

BYLAWS

of

# GENESIS PREPARATORY ACADEMY

a Nonprofit Christian Corporation

September 18, 2024

## PREAMBLE

Jesus said that the world would know that we are His because we love one another and because we are one (John 13:35; John 17:21-22). Genesis Prep Academy is a non-denominational Christian school serving people with many different church backgrounds, but we are a family. Founded on a Biblical worldview, Genesis Preparatory Academy strives to be unified on those facets of doctrine deemed to be essential for salvation. Additionally, while permitting differing stances on doctrine that are deemed not essential for salvation, for the sake of unity, Genesis Preparatory Academy’s stance on these doctrines is included as well. We believe these statements of faith to be an accurate summary of what Scripture teaches. All members shall refrain from advocating doctrines not included in the statement of faith, in such a way as to cause dissension and division.

## DEFINITIONS

Board of Directors – As used in these bylaws, the Board of Directors may also be referred to as “the board” or “directors” and individually as “director” or “board member.”

Genesis Preparatory Academy – As used in these bylaws, Genesis Preparatory Academy may also be referred to as “the school”, “the corporation”, “Genesis Prep”, or “GPA.”

Administrator – As used in these bylaws, the Administrator may also be referred to as “Head of School”.

Administration – As used in these bylaws, the Administration is collectively referred to as the Head of School, directors, Principals, and other supporting leadership roles such as the Athletic Director.

ARTICLE I - NAME

The name of this Corporation is “Genesis Preparatory Academy.”

## ARTICLE II - STATEMENTS OF FAITH AND LIFESTYLE

GPA has sought to be unified on salvation beliefs while permitting differing opinions on non-salvation beliefs. Our school has people with many different backgrounds, but we are a family. Jesus said that the world would know that we are His because we love one another and because we are one (John 13:35; John 17:21-22). Therefore, these Statements of Faith are our non-negotiable statements of belief for our Board Members, Faculty and Staff.

We start our doctrinal document with the foundation for all the rest. Because Scripture is given by God and thus infallible, we seek to understand it according to the Holy Spirit's intended meaning by using proper hermeneutical tools. Our understanding also begins with the clear understanding of the first church as our guide.

GPA Doctrinal Statement: The Bible

We believe the Bible is God’s Word to us. It was written by human authors, under the supernatural guidance of the Holy Spirit. Because it is inspired by God, the Bible is infallible, inerrant, and absolute truth. It is the ultimate and final authority for Christian beliefs and living.

Supportive Scripture: Psalms 12:6; 119:105; 160, Proverbs 30:5, 2 Timothy 1:13; 3:16, 2 Peter 1:20-21

We believe the following doctrines are ESSENTIAL FOR SALVATION:

We believe these doctrines must be believed for someone to be saved.

If we get these wrong, we are not in line with God and we are not saved.

We desire every participant at GPA (staff, students, families, volunteers) to hold to these doctrines unto salvation: “the faith that was once for all entrusted to God’s holy people” (Jude 1:3)

GPA Doctrinal Statement: The Triune GOD

We believe God is self-existent, and by nature He is eternal, all-knowing, all-powerful, and everywhere. God has eternally existed in three persons: the Father, the Son (Jesus), and the Holy Spirit. The Father, Son, and Holy Spirit are in agreement and unified with each other’s role in the Godhead. We believe these three are co-equal and are one God.

Supportive Scripture: Genesis 1:1; 26-27; 3:22, Deuteronomy 6:4, Job 38; 39; 40, Psalm 90:2; 139:1-4; 7-10, Isaiah 40:13-17; 45:18, Matthew 19:26; 28:19; 2 Corinthians 13:14; I Peter 1:2. John 1:1, Colossians 1:15

GPA Doctrinal Statement: God the FATHER

We believe that God the Father holds all the attributes of God while exercising a unique role in the Godhead. He is the father of Jesus Christ, by the power of the Holy Spirit, and yet still one with both as God. God the Father adopts believers in Jesus Christ into a relationship with Him as their Father (see Salvation).

Supportive Scripture: John 15:1-4, Deuteronomy 32:6, Isaiah 9:6; 63:16, John 20:17, Romans 8:14-17, Galatians 4:6.

GPA Doctrinal Statement: God the Son - JESUS

We believe Jesus Christ is the Son of God and He is God. He is co-equal with the Father and Holy Spirit, present and participating in creation. Jesus took on human flesh in the fullness of time so that He could live a sinless human life and offer Himself as the perfect sacrifice for the sins of all people by dying on the cross. He was raised from the dead, after three days, victorious over the power of sin and death. He ascended to heaven and is seated at the right hand of the Father. He will come again to judge the living and the dead and to make all things new.

Supportive Scripture: Isaiah 9:6, Matthew 1:22-23, John 1:1-5; 8:58; 14:10-30, Acts 1:9-11, Romans 1:3-4, I Corinthians 15:3-4, Colossians 1:15-23, I Timothy 6:14-15, Titus 2:13, Hebrews 4:14-15, Revelation 1:8.

