



Dear Servant of the Lord,

Thank you for your prayerful consideration of employment with the Rock Church. We appreciate your interest and encourage you to pray for God's direction before proceeding in this process.

To apply for a position:

Please submit the following information via email (please send to hr@therocksandiego.org).

- 1) Employment Application (must be completed for each position you are applying for)
- 2) Resume
- 3) Responses to Current Issues Questions
- 4) Responses to Mission, Vision, Values and DNA questionnaire (see directions below)
- 5) Spiritual Gifts Test: <http://www.therocksandiego.org/giftstest/>

The application process:

Following the first cut-off date, applications received will be reviewed and sorted according to specified qualifications. Those who most closely parallel the job skills and requirements will be called and asked to enter the interview process. Those applications received after the first cut-off date will be considered in the 2nd round of applicants if a suitable candidate is not found within the first round. Once a job offer is made and accepted, the position will be closed and removed from the website.

Please thoroughly complete all items and do not hesitate to contact our office at 619.226.7625 should you have any questions.

May God bless you and guide you during this process,

The Rock Human Resources Department



Employment Application

APPLICANT INFORMATION			
Last Name:	First:	MI:	Date:
Street Address:		Apartment/Unit #:	
City:	State:	ZIP:	
Home Phone:	Cell Phone:		
Email Address:			
Position Desired:	Date Available:	Desired Salary:	
Do you desire full time or part time work?	Days and Hours Available:		
What prompted you to apply: Our purpose <input type="checkbox"/> Online Ad <input type="checkbox"/> Newspaper Ad <input type="checkbox"/> Other <input type="checkbox"/> (please explain):			
Are you a citizen of the United States?	YES <input type="checkbox"/> NO <input type="checkbox"/>	If no, are you authorized to work in the U.S.?	YES <input type="checkbox"/> NO <input type="checkbox"/>
If under 18, do you have a current work permit?	YES <input type="checkbox"/> NO <input type="checkbox"/>		
Have you ever been employed with the Rock?	YES <input type="checkbox"/> NO <input type="checkbox"/>	If so, when?	Under what name?
Have you ever been convicted of a felony?	YES <input type="checkbox"/> NO <input type="checkbox"/> If yes, please explain:		

PREVIOUS EMPLOYMENT			
Company:		Phone:	
Address:		Supervisor:	
Job Title:	Starting Salary \$	Ending Salary \$	
Responsibilities:			
From:	To:	Reason for Leaving:	
Company:		Phone:	
Address:		Supervisor:	
Job Title:	Starting Salary \$	Ending Salary \$	
Responsibilities:			
From:	To:	Reason for Leaving:	
Company:		Phone:	
Address:		Supervisor:	
Job Title:	Starting Salary \$	Ending Salary \$	
Responsibilities:			
From:	To:	Reason for Leaving:	

EDUCATION AND TRAINING

High School:	Address:
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From:	To:	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree:
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College:	Address:
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From:	To:	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree:
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Other:	Address:
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From:	To:	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree:
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On a scale of 1-5 with **5 being the highest and 1 being the lowest**, please rate your efficiency with the following:

Microsoft Word:	Microsoft Excel:	Microsoft Outlook:	Microsoft PowerPoint:
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Microsoft Access:	Fellowship Database:	Typing: Beginner <input type="checkbox"/>	Intermediate <input type="checkbox"/>	Advanced <input type="checkbox"/>
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Other management, office or administrative skills not listed above:

REFERENCES – PROFESSIONAL – PLEASE LIST 3 PROFESSIONAL REFERENCES

Full Name:	Relationship:
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Company:	Phone:
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Email Address:

Okay to Contact? YES NO If no, please explain why.

Full Name:	Relationship:
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Company:	Phone:
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Email Address:

Okay to Contact? YES NO If no, please explain why.

Full Name:	Relationship:
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Company:	Phone:
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Email Address:

Okay to Contact? YES NO If no, please explain why.

REFERENCES – MINISTRY RELATED – PLEASE LIST 3 MINISTRY RELATED REFERENCES

Full Name:	Relationship:
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Company:	Phone:
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Email Address:

Okay to Contact? YES NO If no, please explain why.

Full Name:	Relationship:
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Company:	Phone:
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Email Address:

Okay to Contact? YES NO If no, please explain why.

Full Name:	Relationship:
Company:	Phone:
Email Address:	
Okay to Contact? YES <input type="checkbox"/> NO <input type="checkbox"/> If no, please explain why.	

ADDITIONAL INFORMATION

Please use this space to provide any additional information concerning your experience or other special qualifications not listed elsewhere in this application:

PERSONAL RELATIONSHIP WITH JESUS CHRIST

It is our desire that all employees feel comfortable within the Christian environment that they will find at the Rock Church. Due to the unique nature and purpose of our organization, all employees are required to participate in ministry devotions and prayer. Also, each employee is expected to be able to share with business associates, guests and visitors about his or her experience of having a personal relationship with Jesus Christ. In light of these facts, the following information is required as an occupational qualification.

