

# Holy Family Academy Statement of Faith

(for all employees and volunteers)

We understand that employment by Holy Family Academy is not for everyone, because there are people of good will who disagree with our Catholic teachings and views.

Holy Family Academy, in its role as an employer, expects all employees to be persons who, by word and deed, support and advocate the authentic teachings of the Catholic Church. Those employed by Holy Family Academy are rightly expected to be practicing Catholics whose faith is an essential part of their daily lives, and who participate fully in the communal worship and life of the Church.

The Catholic Church views the primary purpose of a school such as Holy Family Academy as a means of building up the Kingdom of God through the holistic and authentically Catholic formation of each student and that such development can only truly be fostered in a wholly Catholic environment.

The teaching of the Roman Catholic Church considers employees in a school such as Holy Family Academy to be truly and in a very real sense engaged in a special ministry, or apostolate, of the Roman Catholic Church and that such employees should bear witness to Christ in their lives as much as in their work at the school, including classroom instruction.

The Canon 803 of the Code of Canon Law requires that teachers must be “outstanding in true doctrine and uprightness of life” and our employees are expected to be models of exemplary life, both personally and professionally. Thus, whether we are at school or outside of school, our public behavior is to be in conformity with Church teaching as expounded in *The Catechism of the Catholic Church*.

The following, although in no way an exclusive list, represent by way of example certain speech or actions that are considered to be contrary to the teachings of the Roman Catholic Church:

1. Public support of positions contrary to Roman Catholic Church teaching (including, but not limited to, publicly supporting abortion, euthanasia, assisted suicide, embryonic stem cell research, in vitro fertilization, artificial insemination, surrogate parenthood, direct sterilization, or so-called homosexual or same-sex marriage or unions).
2. Procuring or assisting another in procuring an abortion.

3. Making use of or participating in artificial insemination, in-vitro fertilization, or surrogate parenthood.
4. Entering into a marriage with a person when one of the parties to the marriage is validly married to another person in the eyes of the Roman Catholic Church (e.g., entering into a marriage if one of the parties has entered into marriage previously and has not received an annulment from the Roman Catholic Church).
5. Preparing for or engaging in a same-sex marriage or union.
6. Engaging in or supporting transvestitism, transgenderism, or sex reassignment.
7. Engaging in or publicly supporting sexual relations outside of marriage (which shall be understood for purposes of this Agreement as being the marriage between one man and one woman.)
8. Living with another as husband or wife without the benefit of a marriage recognized as valid by the Roman Catholic Church.
9. Cohabiting outside of marriage.
10. Becoming pregnant out of wedlock while teaching/working at Holy Family Academy; fathering a child out of wedlock while teaching/working at Holy Family Academy.
11. Membership in any organization that is anti-Catholic or whose philosophy is in any way contrary to the ethical or moral teachings of the Roman Catholic Church.
12. Indecent or lewd behavior (including, but not limited to, the unlawful use of drugs, substance abuse, or use of pornography).
13. Conviction of a felony or a crime which involves moral turpitude or other cases of serious dishonesty, or engaging in any activity, immoral or illegal, which sets a bad example for students (e.g. illicit use of drugs, alcohol abuse, pornography, profanity, indecent behavior or abuse of any kind).
14. Use of social media or electronic means of communication (e.g., facebook, twitter, email, texting) in an improper, immoral, or scandalous manner (including, but not limited to, use of social media or electronic means to communicate, post,

share, or send material that is lewd, indecent, sexually suggestive, or pornographic).

15. Maintaining by word or action a position contrary to the teaching standards, doctrines, laws and norms of the Catholic Church.

By signing below, the employee, who wishes to be employed by Holy Family Academy, acknowledges, understands and agrees to abide by this Statement of Faith, including *Exhibit A* which is attached to this Statement and is incorporated by reference, with a full understanding of the religious nature of Holy Family Academy and his/her role as a lay employee and witness of the faith. The employee understands Holy Family Academy's expectations and acknowledges that he/she will be subject to standards of conduct that incorporate the teachings and beliefs of the Catholic Church, and that these performance expectations will be a material condition of his/her employment.