GPA Doctrinal Statement: God the HOLY SPIRIT

We believe the Holy Spirit is co-equal with the Father and the Son as God. He is present in the world to make all people aware of their sin and their need for Jesus Christ. His purpose in our time is to bring glory to Jesus and to intercede with God the Father on our behalf. He dwells in every Christian from the moment of salvation. He gives gifts to believers providing them with power to grow in Christlikeness, to understand spiritual truth, and to serve the mission of the church.

Supportive Scripture: Genesis 1:1-2, Psalm 51:10-12, John 14:16-17; 16:7-13,17, Acts 1:8, Romans 5:5, I Corinthians 2:12; 3:16, 2 Corinthians 3:17, Galatians 5:25, Ephesians 1:13; 5:18, 2 Peter 1:19-21.

GPA Doctrinal Statement: SALVATION

We believe that all have sinned (willful disobedience to God). We believe that the wages of sin is death and eternal separation from God. Salvation is a free gift of God. Jesus Christ’s death and His resurrection is the only sufficient payment for our sins. It’s only by grace through faith that one can receive this free gift. Eternal life begins the moment one receives Jesus Christ as Lord and Savior of their life. This is evidenced by repentance, confession, baptism by immersion, and a life submitted to Christ. We believe a baby, or a young child cannot understand sin or the need for Christ and are under God’s grace until an age of accountability determined by God.

Supportive Scripture: John 1:12; 14:6, Romans 5:1; 6:23, Galatians 3:26, Ephesians 2:8-9, Titus 3:5, Romans 10:9-13, Acts 2:38-40, 2 Samuel 12:23; Matthew 18:2-3; 19:13-15.

We believe the following doctrines are ESSENTIAL FOR UNITY as a school family:

Many devoted believers come at the following doctrines from a few perspectives but for the sake of unity in our school, we will hold to these statements as how we will handle these doctrines.

When topics from the Bible are discussed that are not covered in this statement of faith, we will handle them in a way that maintains unity and mutual respect.

We can disagree with the following statements and still be saved.

GPA Doctrinal Statement: THE CHURCH

We believe the church is the body and bride of Christ and serves as the household of faith. It is a living temple where God dwells in each of His people. We believe that everyone that has been saved by Christ is a member of His church and called to be a connected and beneficial part of His body. We believe that the church is commanded to love God and others, thus relationship is the primary vehicle through which we share the gospel, and through which the church will grow to maturity. We believe that His church exists throughout the world and is witnessed and experienced in local autonomous gatherings of believers that are overseen by Elders. We believe submission to God’s authority and the authority of the appointed Elders in the local church is essential for unity and reveals our spiritual maturity.

Supportive Scripture: Ephesians 4:16, Romans 12:4-5, Ephesians 5:24-32, Galatians. 6:10, 1 Peter 2:4-5, 1 Corinthians 3:16, Acts 14:23, Matthew 16:16–18, Acts 2:42–47, 1 Corinthians 12:12–27, Ephesians 1:20–23; 4:3–10, Colossians 3:14–15, Romans 13, Hebrews 13.

GPA Doctrinal Statement: MANKIND

We believe people are made in the image of God, male and female, He created them, to be in relationship with Him, to become like Him in character, and to bring Him glory. We believe all have sinned and fall short of the glory of God. Sin separates people from God. The devil’s activity and mankind’s fallen nature have tainted the world in many ways, thus affecting all areas of life, resulting in suffering and hopelessness apart from Jesus Christ.

Supportive Scripture: Genesis 1:27, Genesis 3, Psalms 8:3-6, Isaiah 53:6, Isaiah 59:1-2, Romans 3:23.

GPA Doctrinal Statement: COMPLEMENTARIANISM (Gender roles in the Church and Home)

We believe men and women are absolutely equal in essence, dignity, and value but are distinct by divine design. We believe God created two distinct, yet complementary genders (sexes) for our good, His glory, and to reflect His nature and character to the world. As part of God’s created order, men and women are to have different yet complementary roles and responsibilities in the home and church.

We believe that the Biblical Headship as modeled by Christ loving the church applies to the home. Husbands are to love their wives unconditionally and wives are to respect their husbands, both demonstrating Biblical submission and love, and sharing equal value in God’s design.

We believe as it relates to the church, men and women are both expected to serve and lead; however, the office of Elder/Pastor is reserved for qualified men. (1 Timothy 3; Titus 1) Specifically in relation to GPA: Adult mixed-gender bible teaching environments are overseen by qualified men. Women in leadership roles have functional authority over all areas of their oversight as well as spiritual responsibility to uphold a Christlike environment. They do not have spiritual authority over men. In the case where an adult male is needing spiritual guidance and/or exhortation, a qualified male will help work towards resolution.

Supportive Scripture: Genesis 2:18-25, 1 Corinthians 12:4-32, Galatians 3:28-29, 1 Timothy 2:8-15, 1 Timothy 3, Titus 2:3-5, 1 Peter 3:1-7, Ephesians 5

 GPA Doctrinal Statement: THE ELDERSHIP MODEL OF THE CHURCH

We believe Christ is the head of the church. We believe the local Church should be governed by a plurality of male elders (who have been appointed by existing Elders) to oversee the carrying out His will in the local assembly of believers.