1. Have you committed to trust and follow Jesus Christ as your personal Lord and Savior? YES NO NOT SURE

If yes, since when?	If no or not sure, please go to question 3.
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2. Please give a brief statement of your personal relationship with Jesus Christ and how it began:

3. Do you regularly attend the Rock's Sunday service? YES NO

4. Do you regularly attend a small group? YES NO

If yes, who is the leader?	Leader's phone number: Leader's email address:
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5. If you do not currently attend the Rock, which church do you attend?

Church Name:	City:
Sr. Pastor:	Phone Number:

6. Please describe any current or previous ministry volunteer experience you have at the Rock or your previous church:

ACKNOWLEDGEMENT

While processing this application we may conduct routine inquiries that will provide us with pertinent information concerning your work abilities, character, general reputation and mode of living. By my signature below I authorize each employer and reference that I have listed to release to the Rock any and all information in his/her files and possession that would be pertinent to my qualifications for the position I have applied for at the Rock.

I understand that my employment with the Rock would be for no specific term and may be terminated by the Rock or myself with or without notice. I also declare by my signature below that the statements and information I have provided on this application are true and accurate to the best of my knowledge and belief. I understand that any intentional omission or misstatement of fact on this application will be sufficient cause for refusal to employ and/or cause for release.

Signature:

Date:

Current Issues Questions

We live in a pluralistic society with many conflicting beliefs and values. As a representative of the Rock, others may ask you specific questions about controversial issues. We need to know the views of those who would be biblically-based role models for our society. Please briefly share your personal convictions as a Christian toward:

1. WINE, BEER, AND OTHER ALCOHOLIC BEVERAGES:

2. SMOKING AND CHEWING TOBACCO:

3. MARIJUANA AND OTHER DRUGS:

4. SECULAR MUSIC:

5. LODGES AND SECRET SOCIETIES (I.E. MASONIC LODGE, ETC.):

6. PRE-MARITAL SEX:

7. DIVORCE AND REMARRIAGE:
8. ABORTION:
9. HOMOSEXUALITY:
10. CREATION AND/OR EVOLUTION:
11. DO YOU HAVE A PERSONAL TESTIMONY REGARDING ANY OF THE ABOVE ITEMS THAT YOU WOULD LIKE TO SHARE? (YOU MAY ATTACH AN ADDITIONAL PAGE IF NECESSARY)

Mission, Vision, Values and DNA

Below are our Mission, Vision, Values and DNA. These four areas are vital to our existence and to the accomplishment of what God has chosen the Rock to do. We encourage you to visit our website (www.therocksandiego.org) and attend a weekend service (if you have not already done so) to help you in the development of your answers.

Our greatest desire is to place individuals into positions that they are gifted in, have a passion for and are in-line with our Mission, Vision, Values and DNA. The next four questions cover these areas. **Please answer each question and limit your response to a maximum of 250 words per response.** We look forward to receiving your responses and appreciate you taking the time to complete this portion of our application. Please use additional pages if necessary.

Mission

Save, Equip and Send out a motivated ARMY of believers who provide pervasive hope while remaining true to our DNA.

1. How does the Rock's mission connect to your personal mission?

Vision

The Rock will be a global and highly trusted model of relevant and innovative evangelism.

2. How does the Rock's vision connect to your personal mission?

Values

Beliefs we hold most important.

Submitted to Jesus Christ
Excellence as a standard
Results are essential
Value and Love people
Attitudes that inspire
Nurture personal growth
Team Player
Stewardship that maximizes

3. How do you live out your life according to the Rock's values?

DNA (Distinct & uNique Attributes)

Core Attribute	Underpinings
Non-Traditional	Alive, out of the box, non-churchy, surprising
Fun	Entertaining, lively, positive, not boring
Young-minded	Contemporary, future-oriented, hip
Passionate	Enthusiastic, high energy, quick/fast
Simple/Direct	Basic, bottom line, down to earth, fearless
Transparent	Honest, no hidden agenda, straightforward
Challenging	Action-oriented, bold, practical, purposeful
Inclusive	Classless, diverse, friendly
My World Centric	Accessible, easy, personal

4. The Rock DNA (Distinct and uNique Attributes) – If selected for the position how will you keep our DNA alive?

Spiritual Gifts Tests Results

Please take the Rock Spiritual Gifts test at: <http://www.therocksandiego.org/giftstest> . After you complete the test, your test results will be emailed to you. Please copy and paste your results into the box below, in order. (HR does not receive your results automatically from the Rock Spiritual Gifts web page. The results must be submitted with your application for a complete submission.)

SPIRITUAL GIFTS TEST RESULTS (Please paste the results in this box.)