Reformed Confessions play in a Christian liberal arts college?
4. Describe your leadership experience and leadership style and how you would apply it to leading Providence Christian College.
5. What makes you passionate about the statement "Providence Christian College Its Purpose and Vision" as found in the [Preamble to the Bylaws](#), and how do you see your role as president helping the college achieve its purpose and vision?
6. What challenges do you see facing Providence specifically and Christian higher education generally over the next 5 years?
7. Briefly explain your first 100-day action plan. How would you know that you have had a successful launch to your presidency?
8. What should the president's responsibilities be in the following areas: academics, advancement, student life, finances, and community relations? How would you assess your experience and abilities in each of those areas?

Applicant's Signature

Date

Thank you for completing this application. Please return this completed application, along with a current CV/Resume, to presidentsearch@providencecc.edu, or:

Providence Christian College
Attn: Chair, Presidential Search Committee
PO BOX 93074
Pasadena, CA 91109-3074
Providence Christian College
Expectations for the President

As a Christian college committed to a Reformed theological perspective on all of life, Providence Christian College has some distinctive expectations of faculty and administrators. These include:

1. All administrators and faculty, prior to appointment and as an ongoing condition of employment, are expected to affirm that the system of doctrine taught in The Three Forms of Unity (The Belgic Confession, The Heidelberg Catechism, and The Canons of Dort) and/or The Westminster Standards (The Westminster Confession of Faith, and The Westminster Larger and Shorter Catechisms, 1789 revision) are in full agreement with the system of doctrine taught in the Bible, which is the inspired, infallible, inerrant, and unchanging Word of God. The confessional stance of the college is shaped by the following clarifications. Please inform the Search Committee during the application process of any questions or exceptions on the confessions or on these points:
 - a. The College recognizes the diversity of positions on creation described in the PCA Report of the Creation Study Committee as consistent with the Reformed confessions. Administrators or faculty whose positions on creation fall outside of those described, or who believe any of these positions are unacceptable for Christians, should make this known to the committee chair. The PCA report on creation is available at:
<https://pcahistory.org/pca/digest/studies/creation/report.html>.
 - b. Subscription to the Reformed confessions includes the sections on the administration of baptism to infants (paedobaptism).
 - c. As a non-denominational college, the college has not taken an official stance on the ordination of women.
 - d. Subscription to the confessions requires membership in and faithful attendance at a church that is Reformed in theology and practice during employment at Providence.
2. The College believes that, in keeping with its mission statement, its employees should evidence commitment, both professionally and personally, to the Lordship of Jesus Christ in education at all levels; consequently, the College requires that the minor, school-age children of its employees either be enrolled in Christian schools or be provided with a Christian home-schooled education. Elementary and high school scholarships may be provided if necessary to help meet this expectation.
3. The College upholds Christian ethical teachings, as defined in Scripture and the Reformed confessions. Specifically, administrators and faculty members are expected to support both professionally and personally the position that pre-marital, extra-marital, and same-sex sexual relations are sinful and therefore unacceptable within the College community. Candidates should inform the Search Committee in cases of divorce; reasons other than marital unfaithfulness (Matthew 19:1-12) by one's spouse or abandonment by an unbelieving spouse (1 Corinthians 7:12-14) may be problematic but will be evaluated on an individual basis. Applicants must inform the Search Committee of any of the following: criminal convictions; charges of abuse, harassment, or molestation; and a history of addiction to alcohol, drugs, pornography, sex, gambling, or other aspects of life and practice which would impact Christian testimony and leadership.

STATEMENT OF PURPOSE AND DOCTRINE

Providence Christian College belongs to Reformed Christians of various backgrounds who want their posterity to come under the covenant claims of Jesus Christ, who want the church of Christ to prosper, and who want our culture transformed for His glory. This statement of purpose and doctrine is presented here, as originally conceived by the founders of the organization, have been and continue to be, the stated theological position of Providence Christian College and are an essential part of the College.