Supportive Scripture: Acts 14:23, 1 Timothy 5:17, Ephesians 5:23-25, 1 Peter 5:1-4, Acts 13:1-3; 20:26-31, 1 Timothy 3:1-7; 4:14; 5:17,22.

GPA Doctrinal Statement: BAPTISM

We believe baptism, by immersion, was both modeled and commanded by Christ. We believe baptism is only for those who believe in Christ Jesus as their Lord and Savior. We believe one who has believed, confessed and repented should be baptized, in a timely act of obedience.

Supportive Scripture: Matthew 28:18-21, Acts 2:37-38, Acts 8:35-39, Romans 6:4, Colossians 2:12, 1 Corinthians 12:13.

GPA Doctrinal Statement: COMMUNION

We believe celebrating communion was both modeled and commanded by Christ. We believe communion is a memorial, a proclamation, and representative of the new covenant in Christ Jesus as defined by Scripture.

Supportive Scripture: Matthew 26:26-28, Acts 2:42-47, 1 Corinthians 11:23-30, 10:16, 1 Peter 2:24, Ephesians 1:7, 1 John 1:9, Matthew 5:23-24, Romans 12:1

GPA Doctrinal Statement: The PRIESTHOOD OF EVERY BELIEVER

We believe we have been given direct access to God through Jesus Christ, the great high priest. We believe it is God’s design for every believer to play a role in the priesthood, living out the ministry and mission of His Church.

Supportive Scriptures: Ephesians 4:11-13, Romans 12:3-8, 1 Corinthians 12:4-30, 1 Peter 2:5,9, 1 Peter 4:10-11, Hebrews 4; 10.

GPA Doctrinal Statement: SPIRITUAL GIFTS

We believe there are a variety of gifts, given by the Holy Spirit, to be used to serve and build up the body of Christ and bring glory to God. We believe God has designed the local church like a physical body, consisting of many members, with Jesus Christ as the head. We believe we are interdependent on each other, and all believers must be the part God has designed and gifted them to be, if not, the body suffers.

Some in our school believe all the ‘extraordinary’ spiritual gifts are for today, while others believe that only some of these gifts are for today, still others believe none of these gifts are for today. We believe you can hold any of the views below and still be a Christian. We believe that the Spirit of God does not work contrary to the Word of God, including the issuing and use of spiritual gifts.

At GPA we will act in the following ways in our organized gatherings so that there will be order and unity within the school:

We believe God performs miracles and answers our prayers.

We believe God empowers us to serve Him and do good works, through the gifts and work of the Holy Spirit.

We believe that the fruit of the Holy Spirit is an ongoing work in our lives.

Because this is a non-salvation area of contention between believers, we will not have a place in our organized gatherings where the gift of tongues is encouraged.

Supportive Scriptures: Galatians 5:22-23, 1 Corinthians 12-13, 1 Peter 4:7-11

GPA Doctrinal Statement: STEWARDSHIP & GENEROSITY

We believe our whole lives; our time, talents and treasures, are to be given obediently and generously in response to God’s grace, mercy and love for us. We believe that giving 10% of our income is defined as a “tithe”, the Biblical starting point of giving to the local church (the storehouse). We believe that any giving over 10% is an “offering” of gratitude for the great things God does for us daily and can be directed at the giver’s discretion to any worthwhile ministry, church or organization. We believe that stewardship and generosity are essential to maturity and the accomplishment of Christ’s mission.

Supportive Scripture: Leviticus 27:30, Malachi 3:7-12, Acts 4:32-5:11, 2 Corinthians 8:1-9:15, 2 Corinthians 9:6-15, Mark 12:43, 2 Samuel 24:24, Matthew 23:23, Luke 11:42.

GPA Doctrinal Statement: MARRIAGE, GENDER and SEXUALITY

We believe that God wonderfully and immutably creates each person as male or 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.

We believe 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. 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 sexual activity, of any kind, be engaged in outside of marriage.

We believe that neither the federal government, the state, nor the church, nor any other individual possesses the authority or jurisdiction to set or alter Scripture’s definition of marriage. Therefore, unions or partnerships that do not conform to the Biblical definition of marriage are not acknowledged by GPA as marriage.

We acknowledge that there are some individuals that do not have a physical attraction towards the opposite sex, or who do not wish to marry. We believe these brothers and sisters are wholeheartedly supported and encouraged to remain voluntarily celibate as delineated in Scripture.

We believe 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 are not in accord with Scripture nor the doctrines of GPA. We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.

We believe that in order to preserve the function and integrity of GPA as a non-denominational Christian school, and to provide a Biblical role model to GPA members, staff, students/families and the community, it is imperative that all persons employed by GPA in any capacity, or who serve as volunteers, agree to and abide by GPA’s Doctrinal Statement on Marriage, Gender, and Sexuality

Supportive Scripture: Genesis 1:26-27, Genesis 2:18-25, 1 Corinthians 6:18; 7:1-8, 32-38, Hebrews 13:4, Matthew 15:18-20, 1 Corinthians 6:9-11, Matthew 5:16, Philippians 2:14-16, 1 Thessalonians 5:22, Acts 3:19-21, Romans 10:9-10, Mark 12:28-31, Luke 6:31, Luke 6:31, Matthew 19:4-12, Isaiah 56:3-5

GPA Doctrinal Statement: GENDER IDENTITY/SEXUAL ORIENTATION/TRANSGENDER POLICY

The term gender has been redefined in our culture to be fluid and subjective, and therefore its use in describing sexual identity is leading to confusion and questions about God’s perfect design for individuals, relationships, and society, especially for our children. Therefore, when and if gender is discussed by our staff, we mean biological sex at birth, distinctly either male or female. We recognize there are some very rare medical exceptions to this, however, generally speaking, gender is either biologically male or female, as we define it.

