Thank you for your interest in Lighthouse Ministries and the people we serve. We are privileged to see broken lives transformed every day through the good news of Jesus Christ.

We trust that God will send the right person with all the skills and experience we need at this time. Please take the time to review this questionnaire. Use additional space as needed.

If you remain interested, please complete and return it. You may either submit the questionnaire electronically as an attachment to hhowell@lighthousemin.org or send it to Lighthouse Ministries, Inc., 215 East Magnolia Street, Lakeland, FL 33801 to the attention of Heather Howell. Thank you.

Your name: __________________________ Date: ___________
Phone(s): __________________________ Email: __________________

Our Values
Jesus Christ
Truth
Integrity
Compassion
Accountability
Discipline
Unity

1. What do these values tell you about Lighthouse Ministries (LMI)?

2. Please explain why you’d like to work for LMI.

3. We are a Christian ministry. To you, personally, who is Jesus Christ?

4. How important do you think chapel attendance and leadership meetings are for your development?
5. Tell us about your previous ministry experience/involvement.

6. If you are currently employed, why are you willing to leave? If not currently employed, why did you leave your last employer?

7. List five words or phrases that best describe you.

8. What has been the most important/valuable correction/criticism you have received?

9. Within the workplace, what has been the greatest compliment you have been given?

10. Describe your work ethic.

11. Please rate yourself in the following areas on a scale of 1-10, 1 being lowest, 10 being highest.

   Verbal Skills       Organization       
   Written Skills     Reliability       
   Attendance         Judgment          
   Inter-personal Skills  Time Management
   Problem Solving     Spiritual Maturity
   Attitude           Computer Skills   
   Solution Oriented   Team Player     

Revised January 2014
APPLICATION FOR EMPLOYMENT

Date_________________________________

Name: ______________________________________ Phone: ______________________________________

(Last) (First) (Middle)

Address ____________________________________________________________

(Street) (City) (State) (Zip)

Email: ______________________________________________________________

If you are under 18 years of age can you provide a work permit? __________________ Salary Desired: _______________________

Position(s) Applying For ________________________________________________

How did you learn of this opening? ______________________________________ Date available for work: _______________________

Type of employment desired (circle all that apply): Full-time Part-time Evenings Days

Weekends Nights Seasonal Temporary

AVAILABILITY: Please indicate the times that you are usually available for work.

<table>
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<th>Sunday</th>
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<th>Saturday</th>
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EDUCATION INFORMATION

Please circle the last year of school that you completed: 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16+

Did you complete high school?: YES ___ NO ___ DIPLOMA? YES___ NO___ GED? YES___ NO___

Name of last high school attended: __________________________________________ City & State: _______________________

Are you currently a student? YES ___ NO ___ Full Time ___ Part Time ___ Major: ________________________________

If you are a student, what is your current status? Freshman___ Sophomore___ Junior___ Senior___ Other: _______________________

Are you planning to pursue further studies? YES ___ NO ___ Explain: ____________________________________________

List other certifications, licenses, or specialized training: __________________________________________________

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<thead>
<tr>
<th>Name</th>
<th>City/State</th>
<th>Course of Study</th>
<th>Years Attended</th>
<th>Did you Graduate</th>
<th>Degree Certification</th>
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<td>College</td>
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<td>Business, Tech or Trade</td>
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Revised August 2015
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<tr>
<th>Employer</th>
<th>Phone Number</th>
<th>Address</th>
<th>Job Title</th>
<th>Dates of Employment: From  (mo/yr)  To  (mo/yr)</th>
<th>Salary: start  end</th>
<th>Duties and Responsibilities</th>
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Reason for leaving:

Please write the number(s) of any employer(s) you do not want us to contact:  ____________
If your name has changed or you have gone by another name during any periods of employment, please list name(s):

Can you, upon conditional offer of employment, provide genuine documentation establishing identity and eligibility to be legally employed in the United States? ________ Have you ever been convicted of a felony? ____________________

If yes, give dates and explain ____________________________________________________________

**CONVICTION WILL NOT NECESSARILY DISQUALIFY AN APPLICANT FROM EMPLOYMENT.**

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<tr>
<th>Name</th>
<th>Phone Number</th>
<th>Occupation</th>
<th>Years Known</th>
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**REFERENCES**

*List three personal references not related to you.*

Please use the space below to share your Christian testimony; you may use additional paper as needed.
I hereby certify that the information contained in this application form is true and correct to the best of my knowledge and agree to have any of the statements checked by LIGHTHOUSE MINISTRIES, INC. or any of its agents unless I have indicated on this form to the contrary.

I understand and agree that:
- Any misrepresentation, falsification, or material omission of information on this application may result in my failure to receive an offer or, if I am hired, in my dismissal from employment.
- All offers of employment are conditioned on the provision of satisfactory proof of an applicant’s identity and legal authority to work in the USA.
- A routine inquiry may be made during the processing of this application and I authorize Lighthouse Ministries, Inc. and their representatives to consult with administrators/supervisors/references and academic institutions with which I have been associated and with others who may have information bearing on my professional competence.

I release from liability LIGHTHOUSE MINISTRIES, INC. as well as any and all individuals, corporations or organizations for furnishing such information.

I understand that because LIGHTHOUSE MINISTRIES, INC. is a Christian organization whose purpose it is to share the gospel of Jesus Christ; employment with LIGHTHOUSE MINISTRIES, INC. is subject to acceptance, agreement, and subscription to the Lighthouse Ministries, Inc. Qualification for Employment, Mission Statement, Vision Statement, Core Values and Four Pathways to Progress.

In consideration of my employment, I agree to conform to the rules and standards of LIGHTHOUSE MINISTRIES, INC. and that my employment and compensation can be terminated AT WILL, with or without cause, and with or without notice, at any time, either at my option or at the option of LIGHTHOUSE MINISTRIES, INC..