---

Employee's Signature:

Date:

---

HFA Administration:

Date:

# EXHIBIT A

## *The Core of What We Strive to Impart to Our Children & Families:*

### **Mission & Purpose Statement**

Holy Family Academy is a private, independent classical liberal arts academy, providing students in grades K-12 with a truly outstanding education in the classical liberal arts in an environment that is conducive to the formation of the whole person. The school strives ultimately to form good citizens – men and women willing and able to work for the restoration of all things in Christ, freely submitting to Our Lord in the spiritual, moral, intellectual and physical realms.

Supporting families as the primary educators of the student, we continue the development of spiritually centered lifelong learners, who are academically prepared, effective communicators and productive citizens of an increasingly global world. As educators and ministers, we promote a vision of life that gives witness to faith beyond the school setting.

Aside from regular instruction in Theology, Holy Family Academy students receive an education that proceeds from an integration of faith and reason. There is no academic subject that is able to be taught divorced from the teachings of the faith or split off from the mind of the church. The school holds fast to the principle that all the sciences, philosophical disciplines, and arts are ultimately handmaidens to Theology. Ultimately to form students who are able to live, defend, and grow in their faith, demands that they study all subjects grounded in the habit of scientific and philosophical thinking that is most properly the mind of the Catholic.

Our purpose is to cultivate wisdom and virtue by nourishing the souls of our students on all that is true, beautiful, and good, so that, in Christ, the student is better able to attain the noble end for which he was created – to know, love, and serve God.

### **Vision Statement**

We aim to graduate young men and women who think clearly and listen carefully with discernment and understanding, who reason persuasively and articulate precisely, who are capable of evaluating their entire range of experience in the light of Tradition and Sacred Scripture, and who do so with eagerness in joyful submission to God. We desire them to recognize cultural influences as distinct from biblical, and to be unswayed towards evil by the former. We aim to find them well-prepared in all situations, possessing both information and the knowledge of how to use it. We desire they be socially graceful and spiritually gracious; equipped with and understanding the tools of learning; desiring to grow in understanding, yet

fully realizing the limitations and foolishness of the wisdom of this world. We desire they have a heart for the lost and the courage to seek to dissuade those who are stumbling towards destruction; that they distinguish the one true religion established by our Lord and Savior Jesus Christ from all others; and that they fully possess and live out the former, knowing, loving and serving God in word and in deed. And all these we desire them to possess with humility and gratitude to God.

We likewise aim to cultivate these same qualities in our staff and to see them well-paid so that they may make a career at Holy Family Academy. In these times of unprecedented attacks on the traditional family, we desire them to model fidelity to the Truth and virtuous behavior, to be strong witnesses by professing and living out our Catholic faith – in particular, core teachings on marriage and family (e.g., marriage, chastity, contraception, abortion). We desire them to be professional and diligent in their work, gifted in teaching, loving their students and their subjects. We desire that they clearly understand classical education, how it works in their classroom and how their work fits into the whole; that they possess a lifelong hunger to learn and grow; and that they have opportunity to be refreshed and renewed. We desire to see them coach and nurture new staff and to serve as academic mentors to students. We look to see them mature in Christ, growing in the knowledge of God, their own children walking with the Lord.

We aim to cultivate in our parents a sense of responsibility for the school and to see them well-informed about the goals of our classical and Christ-centered approach to education. We desire them to grow with the school, involved in and excited about the journey, serving as role models for our staff and students. We aim to help them embrace Catholic virtues and biblical principles in addressing concerns, to be inclined to hearing both sides of a story before rendering a verdict, and to embrace the Scripture's injunctions to encourage and stir up one another to love and good works.

Finally, in our relationship with our community, we aim to be above reproach in our dealings with our fellow man and be supportive of the local business community. We further seek to exemplify the unity of the body of Christ, to develop greater fellowship and understanding with others, and to bring honor to our Lord in all our endeavors.

*Note: Adapted from School Start-Up Notebook, Page 12, with permission from Association of Classical and Christian Schools, Moscow, ID Copyright 2013*