We represent Christ and the Church as we set boundaries and dialogue with students about issues such as these. As individuals created in the image of God, all our students should be made to feel welcomed, loved and valued. At the same time, we cannot affirm their belief that they were created / are the opposite of their biological birth sex. The following are some general guidelines:

GPA represents a historical biblical worldview that God created two sexes; “male and female He created them,” that are identified as such at birth and are designed for holy sexuality; fidelity in heterosexual marriage or celibacy in singleness.

Pronouns: We will not call students by a pronoun that does not align with their biological (birth) sex. This is because it could look like to them, or other students, that we are affirming their self-created identities also known as genders.

Gender-divided activities, teams, or small groups: students participate with their biological birth sex.

Restrooms: students use the restroom of their biological birth sex or a single-use/family restroom if available.

Dress Code: student’s dress code must match their biological birth sex. Additionally, we do not allow any type of publicly visible clothing, apparel, or flag that represents the LGBT movement or any movement that runs contrary to our doctrinal stance on Marriage, Gender, and Sexuality.

Nicknames/Changing names: in the past, students have been called by their preferred nickname, but in alignment with all of the above, we will not refer to a male student by a female name or a female student by a male name.

Supportive Scripture: Genesis 1:26-28; Genesis 2:18-24; Romans 1:24-27; 1 Corinthians 13:4-7; Exodus 20:16; Colossians 3:9; Ephesians 4:15; Matthew 19:4; 1 Thessalonians 4:3; Titus 3:9-11; James 3:9-12.

GPA Doctrinal Statement: SANCTITY OF HUMAN LIFE

We believe that all human life is sacred and created by God, in His image. We believe human life is of immeasurable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. Therefore, we believe that we are called to teach about the value of all human life. Therefore, we believe that abortion and euthanasia are wrong.

Supportive Scripture: Genesis 1:26-28, Psalm 139.

GPA Doctrinal Statement: ETERNAL SECURITY

We believe a person is saved by grace through faith, and faith is evidenced by action and fruit in a person’s life. We believe faith in Christ Jesus as Lord and Savior is eternal security.

Supportive Scripture: Luke 8:13-14, John 10:27-28, Ephesians 2:8-10, James 2:14, Romans 1:5.

GPA Doctrinal Statement: THE END TIMES (The Return of Christ)

We believe there will be a literal return of Christ and a judgment day. We also believe there will be a literal rapture (a catching up of the saints). As to the day and the hour, only God the Father knows.

Supportive Scripture: Matthew 12:36, Matthew 24:36, John 5:22; 16:8, 2 Corinthians 5:10, 1 Thessalonians 4:16-17, 2 Peter 3:7, Jude 6.

GPA Doctrinal Statement: ETERNITY

We believe people were created to live forever. People will either exist eternally separated from God by sin or exist eternally with God through forgiveness and salvation. To be eternally separated from God is eternal death in Hell. To be eternally in union with Him is eternal life in Heaven. We believe that Heaven and Hell are real places of eternal existence. We believe that as we walk out our faith, we can have the assurance of eternal life with God.

Supportive Scripture: John 3:16; 14:17, Romans 6:23, Romans 6:23; 8:17-18, 1 Corinthians 2:7-9, Revelation 20:15.

GPA Doctrinal Statement: RELATIONSHIPS

We believe that God created us for relationship—relationship with God and with one another. We emphasize the greatest commandments, which are to love God with all of our heart, mind, soul, and strength and to love others as ourselves. It is by our primary relationship with God, through Jesus, with the Holy Spirit working in us, that love and all Godly fruit is possible. It is by our love for one another as Christians that people will know we are true disciples of Jesus Christ. We bring glory to God by living our lives in authentic, life changing relationship with Him and with one another.

Supportive Scripture: Genesis 1-2, Deuteronomy 6:4-5, Leviticus 19:18, Matthew 22:34-40, John 13:34-35, 1 Corinthians 13, 1 John 1:5-7.

GPA Doctrinal Statement: ORDINATION

Ordination is reserved for men who faithfully serve the church in an official leadership role. It is overseen and bestowed by the laying on of hands by the Elders. Ordained pastors participate and provide leadership in the following sacerdotal duties: Weddings, Funerals, Preaching/Teaching, Baptism, Communion, and Pastoral Counseling.

Supportive Scripture: Acts 13:1-3; 20:26-31, 1 Timothy 3:1-7; 4:14; 5:17; 5:22.

## ARTICLE III – VISION & MISSION STATEMENT

Mission: We will provide a God-centered, discipleship-driven, education that partners with parents and the local church to prepare students for life.

