



# Matamata Christian School

## INTRODUCTION

Matamata Christian School is an integrated full primary school, set within the beautiful township of Matamata.

The school teaches the New Zealand curriculum from a Biblical perspective. The Special Character of the school pervades every aspect of its functioning.

The school builds a culture of Christian faith and high quality learning. Staff work hard to ensure that our students develop academic and physical excellence, are able to articulate their faith and develop a discipleship heart. A special feature of the school is the strong school community support it receives.

The learning foci in 2023 is around developing written language, service-learning and permaculture. Bible development and continuing to lift Mathematics pedagogy is an ongoing area of development. A commitment to taking part in all school professional development is an expectation.

Matamata Christian School has four classes and a roll of 78 students for the start of next year. We are expecting this to grow.

## POSITION

Due to our Year 7/8 teacher going on sabbatical in Term 1 we have an opportunity for a fixed-term, full-time position for all of Term 1 2023. This will be at Year 7 - 8 level.

We are looking for a skilled and talented teacher who will fit in to our highly respected team. This position exists for a teacher who has excellent teaching skills, is a reflective practitioner and believes they have a call for teaching in a Christian school. While it is not necessary to have taught in a Christian school before, having a strong desire to raise students with a heart after God's heart is an important goal. An incoming teacher is not expected to know everything but must, as a pre-requisite of employment, be prepared to buy into the teaching philosophy and professional development programme being developed in the school and be very willing to learn. The teacher we are looking for should have good curriculum knowledge and always be eager to develop their teaching pedagogy. They must be enthusiastic, flexible, be a team player, willing to see their work as a mission and have a strong desire to see students do well academically, physically and spiritually.

During the term you will be teaching about New Zealand history and help run a four-day class history trip to Northland visiting Russell, Waitangi, Kerikeri and Marsden Cross. This is a special and powerful part of our programme.

Our classrooms are well resourced and the successful applicant will have a classroom with modern classroom furniture, an Interactive TV, and students who have their own iPads.

Our Year 7 - 8 class is seen as a very important strategic step within the school for helping prepare students for College and fulfilling our vision statement – equipped for life, prepared for eternity.

The school has been developing a strong culture and is driven to succeed. If this sounds like an environment you could work passionately in we would like to hear from you.

This position is for Term 1 of 2023.



# Matamata Christian School

## JOB APPLICATION

APPLICATIONS CLOSE: 4PM Thursday 1 December 2023

### PERSONAL DETAILS:

Name: \_\_\_\_\_

JOB LEVEL: Year 7 - 8

WHAT MAKES YOU PARTICULARLY SUITED TO THIS JOB? (It is okay to also talk about how this position may suit your circumstances).

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WHAT STRENGTHS COULD YOU BRING TO THE SCHOOL?

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HOW DO YOU MEET THE SPECIAL CHARACTER OF THE SCHOOL?

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PLEASE EXPLAIN YOUR BELIEFS ABOUT CREATION AND EVOLUTION?

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Please read through and sign the Statement of Faith attached to the following Employment Policy.



# Matamata Christian School

## EMPLOYMENT POLICY

(Updated and adopted 18<sup>th</sup> October 2022)

### **Basis:**

Clause 9.2 of the Constitution of Peria Christian Education Inc (The Constitution) refers to teaching staff of integrated schools and states -

1. The Principal and all members of the teaching staff are expected to declare their unconditional acceptance of the educational and doctrinal principles as set forth in clauses 3 Objects, 4 Basis and 11 Statement of Faith herein (of the PCE constitution). They are expected to be scripturally sound in their teaching and lead a sanctified life.
2. The Principal and all teaching staff are expected to be members of the Association.
3. It shall be a condition of appointment of the principal and all members of the teaching staff that they shall accept and recognise a responsibility to maintain and preserve the Special Christian Character of the integrated school/s.