__________________________  __________________________
(Signature)  (Date)

LIGHTHOUSE MINISTRIES, INC. is a 501 (c)3, charitable, non-profit, Christian organization. As such, LIGHTHOUSE MINISTRIES, INC. exercises our legal rights as it relates to discrimination because of religious beliefs under a BFOQ. It is the policy of LIGHTHOUSE MINISTRIES, INC. to grant equal opportunities for employment to all qualified individuals without regard to race, color, sex, age, national origin, handicap or marital status.

For LIGHTHOUSE MINISTRIES, INC. Use Only

APPLICATION RECEIVED BY: ___________________________  DATE: ___________________________

ROUTED TO: ___________________________  DATE: ___________________________  POSITION: ___________________________

ROUTED TO: ___________________________  DATE: ___________________________  POSITION: ___________________________

ROUTED TO: ___________________________  DATE: ___________________________  POSITION: ___________________________

HIRED? YES ___  NO ___  POSITION: ___________________________  START DATE: ___________________________

COMMENTS:
Qualifications For Employment

Every position within Lighthouse Ministries, Inc. (LMI) requires specific qualifications particular to that area of service. Qualifications, duties and responsibilities are listed in the job description for each position. Jesus said that our first and greatest commandment is to love the Lord our God with all our heart and with all our soul and with all our mind. And second, we are to love our neighbors as ourselves (Matthew 22:36-39). Therefore, staff should strive to treat one another, clients, donors, vendors, and the public in general as we do ourselves. Jesus said all the Law and the Prophets hang on these two commandments (Matthew 22:40).

Lighthouse Ministries Inc. staff members should hold to the highest possible standards of Christian conduct in all areas of life. We should be living examples of what we teach. It is critical to the ministry that every staff member live above reproach and represents the Lord and LMI with the highest level of Christian professionalism. We are ambassadors for Lighthouse ministries, Inc. wherever we are. Who we are has a more powerful impact on the lives of our clients than anything that we can do for them. We must be living examples of what we teach and avoid hypocrisy. The conduct and activities of LMI staff should reflect obedience and respect to Jesus Christ and sensitivity to the Christian community and the people we serve.

Staff members of Lighthouse Ministries Inc. must adhere to the following standards upon hire and continuously, while employed by LMI:

1. Be a disciple of and have a personal relationship with the Lord Jesus Christ, expressed by a personal testimony and evidenced in daily life. (see Colossians 1:10, Ephesians 4:1, John 15:4, II Peter 3:18a)

2. Maintain a lifestyle consistent with Biblical standards as reflected in Christ-like character and conduct (see Matthew 5:16, James 4:17, Romans 14:12-13)

3. Regularly attend and participate in a locally recognized Christian, evangelical, Bible-believing church. (see Hebrews 10:24-25)

4. Have a genuine concern for the salvation of souls and the spiritual welfare of LMI guests and clients; be committed to provide the highest quality of work and care on a daily and on going basis. (see John 3:16, I Corinthians 15:58, Colossians 3:23-24, Matthew 25:37-40, Hebrews 6:10-12, I Corinthians 3:13)

5. Embrace the LMI Mission Statement, Vision Statement, Core Values, and Pathways to Progress. (See the scripture references for each.)
6. Abstain from involvement with and/or use of illegal substances and from taking prescribed substances differently than prescribed by a physician realizing that the body is the temple of the Holy Spirit. (see I Corinthians 6:19, Romans 14:13—23)

7. LMI employees are not permitted to consume or possess alcohol or tobacco while on duty or while representing LMI in any capacity. In addition, LMI employees are not permitted to use or possess alcohol or tobacco at or around any LMI facilities, property, events, functions or vehicles. LMI believes that those called to ministry are called to higher standards of living, particularly since we minister to those who have been enslaved by and often continue to struggle with addiction. (see Eph. 4:12-24; 1 Timothy 4:6-12; 2 Tim. 2:15)

8. Make every effort to practice financial integrity. (see Hebrews 13:5, Matthew 6:21, Matthew 22:21b)

9. Maintain a lifestyle that is free from sexual sin. (see I Corinthians 6:18-20, Hebrews 13:4)

10. Have a teachable spirit and be committed to unity, teamwork, and respect for LMI policies, staff and leadership. (see Romans 12:2, Hebrews 13:17, I Thessalonians 5:12-13, John 13:34-35)

11. Pursue and hold in highest regard the Biblical instruction concerning family and marriage responsibility. (see I Timothy 3:4-5, Ephesians 5:21 – 6:4, Proverbs 22:6)

12. Seek to communicate openly and honestly with one another, accepting responsibility for words and actions, striving to speak only that which edifies in order to promote and maintain unity. (see Ephesians 4:25-29, Philippians 2:1-2, John 13:34-35)

In areas of Christian liberty, LMI strongly encourages all staff members to consider Paul’s exhortation in I Corinthians 10:23-24, “Everything is permissible — but not everything is beneficial. Everything is permissible — but not everything is constructive. Nobody should seek his own good, but the good of others.” (NIV) * We must be careful that, in exercising our freedoms in Christ, we do not hurt or hinder those whom we are, in fact, trying to help and serve. In Romans 14:13b Paul encourages us “…make up your mind not to put any stumbling block or obstacle in your brother’s way.” Carefully consider how our individual behavior might impact the well being of ourselves, our coworkers, or our clients.

* Unless otherwise noted, all Scripture quotations are from THE HOLY BIBLE, NEW INTERNATIONAL VERSION, Copyright © 1973, 1978, 1984 International Bible Society. Used by permission of Zondervan. All rights reserved.

______________________________________________
Signature Date
______________________________________________
Print Full Name