1. Providence Christian College has as its basis for all of its activities and teaching the Holy Scriptures, the infallible, inerrant, Word of God. These Scriptures are God's inspired revelation of Himself, His work, and His plan for all of history and humankind. Because the Bible is His authoritative revelation, all things must be measured according to its standard, and all of life must be lived in obedience to it.
2. Therefore, Providence Christian College willingly submits itself to the Triune God of the Scriptures, and enthusiastically confesses that the Bible gives us the essential principles which direct our educational philosophy and task. Though God grants and expects us to use the freedom to discover, analyze, interpret, teach and apply the knowledge gained from His revelation, we employ this freedom responsibly only when our educational activity is carried out in submission to the Scriptures. The Scriptures alone are the glasses through which we can truly see, understand, interpret, and discover the character of creation, reality, and the very nature and purpose of life.
3. The Bible reveals to us that, according to His sovereign will, God the "Father through the Word, that is, through His Son, has created out of nothing heaven and earth and all creatures, when it seemed good to Him...."¹ The Bible tells us, "Through him all things were made; without him nothing was made that has been made," and "all things were created by him and for him."² The creation finds its true purpose for existence only in Christ.³ Therefore, we establish and maintain truly Christ-centered places of education which clearly and unashamedly promote a Christian world and life view in which students are taught and motivated to bring every thought into captivity and obedience to Christ.
4. The Scriptures also reveal that God in His sovereignty owns, controls, rules and cares for His creation⁴ As Reformed Christians we gladly submit to and openly confess the providence of God in all that we do, including our educational task. "We believe that this good God, after He had created all things, did not abandon them or give them up to fortune or chance, but that according to His holy will He so rules and governs them that in this world nothing happens without His direction."⁵ Therefore, in our study of the creation and of history, we not only explore the sovereign providence of God, but we also engage in this study with dependence on the regularity that God continues to maintain in His creation by His providential care.
5. The Triune God reveals Himself by His creation.⁶ Therefore, in education, as we discover the order, intricacies, beauty, and true purposes of His creation, we come to see the wisdom, power, and glory of God Himself, for God has spoken of Himself in His "eloquent book."⁷ We believe "that He has given to every creature its being, shape, and form, and to each its specific task and function to serve its Creator."⁸ This speaks of the variety within creation, each part and creature thereof required to fulfill the mandate for which God created it. Our educational endeavors must explore and appreciate both the diversity and unity within God's creation.
6. Moreover, God made all human beings in His own image, reflecting God's knowledge, righteousness, and holiness.⁹ God calls mankind to live in covenantal fellowship with and obedience to Himself. He has mandated all people to fulfill the offices of prophet, priest, and king for His glory.¹⁰ Therefore, having been made in God's image, we also possess the responsibility and privilege, as those who bear these offices, to educate ourselves and our posterity so that we

will reflect God's knowledge, righteousness, and holiness more faithfully in the fallen world.

7. Man's fall into sin resulted in a broken covenantal relationship with God. We do not and cannot fulfill our offices obediently apart from the grace of Jesus Christ. We have become totally depraved in the very core of our being so that, in our sinful nature, we "...exchange the glory of the immortal God for images..." made according to our own evil imaginations.¹¹ Because of man's fall into sin, God's creation is subject to His curse. Therefore, as God's image bearer, mankind also experiences His curse and its results: death, misery, separation from our Creator, the distortion of the image of God, hatred, pollution of heart and the universe itself.¹²
8. Christian education must recognize that the creation exhibits the consequences of our fall and that mankind's mind is darkened by sin so that we are prone to deny God. Nevertheless, God continues to reveal Himself in the creation and the conscience of men. Though sin has deeply affected every part of our being, and though the hearts and minds of unbelievers cannot understand the true meaning of life, the world, and God's purposes, fallen mankind nevertheless retains some knowledge of God, some understanding of His creation, and some awareness of God's will due to His gracious preservation of creation. Therefore, Christians may utilize the discoveries and thoughts of non-Christians when these discoveries are approached with discernment and interpreted in the light of God's word.
9. The Bible reveals to us, however, that His divine plan is to restore what has been broken and shattered by sin. Out of the fallen human race God has chosen a people for Himself in order to make them into a kingdom of royal priests.¹³ He has sent His Son, Jesus Christ, the Living, incarnate Word, as the only way of redemption for mankind and the restoration of His creation.¹⁴ He died and rose again bodily from the grave to bring His elect people by the work of the Holy Spirit into the new covenant, the covenant of grace, to restore His creation, and to reign eternally as Lord of His church and of all that He has made.¹⁵
10. Because Christ has all authority on earth and in heaven He calls His people to express and promote His saving rule everywhere in all areas of life and the creation,¹⁶ including education. Therefore, though we can only make an imperfect beginning, we seek joyfully to fulfill this servant task, by the grace of Jesus Christ, as His redeemed people while realizing that we live in a world full of unbelief and rebellion against the Creator and His commands.