Clause 15 of the deed of agreement between the Association and the Crown dated May 1998 headed "Special Character Agreement" declares – *That the school shall, at all times in the future, be conducted and operated so as to maintain and preserve the school's Special Character and these presents (within the deed of agreement) shall be interpreted so as to maintain and preserve the Special Character of the school.*

Clause 16 headed "Special Character Definition" sub-clause ii) *The Special Character of the School is determined by the Christian beliefs and values held by the Peria Christian Education Incorporated governed by an elected Proprietor (The Proprietor Board)*, empowers the Association Proprietor Board to define the Special Christian Character of the School. The definition of the Schools Special Character is contained in the Peria Christian Education Inc, (the Association) Special Character Definition Policy, which includes a definition of both gender and marriage. (See Employment Opportunities Policy Appendix 1 Page 3 of 4)

Biblical equality is appropriately captured in the following scriptures: Galatians 3:28 There is neither Jew nor Greek, there is neither slave nor free, there is no male and female, for you are all one in Christ Jesus. Romans 2:11 For God shows no partiality. Genesis 1:27 So God created man in his own image, in the image of God He created him, male and female He created them.

### **Policy purpose:**

1. To ensure that the employment process and employment relationships reflect the Biblical guidelines set out above.
2. To ensure that within employment, there is no conflict with the Schools Special Christian Character.
3. To ensure biblical equality in employment.
4. To ensure employment contract and provisions are met.

**Policy:**

1. Prior to being offered any teaching position at Matamata Christian School, and thereafter annually prior to the end of any school year, the applicant shall confirm their acceptance of both the Statement of Faith and definition of "Special Character" of Peria Christian Education Inc, and confirm their eligibility for membership of the Association, by signing the Matamata Christian School attestation. (Appendix 1 to this policy)
2. That any current and prospective employee is never discriminated against on the basis of outward characteristics such as race or ethnicity (Gen 1:26, Acts 17:26), biological sex (Gen 1:27-28, Gal 3:28), age (1 Tim 4:12), Ps 92:14) or disability– for God looks at the heart (1 Sam 16:7) (John 7:24), nor personal preferences such as location of residence or political or denominational views, so long as they aren't held in conflict with the Special Christian Character of the school.
3. The school will run an annual appraisal process for all staff involved in the teaching of students at the school.
4. Classroom Release Time (CRT), as specified in the Teachers' Collective Contract, will be provided to all teachers employed for 0.8 or more.

**Matamata Christian School Staff Attestation.**

**AND**

**Application for membership of the Peria Christian Education Inc.**

By signing this form, you are confirming your acceptance of both the Statement of Faith and definition of "Special Character" of Peria Christian Education Inc, and confirming your eligibility for membership of the Association under Clause 5.2 of the Association Constitution, all contained within this appendix (Appendix 1).

Please have your attestation confirmed by a Pastor, Elder or similar position holder in a Christian Church, a previous employer or a close relative or friend.

**Applicant:**

- I am a member of Peria Christian Education Inc. (If ticked, please action boxes three and four only. Confirmation not required)
- Subject to being offered, and accepting, a teaching position at Matamata Christian School, I hereby apply for membership of the Peria Christian Education Inc. (Unless already a member)
- I confirm that I have read both the Statement of Faith and definition of Special Character, and had time to ask questions. I attest my agreement with and acceptance of both the Association Statement of Faith and definition of Special Character. I understand that the beliefs, principles and practices contained therein will be lovingly, respectfully, and compassionately taught, practiced and promoted throughout all of school life.
- I confirm my eligibility for membership of the Association under Clause 5.2 of the Constitution, all contained below within this appendix.

**Signature of applicant**

Signed: \_\_\_\_\_

Name: \_\_\_\_\_

Email: \_\_\_\_\_

**Confirmation**

I hereby confirm that to the best of my knowledge and observations, the applicant noted above has been truthful in signing this attestation.

