



**TEEN CHALLENGE OF ARIZONA, INC.**  
**STATE CORPORATE OFFICE**  
 8464 N Oracle Rd. Tucson, AZ 85704  
 PO Box 5966, Tucson, AZ 85703  
 P: (520) 292-2273 | F: (520) 292-2257  
 Email: [jobs@tcaz.org](mailto:jobs@tcaz.org)  
 Attention: *Human Resource Manager*

| <b>Employment Application Cover</b>  |   |   |
|--|---|---|
| <b>Applicant Name:</b>   | <b>Date:</b>  |   |
| <b>Position Desired</b>  |   |   |
| Applications & resumes are accepted only for positions currently available. See JOB OPPORTUNITIES (TCAZ, Inc.az.org) for openings. |   |   |
| <b>Position Applying For:</b>  |   |   |
| <input type="checkbox"/> <b>Full Time</b>  | <input type="checkbox"/> <b>Part Time</b>   | <input type="checkbox"/> <b>Temporary</b> |
| Please select one of our Arizona locations below, click box to select:   |   |   |
| <input type="checkbox"/>   | <b>Christian Life Ranch</b> (Male 18+)  |   |
| <input type="checkbox"/>   | <b>Greater Phoenix Men’s Induction Center</b> (Male 18+)                            |   |
| <input type="checkbox"/>   | <b>Home of Hope</b> (Women and Women with Children) (Female 18+)                    |   |
| <input type="checkbox"/>   | <b>Springboard Home for Youth in Crisis</b> (Female 12 – 17 years of age)           |   |
| <input type="checkbox"/>   | <b>Tucson Men’s Induction Center</b> (Male 18+)                                     |   |
| <input type="checkbox"/>   | <b>State Corporate Office</b>   |   |
| <b>OFFICE USE ONLY</b>   |   |   |
| Date Received:   | Received By:  |   |
| Date Referred:   | Referred To:  |   |
| Interview Date:  | Interview By:   |   |
| Interview Date:  | Interview By:   |   |
| Applicant Statement Signed: <input type="checkbox"/> YES <input type="checkbox"/> NO   | Statement of Faith Signed: <input type="checkbox"/> YES <input type="checkbox"/> NO |   |
| Hire: <input type="checkbox"/> YES <input type="checkbox"/> NO   | Position:   | Start Date:                               |

|                 |
|-----------------|
| Revised 11/2021 |
|-----------------|



**TEEN CHALLENGE OF ARIZONA, INC.**  
**STATE CORPORATE OFFICE**  
 8464 N Oracle Rd. Tucson, AZ 85704  
 PO Box 5966, Tucson, AZ 85703  
 P: (520) 292-2273 | F: (520) 292-2257  
 Email: [jobs@tcaz.org](mailto:jobs@tcaz.org)  
**Attention: Human Resource Manager**