## ARTICLE IV - PHILOSOPHY OF EDUCATION

A Christian school is dependent on a biblical philosophy that provides the correct worldview and essential truths for life so that children may be prepared to assume their proper place in the home, the church, and the community. Accordingly, the following points summarize the Philosophy of Education for Genesis Prep Academy:

### Education

We will provide a safe and loving environment for students to learn. We will work with parents to prepare and equip each student for college, the student’s future vocation, and the rest of the student’s life as a disciple of Jesus.

### Service

With Christ as our example, students will learn the power of serving others with humility. We will teach students to look not only to their own interests but also to the interests of others.

### Character

Students and staff will strive to live like Jesus Christ and be a light at home, at school, and in the community. Whether in school or out, students and staff will be challenged to honor those in authority, be characterized by the fruit of the Spirit, behave responsibly, treat everyone respectfully, and excel in all they do, for the glory of God.

### Faith

Students will receive biblical training to help them grow in their knowledge of and faith in Jesus Christ. By God’s grace, students will come to know Jesus Christ as their Savior and will communicate God’s love to those with whom they interact.

## ARTICLE V - BOARD OF DIRECTORS

### Section 1 - Director Qualifications

All members of the Board of Directors shall be born-again believers, over 25 years of age, who agree wholeheartedly with Articles II, III, and IV of the Bylaws and the Statements on Biblical Authority and Marriage and Sexuality, which are contained in the GPA Employee Handbook. Further, they shall actively serve and worship in a local, Christian church whose doctrine aligns with Article II of the Bylaws. A candidate for the Board of Directors must have been involved with the School for at least six months, preferably having served as a member of an Advisory/Service Committee. All members of the Board of Directors shall be Christian role models in the School and community and shall agree to the following scriptural principles for leadership:

* Leadership authority is given and ordained by God (Romans 13:1)
* Our speech or written word should not cause us to sin (Ecclesiastes 5:6; Proverbs 4:24)
* The tongue or pen has the power to encourage or destroy (Proverbs 18:21; Isaiah 50:4)
* Words from a wise man are gracious (Ecclesiastes 10:12; 1 Peter 3:10-11)
* We are not to be hasty in words or impulsive in thought (Psalm 19:14; 39:1; 141:3-4)
* Leaders must be servants (Luke 22:25-26, John 13:13-16)
* Leaders must have a teachable spirit (Proverbs 19:20, 27)
* Leaders must model the right behavior (Titus 2:7-8)
* Leaders must evaluate themselves (2 Corinthians 13:5; Galatians 6:4)
* Leaders are responsible for correcting, rebuking, and encouraging with instruction, while also demonstrating great patience and kindness (2 Timothy 4:2; 1 Corinthians

13:4; Hebrews 3:13; Ephesians 4:1-3)

* Leaders regularly examine thoughts and motives (2 Corinthians 13:5; Psalm 139:23-24)
* Leaders use authority to nurture and serve (Ephesians 4:12; Romans 13:4) *Section 2 -*

### General Responsibilities

Genesis Prep’s Board of Directors (the “Board”) shall oversee the continuing operation of GPA and oversee the school’s business affairs. The responsibilities of the Board shall include, but not be limited to: establishing a philosophy of education; hiring and firing the Head of School; approving and/or creating policy; establishing tuition and fees; approving the annual budget; overseeing all buildings and grounds; approving all partnership and agreements which obligate the school; promoting Christian education in the community; and praying for the ministry of the School. Directors will, with the guidance of the Head of School, strive to stay abreast of trends in education and pertinent research, education policy and the relevant laws, and best practices for private Christian schools and school boards. If the GPA Head of School position is vacant, the Board with concurrence from the Real Life Ministries Eldership will immediately appoint an interim Head of School until the position is filled.

### Section 2 - Director Number and Tenure

1. The Board shall be composed of no less than five members and no more than nine.
2. Real Life Ministries Eldership of Post Falls, Idaho, may appoint up to five members as sitting Directors on the GPA Board.
3. Each Director, with the exception of the Head of School, shall serve on the Board of Directors for a term of three years unless such service is terminated by resignation or dismissal. A term is typically July 1 through June 30 but is subject to the inception date of the board member. After three years of service, a Director may extend for an additional three-year term with a two-thirds vote of approval of the existing Board.
4. Terms of service on the Board should be staggered in such a manner that no more than one-third of the Board of Directors will complete their term of service in any given year.
5. The Head of School shall serve as a voting member of the Board of Directors.
6. In the event an employee who is related to a Board member is involved in a situation with the board and/or school, that board member is to recuse him/herself from the situation.

### Section 3 - Director Compensation

Voting members of the Board of Directors shall receive no compensation or tangible benefit for their services. The Board of Directors may authorize the reimbursement of expenses incurred by any Director in the performance of official business for the School or the Board of Directors, as further noted in Article XV, Section 4, of the Bylaws.

## ARTICLE VI - NEW DIRECTORS

*Section 1 - Vacancies on the Board of Directors.*

A vacancy on the Board of Directors shall be deemed to exist in the case of a Director’s expiration of term, resignation before the expiration of the term, death or incapacity, or removal from the Board of Directors.