Signed: \_\_\_\_\_ Name: \_\_\_\_\_

Relationship/Position: \_\_\_\_\_

Contact Telephone number: \_\_\_\_\_

# Peria Christian Education Inc

## Statement of Faith

### Holy Scripture and Education

By faith we confess the books of the Old and New Testaments to be the divinely inspired, inerrant Word of God (2 Tim. 3: 16,17), the only absolute rule for all faith and conduct, and therefore also for the education of our children at home and at school.

### Christian Parents and Education

As believing parents we have Christ's comforting assurance for our children that theirs is the Kingdom of Heaven and that He will bless them when we bring them to Him (Mark 10: 13-16). Expecting the fulfilment of His promise and obeying the command of His apostle, we endeavour to "bring our children up "in the discipline and instruction of the Lord" (Eph.6:4):

Since the responsibility for this task has been placed on our shoulders as parents, we gladly accept responsibility for that part of the education which takes place outside our homes in the school. We consider the establishment of Christian Schools, which are to assist us in the work of Christian nurture and education, to be our duty and God-given privilege.

### Christian Schools

As Christ is the Saviour and Lord of the whole human life (Matt. 28:18\_ Eph. 1:20-22 Co. 1: 16, 17), we understand by a Christian School such an educational institution as one in which not only is Christ honoured by prayer and study of the Bible, but in which all subjects are taught by the light of God's revelation in Jesus Christ contained in the Old and New Testaments.

For such a Christian School, we, as parents, claim all freedom in the field of education as long as this education takes place in obedience to the requirements of God's Word and in adherence to legitimate governmental standards and provisions.

### God and Creation

All things were created by God so that "what is seen was not made out of what was visible" (Hebrews 11:3). God created them in, through and for Christ, (Col. 1:15-17), by His word and Spirit, (Gen. 1; Psa, 33:6), to the glorification of His Holy Name (psa. 8; Psa, 19:1-4; Rom. 11:36). It is also by God's hand, power and care that all created things are preserved and controlled (Psa; 99; Matt. 6:24f; Acts 17:24f). In order to understand world, man and history, we must see them in their relationship to God as the Bible speaks of them.

### The Bible and Sciences

Creation as well as Scripture has been brought forth by the one God of Truth. Therefore, any seeming discrepancy between the Bible and Science can only be due to human error either in science or in the interpretation of Scripture. Science is truly scientific when both nature and Scripture are taken seriously.

### Man

Man was created in the image of God to enjoy true communion with his Creator (Gen. 1 :26f; Acts 17:26f), Man was instructed to exercise dominion over the world in strict and loving obedience to God, to interpret all reality in accordance with His design and law and to reflect in his person and works the excellence of his Maker (Gen. 1:28f; Psa. 8:4f; Rom. 1:20).

## Sin

By disobeying God's law and forsaking his office, man estranged himself from God and his neighbour and brought God's curse upon himself and upon all creation (Gen. 3:16-19; Rom. 8:19f). He also became blind to life's true meaning and purpose, misused his knowledge and abilities, adhered to man-centred philosophies, and made himself false gods of his own imagination and desires (Rom. 1: 18f).

## Christ

Jesus Christ, the second Person of the Holy Trinity, is God incarnate, the Word became flesh (John 1:1-14). Laying down His life for His sheep (John 10:10-15), He paid the penalty of sin for them, being a ransom for all who truly believe in Him (Matt. 20:28; Rom. 5:6f; 1 Tim. 2:5-6).

Risen from the dead in His physical body (Luke 24:36-43), and having ascended to the throne of Heaven, He is the King of the Universe (Matt. 28:28, 1 Pet. 3:22). By His Word and Spirit He rules in grace over all true believers.

Redeeming their life in its entirety, renewing them after His image and restoring them to fellowship with God and their fellow men, He seeks to make them obedient to God's will in all spheres of life (Rom. 8: 1-17).