| Employment Application  |  |                                  |                               |   |                                |  |                              |                              |
|---|--|----------------------------------|-------------------------------|---|--------------------------------|--|------------------------------|------------------------------|
| Position Applying For:  |  |                                  |                               | Date:   |                                |  |                              |                              |
| Name:   |  |                                  |                               |   |                                |  |                              |                              |
| Street Address:   |  |                                  |                               |   |                                |  |                              |                              |
| City:   |  | State:                           |                               |   | Zip:                           |  |                              |                              |
| Preferred Phone:  |  |                                  |                               | Email:  |                                |  |                              |                              |
| Are you legally eligible to be employed in the United States? <small>Proof of identity and eligibility will be required upon employment.</small>  |  |                                  |                               |   |                                | <input type="checkbox"/> YES   | <input type="checkbox"/> NO  |                              |
| Are you at least 18 years of age?   |  |                                  |                               |   |                                | <input type="checkbox"/> YES   | <input type="checkbox"/> NO  |                              |
| Do you have a valid Arizona driver's license? <small>This question applies to all positions that require driving/travel.</small>  |  |                                  |                               |   |                                | <input type="checkbox"/> YES   | <input type="checkbox"/> NO  |                              |
| Do you have a valid DPS Class 1 Fingerprint Clearance Card?   |  |                                  |                               | <input type="checkbox"/> YES<br><input type="checkbox"/> NO |                                | Expiration Date:   |                              |                              |
| Are you able to perform the essential functions of the position for which you are applying with or without reasonable accommodation? <small>(This question is not designed to elicit information about an applicant's disability. Please do not provide information about the existence of a disability, particular accommodation, or whether accommodation is necessary. These issues may be addressed at a later state to the extent permitted by law.)</small>                     |  |                                  |                               | <input type="checkbox"/> YES<br><input type="checkbox"/> NO |                                | <input type="checkbox"/> I require information about the job's essential functions to respond. |                              |                              |
| Have you been convicted of any criminal offense other than traffic violations within the past seven years?  |  |                                  |                               |   |                                | <input type="checkbox"/> YES   | <input type="checkbox"/> NO  |                              |
| Are you presently charged with any violations of the law other than traffic violations?   |  |                                  |                               |   |                                | <input type="checkbox"/> YES   | <input type="checkbox"/> NO  |                              |
| Have you been released from confinement following a conviction for any criminal offense within the last seven years?  |  |                                  |                               |   |                                | <input type="checkbox"/> YES   | <input type="checkbox"/> NO  |                              |
| <b>If you answered "yes" to any of the preceding questions, please provide the date, place and nature of each such conviction or pending charge.</b> <small>(The existence of a conviction or pending charge will not necessarily preclude you from employment; the nature of the crime and its relationship to the employment position, the degree of rehabilitation that has occurred and the time elapsed since the crime or release from confinement will be considered.)</small> |  |                                  |                               |   |                                |  |                              |                              |
| Date:   |  | Place:                           |                               |   | Conviction/Pending Charge:     |  |                              |                              |
| Days Available:   |  | <input type="checkbox"/> Mon     | <input type="checkbox"/> Tues | <input type="checkbox"/> Wed                                | <input type="checkbox"/> Thurs | <input type="checkbox"/> Fri   | <input type="checkbox"/> Sat | <input type="checkbox"/> Sun |
| Best Time of Day:   |  | <input type="checkbox"/> Morning |                               | <input type="checkbox"/> Afternoon                          |                                | <input type="checkbox"/> Evening   |                              |                              |
| Can you work overtime if required?  |  |                                  |                               | <input type="checkbox"/> YES                                |                                | <input type="checkbox"/> NO  |                              |                              |
| Have you ever been employed by Teen Challenge of Arizona?   |  |                                  |                               |   |                                | <input type="checkbox"/> YES   | <input type="checkbox"/> NO  |                              |
| If "YES" provide position:  |  |                                  |                               |   |                                |  |                              |                              |
| Dates employed:   |  |                                  |                               |   |                                |  |                              |                              |
| Do you have any relatives employed by Teen Challenge of Arizona? If "YES" who?  |  |                                  |                               |   |                                | <input type="checkbox"/> YES   | <input type="checkbox"/> NO  |                              |
| How were you referred to us?  |  |                                  |                               | If referred by a current employee, who?                     |                                |  |                              |                              |

## Employment Experience

Please list your current/most recent employer first, and all employment during the last ten years. You may attach as resume' to provide additional information; however, the area below must be completed. Submitting an incomplete employment application could disqualify you from further consideration.

**Employer:**

**Address:**

**Phone:**

**Job Title:**

**Supervisor:**

**Dates Employed**

From:

To:

**Ending Hourly/Salary Rate:**

**Duties:**

**Reason for leaving:**

**May Teen Challenge of Arizona contact this employer for a reference?**

YES

NO

**Employer:**

**Address:**

**Phone:**

**Job Title:**

**Supervisor:**

**Dates Employed**

From:

To:

**Ending Hourly/Salary Rate:**

**Duties:**

**Reason for leaving:**

**May Teen Challenge of Arizona contact this employer for a reference?**

YES

NO

**Employer:**

**Address:**

**Phone:**

**Job Title:**

**Supervisor:**

**Dates Employed**

From:

To:

**Ending Hourly/Salary Rate:**

**Duties:**

**Reason for leaving:**

**May Teen Challenge of Arizona contact this employer for a reference?**

YES

NO

**Employer:**

**Address:**

**Phone:**

**Job Title:**

**Supervisor:**

**Dates Employed**

From:

To:

**Ending Hourly/Salary Rate:**

**Duties:**

**Reason for leaving:**

**May Teen Challenge of Arizona contact this employer for a reference?**

YES

NO

**Have you ever been discharged from a job or forced/asked to resign?**

YES

NO

**If yes, please explain:**

**Please explain any gaps in employment; other than those due to personal illness, injury or disability:**

## Educational Background

### HIGH SCHOOL

|                     |                          |     |                          |    |                                 |
|---------------------|--------------------------|-----|--------------------------|----|---------------------------------|
| High School Diploma | <input type="checkbox"/> | YES | <input type="checkbox"/> | NO | If no, highest grade completed: |
| GED                 | <input type="checkbox"/> | YES | <input type="checkbox"/> | NO | Year received:                  |