*Section 2 - Board Member Selection.*

1. Board of Directors will identify new potential Board members.
2. With the exception of Real Life Ministries Administrative Eldership appointed directors, any existing GPA Board member must nominate any individual interested in pursuing a GPA Board Member position. Potential GPA Board member candidates must:
	1. Complete a Board Member Volunteer Application and Pastoral Reference Form;
	2. Meet with the Board President and Head of School;
	3. Meet with representatives of Real-Life Ministries Administrative Eldership;
	4. Board of Director nominees that the Board approves shall be presented to stakeholders and staff for a two-week discovery period. Stakeholders and staff shall be allowed to share their signed written comments of support or concern during this process. After review of any comments, approved candidates may be appointed by the Board.
	5. Final approval of any candidate must be by a two-thirds vote of the existing GPA Board of Directors with the concurrence of the Real-Life Ministries Administrative Eldership.
3. Term. The term for a Board Member shall be three (3) years from his or her date of appointment. No Board Member may serve more than two (2) consecutive terms without taking at least a one (1) year sabbatical unless the following circumstances exist:
4. The number of Board Members would be less than five (5), or
5. The Board of Directors approves the exemption with a consensus.

*Section 3 - Appointment of Directors.*

Any vacancy on the Board of Directors may be filled by a two-thirds resolution of the remaining Directors. In the instance of an unexpired term, each Director appointed to hold the vacated position shall hold office until the expiration of that term. Alternatively, at the Board’s discretion, the newly appointed board member may be asked to serve a full, three-year term, which will be deemed to have started on the preceding July 1.

### Section 4 - Resignation or Dismissal from the Board of Directors

1. After prayerful consideration, any Director may resign from office. He or she shall tender his or her resignation in writing to the Board of Directors.
2. Any Director may be removed from the Board of Directors for failure to meet the qualifications set forth in Article V; for excessive absence from regular and special meetings of the Board of Directors; or whenever such removal, in the judgment of the Board, would be in the best interest of the Corporation. Removal shall require a two-thirds vote of the Board of Directors with the director in question recusing him/herself from the vote.
3. In view of the serious nature of a Director’s involuntary removal from office, every effort shall be made by all parties to show Christian compassion and forbearance. Corrective measures and actions designed to promote genuine repentance, and personal restoration shall be applied. Dismissal from the Board of Directors shall be a matter of “last resort.” Any unpleasantness surrounding such action shall be dealt with quickly and take into account the dignity and personal privacy of the individual in question.
4. In the event a Director who has left the Board of Directors was an officer, another member shall be designated by two-thirds resolution of the Board of Directors to assume the responsibilities of the office now vacant.

## ARTICLE VII - DUTIES OF THE BOARD OF DIRECTORS

*Section 1 - Duties of the Board of Directors.*

1. The Board of Directors will set the spiritual tone for the school. Directors shall pray both individually and corporately for the administration, faculty, staff, parents, and children of the school. They will be inclined to prayer, ever-mindful of their own dependence on God, and seek His grace and wisdom to be manifest in their leadership.
2. The primary function of the Board of Directors is to set School policy, governance, strategy, financial authority, spiritual oversight, and hiring the Head of School as its sole employee. The daily administration and management are the responsibility of the Head of School. The Board’s policies set the boundaries within which the Head of School functions. The Board of Directors will maintain authority over the overall direction of the school.
3. The Board of Directors’ authority is corporate. Individual Directors have the authority to act on behalf of GPA only when the Board of Directors is convened in regular, special, or executive sessions. There shall be only one line of authority, which will flow from the Board of Directors, through its President, to the Head of School (or, in the event that the role of Head of School is vacant, the President with two-thirds approval of the GPA Board, shall appoint an interim Head of School) charged with communicating and executing Board action to faculty, staff, students, and parents as appropriate.
4. The Board of Directors shall approve all contracts related to the procurement, maintenance, and overall management of the school’s property and capital equipment.
5. The Board of Directors shall oversee the general financial operation of the school by approving annual budgets, devising methods of raising necessary operating funds, and determining how these funds shall be disbursed. The Board shall arrange for independent financial reviews whenever those are deemed appropriate for accountability or transparency. An independent audit may be conducted at the discretion of the Board.
6. The Board of directors shall maintain a high level of confidentiality when it comes to sensitive topics and discussions involving the school and each other.
7. The Board of Directors shall have the authority to acquire and dispose of assets – real, personal, tangible, and intangible – and to borrow money in the name of the school. No financial decision should be made or action taken if it is reasonably foreseeable that the action will prevent GPA from having a balanced operating budget.
8. The fiscal period for the school shall run from July 1 through June 30.
9. The Board of Directors shall exercise due care to ensure that the school operates according to accepted legal principles, which should include, but not be limited to, obtaining competent legal advice and considering relevant safety and personnel issues that do not contradict the school’s statement of faith.
10. A significant duty of the Board of Directors is the selection of the GPA Administrative Officer (“Head of School”). The Head of School will implement the Board’s policies and directives and manage the day-to-day operation of the School. The Board shall conduct an annual evaluation of the Head of School’s performance.
11. The Head of School, with the knowledge of the Board of Directors, shall have the authority to dismiss anyone associated with the school who does not fulfill the requirements outlined in these Bylaws or in their employment agreement, or who, in the Board’s view, fails to live by biblical standards.
12. The Board of Directors shall oversee the creation and maintenance of a Policies and Procedures Manual, an Employee Handbook, and a Student/Family Handbook. These manuals should be updated and reviewed regularly and approved by the Board annually. The manuals should also be made available to all employees and school families.
13. The Board of Directors shall approve educational programs and standards of achievement for the school. If a textbook or curriculum choice is questionable as it relates to GPA’s statement of faith and/or biblical worldview then the board may exercise its authority to approve or deny such textbook or curriculum. The Board will consider how the educational program fits with the overall direction and principles of the school. The Board’s review is not intended to be an academic review.
14. The Board of Directors shall evaluate itself annually during the month of June. Each member shall also evaluate his or her willingness and ability to continue in a Board position. Individual Directors shall annually sign the “Leadership Commitment” form and “Pastoral Reference” form attached hereto.
15. When approached by other parents or staff members, Directors must understand and follow the dispute resolution model found in Matthew 18. Directors must be good listeners (James 1:19) and whenever possible refer matters to the Head of School.
16. At least twice a year, the President of the Board will select from the Board of Directors a team of two Directors to visit GPA during a regular school day. This visit shall be spent observing the school’s daily functions and shall include the examination of facilities and grounds. A report of their findings shall be given to the entire Board of Directors and entered into the minutes of the next regularly scheduled meeting.