¹ Belgic Confession (BC), Article 12; Psalm 19:1-4; 33:6; I Corinthians 8:6; Hebrews 11:3; Westminster Confession of Faith (WCF), IV.1

² John 1:3; Colossians 1:16

³ Romans 11:36; II Corinthians 10:5

⁴ Psalm 103:19; 104; Hebrews 1:3; Colossians 1:17

⁵ BC, Article 13

⁶ Romans 1:18

⁷ BC, Article 2; Psalm 19:1-4; WCF, IV.1

⁸ BC, Article 12

⁹ Genesis 1:27; BC, Article 14; WCF, IV.2

¹⁰ Heidelberg Catechism (HC), 31-32

¹¹ Romans 1:21-23, 3:10-18

¹² Romans 8:18-22; Genesis 3:17-19

¹³ Ephesians 1:3-14

¹⁴ John 1:1, 14

¹⁵ Ephesians 1:22-23

¹⁶ Matthew 28:18-20

THEOLOGICAL DISTINCTIVES

In addition to the Confessional Standards, the following Theological Distinctives indicate the College's understanding of, and teaching position on, certain points that could be subject to various interpretations.

1. **Sexual standards:** We believe that, for our benefit, God has provided boundaries for the expression of human sexuality. Providence Christian College has deeply held religious beliefs, based upon biblical principles and our Confessional Standards, that only marriage between one man and one woman is God's intention for the joyful fulfillment of sexual intimacy. According to the Scriptures, Christians will uphold sexual abstinence among the unmarried (1 Cor. 6:18) and the sanctity of marriage between a man and a woman (Heb. 13:4). Therefore, it is our deeply held religious belief that Scripture condemns all forms of sexual immorality such as pre-marital sex, adultery, homosexual behavior, pornography, and all other sexual relations outside the bounds of monogamous marriage between one man and one woman (Matt. 5:27-28; Rom. 1:21-27; 1 Cor. 6:9-10; Gen. 2:24; Eph. 5:31). Sexual practices that are divorced from loving, covenantal marriage relationships between a man and a woman distort God's intentions and result in sinful behavior.
2. **Protection of Human Life:** Providence Christian College has strong convictions based on Scripture that affirm the sanctity of human life, including the life of an unborn child (Gen. 1:26-31; Psalm 22:10-11; 139:13-15; Gal. 1:15; WCF 4.2; HC Q 6; BC 14).
3. **Gender and Transgender Issues:** It is Providence Christian College's deeply held religious belief that human gender is assigned by God at birth and that birth gender may not be changed (Gen. 1:27; 5:2; Matt. 19:4). A person's expression of gender should be consistent with his or her birth or biological gender. Therefore, Providence Christian College will not support persistent or conspicuous displays of cross-dressing or other expressions or actions that are deliberately discordant with birth or biological gender. Further, the college, for reasons of our deeply held religious beliefs, requires that the use of restrooms and changing facilities conform to one's birth and biological gender. We will deal with such matters within the appropriate pastoral, disciplinary, and due process procedures of the college.
4. **Creation:** Providence Christian College recognizes the diversity of positions on creation described in the Presbyterian Church in America's Report of the Creation Study Committee as consistent with the Reformed confessions. Faculty or administrators whose positions on creation fall outside of those described, or who believe any of these positions are unacceptable for Christians, should make this known to the committee chair. The full PCA report on creation is available at: <https://www.pcahistory.org/pca/digest/studies/creation/report.pdf>