### COLLEGE

|                  |  |
|------------------|--|
| Name of School:  | Location:  |
| Course of Study: | Did you Graduate? <input type="checkbox"/> YES <input type="checkbox"/> NO |
| Degree:          | Years Completed:   |

### GRADUATE SCHOOL

|                  |  |
|------------------|--|
| Name of School:  | Location:  |
| Course of Study: | Did you Graduate? <input type="checkbox"/> YES <input type="checkbox"/> NO |
| Degree:          | Years Completed:   |

### VOCATIONAL TRAINING

|                  |  |
|------------------|--|
| Name of School:  | Location:  |
| Course of Study: | Did you Graduate? <input type="checkbox"/> YES <input type="checkbox"/> NO |
| Degree:          | Years Completed:   |

## Skills and Qualifications

Please list any special training(s) or skill(s) that may assist you in performing the position for which you are applying:

Professional licenses, certifications or memberships:

Specific ministry experience that would directly relate to the position that you are applying for:

## References

List at least three work references. If not applicable, list three school or personal references not related to you.

|    | Name | Phone | Capacity Known | Years Known |
|----|------|-------|----------------|-------------|
| 1. |      |       |                |             |
| 2. |      |       |                |             |
| 3. |      |       |                |             |
| 4. |      |       |                |             |
| 5. |      |       |                |             |

## Teen Challenge of Arizona - Statement of Faith

Teen Challenge of Arizona, Inc. (TCAZ, Inc.) believes:

The scriptures are inspired by God and declare His design and plan for mankind (2 Timothy 3:15-17).

There is only One True God; revealed in three persons...Father, Son and Holy Spirit (Deuteronomy 6:4).

In the Deity of the Lord Jesus Christ. As God's son Jesus was both human and divine (Matthew 1:23).

Though originally good, Man Willingly Fell to Sin – ushering evil and death, both physical and spiritual, into the world (Genesis 1:26-27).

Every Person Can Have Restored Fellowship with God Through 'Salvation'...trusting Christ, through faith and repentance, to be our personal Savior (Luke 24:47).

In Water Baptism by Immersion after repenting of ones sins and receiving Christ's gift of salvation and Holy Communion as a symbolic remembrance of Christ's suffering and death for our salvation (Matthew 28:19).

The Baptism in the Holy Spirit is a Special Experience Following Salvation that empowers believers for witnessing and effective service, just as it did in New Testament times (Luke 24:49).

The Initial physical Evidence of the Baptism in the Holy Spirit is Speaking in Tongues, as experienced on the Day of Pentecost and referenced throughout Acts and the Epistles (Acts 2:4).

Sanctification initially occurs at Salvation and is not only a declaration that a believer is holy, but also a progressive lifelong process of separating from evil as believers continually draw closer to God and become more Christ-like (Romans 12:1).

The Church has a mission to seek and save all who are lost in sin. We believe 'the Church' is the Body of Christ and consists of the people who, throughout time, have accepted God's offer of redemption (regardless of religious denomination) through the sacrificial death of His son Jesus Christ (Ephesians 1:22-23).

A Divinely Called and Scripturally Ordained Leadership Ministry Serves the Church. The Bible teaches that each of us under leadership must commit ourselves to reach others for Christ, to worship Him with other believers, to build up or edify the body of believers-the Church and to meet human need with ministries of love and compassion (Mark 16:15-20).

Divine Healing of the Sick is a Privilege for Christians Today and is provided for in Christ's atonement (His sacrificial death on the cross for our sins) (Isaiah 53: 45).

In The Blessed Hope – When Jesus Raptures His Church prior to His Return to Earth (the second coming). At this future moment in time all believers who have died will rise from their graves and will meet the Lord in the air, and Christians who are alive will be caught up with them, to be with the Lord forever (1 Thessalonians 4:16-17).

In The Millennial Reign of Christ when Jesus returns with His saints at His second coming and begins His benevolent rule over earth for 1,000 years. This millennial reign will bring the salvation of national Israel and the establishment of universal peace (Zechariah 14:5).

A Final Judgment Will Take Place for those who have rejected Christ. They will be judged for their sin and cosigned to eternal punishment in a punishing lake of fire (Matthew 25:46).