## The Holy Spirit

The Holy Spirit, the third Person of the Holy Trinity (2 COL 13: 13), the divine source of all created life (Gen. 1 :2; Psa. 104:30), is also the source of Faith in Christ, the true, spiritual knowledge and of a new sanctified life in grateful obedience to God's will (John 3:3f; 1 Cor. 2:9f; 12:3; Eph. 3:14t).

Since, therefore, the fruit of all Christian education depends on the gracious operations of the Holy Spirit, both parents and teachers are to perform their task with constant prayer that the Spirit may enable them to be good instruments in His hands for bringing the children up in the discipline and instruction of the Lord, and that He may so bless their work that the children come to know the Lord Jesus Christ as their personal Saviour and Lord, whom to follow and serve in all spheres of life as their greatest privilege and joy.

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## **Peria Christian Education Inc Special Character Definition Policy**

(Adopted 6<sup>th</sup> November 2014)

(Reviewed and adopted 22 September 2022)

## Basis:

Clause 15 of the deed of agreement between the Peria Christian Education (The Association) and the Crown dated May 1998 headed "Special Character Agreement" declares – *That the school shall, at all times in the future, be conducted and operated so as to maintain and preserve the school's Special Character and these presents (within the deed of agreement) shall be interpreted so as to maintain and preserve the Special Character of the school.*

Clause 16 headed "Special Character Definition" sub-clause ii) *The Special Character of the School is determined by the Christian beliefs and values held by Peria Christian Education Incorporated governed by an elected Proprietor*, empowers the Association Proprietor Board to define the Special Christian Character of the School.

Clause 11 of the Constitution of the Association contains the Statement of Faith (Appendix 1 to this policy) upon which the Associations beliefs and values are based.

Clause 12 of the Constitution empowers the Association Proprietor Board to decide on the interpretation of any clauses contained in the Constitution.

## Policy purpose

This policy is intended to provide clarity regarding the Special Christian Character of Matamata Christian School.



**Definitions:**

**Marriage:**

Marriage is Biblically defined as being between one man and one woman (Gen 2:24, 1 Cor 7:2-16, Eph 5:23-33, Matt 19:5-6). It is recognised as being one person united to a person of the opposite sex as husband and wife in a covenantal, consensual and contractual relationship recognised in law.

**Gender:**

The Bible is clear that in the beginning God created mankind as male and female (Gen 1:27) and this portrayal is based on, amongst other things, the physical ability of the male and female together to procreate (Gen 1:28). As gender is God given (Psalm 139: 13-16) and there is nothing in scripture to indicate any difference between the anatomical and any other type of identity, the term “gender” is limited to the two separate and distinct sexes, male and female.

**Policy:**

The basis of the Associations beliefs and values shall always be the Statement of Faith contained in the constitution of the Association (Appendix 1 to this policy).

The definitions contained in this policy shall constitute sacredly held values and beliefs, and shall add clarity to the above mentioned statement of faith.

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**Association Membership:**

Clause 5.2 of the Constitution of The Association states that eligibility for membership shall be open to such persons over the age of eighteen years who:

1. are interested in furthering the Objects of the Association,
2. must be members and regular attenders of a Church whose doctrine is in agreement with the Statement of Faith of this constitution,
3. declare their agreement with the Objects of the Association,
4. agree with and accept the statement of faith,
5. agree to abide by this constitution,
6. indicate clearly their acceptance of Christ personally as Saviour and Lord, and
7. give evidence to the satisfaction of the Board of Trustees or it’s delegated representatives that they are leading lives compatible with Christian Principles.

Clause 5.3 of the constitution states that full membership shall be open to any person or persons or any body corporate who believe in it’s basic principles, who wish to foster the objects of the Association and who, before admission as members, subscribe in writing to the principles as set out in paragraph 5.2 and to the Statement of faith (Section 11) and annually thereafter, be prepared to re-affirm their commitment.