Section 2 – Committees and/or Focus Groups

* 1. The Board of Directors from time to time shall operate using committees and/or focus groups. Committees/Focus Groups are formed and their members are selected by the Board of Directors. They advise the Board to promote sound decision-making.
	2. The Lead of all committees will be appointed by the Board of Directors. The Lead of each committee will maintain and provide a complete list of committee members to the Board of Directors.

## ARTICLE VIII - OFFICERS OF THE BOARD

The Board of Directors shall annually elect Officers of the Board from among its members. The duties of the Officers are as follows:

1. President: The President shall preside at all Board of Directors meetings and perform such other duties as approved by the Board.
2. Vice-President: The Vice-President shall perform the duties of the President in the latter’s absence, disability, or refusal to act. When so acting, the Vice-President shall have all powers of and be subject to all the restrictions upon the President.
3. Secretary: The Secretary shall record the minutes of any meetings of the Board. If the Secretary is not at a meeting, the President or the Secretary shall delegate the task of recording Board business to another Director. The Secretary shall have custody of all Board records and shall conduct necessary correspondence on behalf of the Board.
4. Treasurer: The Treasurer shall oversee the financial records showing the financial condition of the Corporation and act as the custodian of all monies of the Corporation and perform such other duties as are customarily performed by such an officer.

## ARTICLE IX - MEETINGS

Section 1 - Regular Meetings

1. Regular meetings of the Board of Directors shall occur monthly while school is in session. All regular monthly Board meetings will be an executive session of the Board and Head of School. Members of the administrative team and other guests may be invited to regular monthly meetings on an ad hoc basis.
	1. Executive sessions may have in attendance all Directors the of the School, the Head of School, and any other persons who are specifically asked to attend this session by the Board President. When the executive session is for the purpose of evaluating the Head of School, that individual may be excused.
	2. During executive sessions, minutes of all official business will be taken and maintained as part of the Board’s official records and a summary of minutes will be released for public viewing on the GPA website.
2. Monthly consolidated financials will be made available to any stakeholders of the school upon written request to the Board.
3. Board to hold informational meetings for all stakeholders on an as needed basis.
4. The President of the Board of Directors, in consultation with the other Directors and the Head of School, shall prepare an agenda for regular meetings of the Board. Such agendas shall be provided to each Director at least one week prior to the scheduled regular meeting whenever practicable.
5. Minutes of regular meetings shall be made available within seven days of Board approval of the meeting minutes. The minutes will be made available through the school office and posted on the school website.

### Section 2 - Special Meetings

1. Special meetings of the Board of Directors may be called by the President of the Board or by a majority of the Directors. In such cases, the course of action will be discussed and entered into the minutes of the next regular meeting. Matters of a sensitive nature may be handled as outlined in Article IX, Section 1, Part F – Executive Session.
2. Notice of the time and place of all special meetings of the Board of Directors shall be given to each Director by telephone and/or e-mail at least 48 hours before the scheduled special meeting, whenever possible.
3. E-vote approval – Electronic voting is allowed on a case-by-case basis as determined by the board. The option to move an item to an e-vote will be made as a motion by the board in a board meeting.

### Section 3 - Emergency Action

In an emergency, the President of the Board may poll the full Board via phone or e-mail to secure authorization for a given course of action. In such cases, the course of action will be discussed and entered into the minutes of the next regular meeting. Matters of a sensitive nature may be handled as set forth in Article IX, Section 1, G – Executive Session.

### Section 4 - Presumption of Assent

Any member of the Board who is present at a meeting of the Board of Directors at which action is taken shall be presumed to have assented to the action taken unless his or her dissent is entered into the minutes of the meeting or unless the Director files his or her written dissent to the action taken with the Secretary prior to the next regularly scheduled meeting. The right to dissent shall not apply to a Director who has voted in favor of the action.