And look forward to the perfect New Heavens and a New Earth that Christ is preparing for all people, of all time, who have accepted Him. We will live and dwell with Him there forever following His millennial reign on Earth. 'And so shall we forever be with the Lord!' (2 Peter 3:13).

God has ordained marriage and defined it as the covenant relationship between a man, a woman and Himself. TCAZ, INC. will only recognize marriages between a biological man and a biological woman.

That God wonderfully and immutably created each person as male and female. These two distinct, complementary genders together reflect the image and nature of God. Rejection of one's biological sex is a rejection of the image of God within that person.

That the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. (Gen 2:18-25) We believe that God intends sexual intimacy to occur only between a man and a

woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

That any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual behavior, bestiality, incest, and use of pornography) is sinful and offensive to God.

That in order to preserve the function and integrity of Teen Challenge of Arizona as the local Body of Christ, and to provide a biblical role model to the TCAZ, INC. clients and staff and the community, it is imperative that all persons employed by Teen Challenge in a capacity, or who serve as volunteers, agree to and abide by this Statement of Marriage, Gender, and Sexuality.

That God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.

That every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and not in accord with Scripture nor the doctrines (policies) of TCAZ, INC.

Addiction is characterized by a progressive loss of control over the use of a substance or behavior. The user becomes obsessed with it despite adverse consequences and often vigorously denies the existence of a problem if confronted.

The faith-based approach of Teen Challenge is that merely abstaining from addiction will not provide a lifetime of success; however, success can be achieved by replacing those addictions with a fulfilling and life-affirming experience with Jesus Christ. In other words, we believe that the void which people often attempt to plug with addictions can be filled, instead, with a new identity in Christ.

**Applicant's Agreement: I have reviewed the statements above and agree to be governed by all the provisions herein.**

**Signed:**

**Date:**

## Applicant's Statement

I certify that all information submitted by me on this application is true and complete. I understand that if any false or misleading information, omissions, or misrepresentations are discovered, my application may be rejected, and if I am employed, my employment may be terminated at any time.

I expressly authorize, without reservation, Teen Challenge of Arizona, its representatives, employees or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, resume or job interview. I hereby waive any and all rights and claims I may have regarding Teen Challenge of Arizona, its agents, employees or representatives, for seeking, gathering and using truthful and non-defamatory information, in a lawful manner, in the employment process and all other persons, corporations or organizations for furnishing such information about me.

I understand that this application remains active for only 30 days. At the conclusion of that time, if I have not heard from Teen Challenge of Arizona and still wish to be considered for employment, it will be necessary for me to reapply and fill out a new application.

I understand that Teen Challenge of Arizona is a Christian ministry affiliated with the Assemblies of God denomination. I understand that should my application be accepted, I will be working in an environment that is decidedly Christian in nature, and I hereby agree to abide by the bylaws, policies and procedures of Teen Challenge of Arizona. I further understand that although my religious beliefs and practices may differ from those of Teen Challenge of Arizona, I will respect the religious views of Teen Challenge of Arizona and its leadership. I will refrain from promoting any beliefs or publicly demonstrating any behavior that contradicts the statement of faith, teaching, philosophy or beliefs of the Teen Challenge of Arizona program during work hours or while on Teen Challenge of Arizona property.

I understand that Teen Challenge of Arizona reserves the right to require employees to submit to a blood test or urinalysis for drug and alcohol screens. Teen Challenge of Arizona also reserves the right to inspect bags (including purses and briefcases) or parcels brought onto and taken off of Teen Challenge of Arizona property. I understand that refusal to submit to a blood test, urinalysis, or search when requested to do so may result in termination of my employment.

I understand that Teen Challenge of Arizona reserves the right to request a background check for all new hires, as a condition of employment, after the job offer is made. Teen Challenge of Arizona is responsible for costs associated with conducting background checks.

In consideration of my employment, I agree to abide by Teen Challenge of Arizona's policies and procedures and I understand that this application, Teen Challenge of Arizona's policies, procedures and Employee Handbook do not form a contract of employment, either expressed or implied, and I agree that my employment and compensation can be terminated, with or without cause and with or without notice, at any time, at either my or Teen Challenge of Arizona's option. I also understand and agree that the terms and conditions of my employment may be changed, with or without cause and with or without notice, at any time by Teen Challenge of Arizona. I understand that no company representative, other than the Executive State Director, and then only when in writing and signed by the Executive State Director, has any authority to enter into any agreement for employment for any specific period of time, or to make any agreement contrary to the foregoing.

### Applicant's Signature

**Applicant's Signature:**

**Date:**

**Print full name here:**