### Section 5 - Quorum

1. At all meetings of the Board of Directors, whether regular or special, the presence of a majority of Directors shall constitute a quorum for the transaction of business. Only members may vote at meetings of the Board of Directors, and proxy votes are not valid.
2. In the absence of a quorum, a minority of Directors may adjourn any meeting of the Board from time to time, without notice other than announcement at the meeting, until a quorum shall be present. A minority of Directors may not transact any business – except the filling of vacancies on the Board of Directors – if there are not sufficient Directors to constitute a quorum as provided in these Bylaws.

Section 6 - Meetings of the Board of Directors shall be governed by Robert’s Revised Rules of Order.

## ARTICLE X -HEAD OF SCHOOL

*Section 1* - The Head of School shall be hired by the Board of Directors. They shall carry out the policies established by the Board.

*Section 2* - The Head of School shall be a born-again believer and shall agree wholeheartedly with Articles II, III, and IV of the Bylaws and the Statements on Biblical Authority and Marriage and

Sexuality, which is contained in the GPA Employee Handbook. The Head of School shall be a Christian role model in the School and community and shall meet the character qualifications as set forth in Article V.

*Section 3* - The Head of School’s responsibilities are to be defined in a job description approved by the Board of Directors.

*Section 4* - The Board of Directors shall evaluate the Head of School annually on the basis of their job description and other factors related to job performance.

*Section 5* - The Head of School shall participate in professional development and ongoing research to stay abreast of issues related to effective school administration.

*Section 6* - The Head of School will sign a statement of “Understanding and Agreement,” agreeing to follow the guidelines set by the Board of Directors Policies and Procedures Manual. This Manual can and will be updated from time to time. The Head of School will make all changes public as he or she deems appropriate.

*Section 7* – The Head of School will read and understand the Student/Family Handbook. This Handbook will be reviewed, updated, and publicly published annually.

## ARTICLE XI - INDEMNIFICATION

Section 1 - Definitions (For purposes of this Article)

1. The phrase *Director or Officer* shall include a person who, while serving as a Director or an Officer of the Corporation is or was serving at the request of the Corporation as Director, School Board member, Officer, partner, member, manager, trustee, employee, fiduciary, or agent of another foreign or domestic corporation, nonprofit organization, or other person or employee benefit plan. The phrase *Director or Officer* shall also include the estate or personal representative of a Director or Officer unless the context requires otherwise.
2. The term *proceeding* shall mean any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, whether formal or informal; any appeal in such action, suit, or proceeding; and any inquiry or investigation that could lead to such action, suit, or proceeding.
3. The term *party* includes an individual who is, was, or is threatened to be made a named defendant or respondent in a proceeding.
4. The term *liability* shall mean any obligation to pay a judgment, settlement, penalty, fine, or reasonable expense incurred with respect to a proceeding.

E. The term *official capacity* shall mean the office of the Director in the Corporation, and, when used with respect to a person other than a Director, shall mean the office in the Corporation held by the Officer or the employment, fiduciary, or agency relationship undertaken by the employee or agent on behalf of the Corporation, but in neither case shall include service for any foreign or domestic corporation or for any other person or other enterprise.

### Section 2 - General Provisions

The Corporation may indemnify any person who is or was a party or is threatened to be made a party to any proceeding by reason of the fact that such person is or was a Director or Officer of the Corporation, against expenses (including attorney’s fees), liability, judgments, fines, and amounts paid in settlement actually and reasonably incurred by such person in connection with such proceeding if such person (a) acted in good faith, (b) reasonably believed, in the case of conduct in an official capacity with the Corporation, that the conduct was in the best interests of the Corporation, and, in all other cases, that the conduct was at least not opposed to the best interests of the Corporation, and (c) with respect to any criminal proceeding, had no reasonable cause to believe that the conduct was unlawful. However, no person shall be entitled to indemnification under this Section 2 either (a) in connection with a proceeding brought by or in the right of the Corporation in which the Director or Officer was adjudged liable to the Corporation, or (b) in connection with any other proceeding charging improper personal benefit to the Director or Officer, whether or not involving action in that person’s official capacity, in which the Director or Officer is ultimately adjudged liable on the basis that the Director or Officer improperly received personal benefit.

Indemnification under this Section 2 in connection with a proceeding brought by or in the right of the Corporation shall be limited to reasonable expenses incurred in connection with the proceeding. The termination of any action, suit, or proceeding by judgment, order, settlement, or conviction or upon a plea of nolo contendere or its equivalent shall not of itself be determinative that the person did not meet the standard of conduct set forth in this Section 2.

### Section 3 - Successful Defense on the Merits; Expenses

To the extent that a Director or Officer of the Corporation has been wholly successful on the merits in defense of any proceeding to which he or she was a party, such person shall be indemnified against reasonable expenses (including attorney’s fees) actually and reasonably incurred in connection with such proceeding.

Section 4 - Determination of Right to Indemnification

Any indemnification under Section 2 (unless ordered by a court) shall be made by the Corporation only as authorized in each specific case upon a determination that indemnification of the Director or Officer is permissible under the circumstances because such person met the applicable standard of conduct set forth in Section 2. Such determination shall be made by the Board of Directors

(a) by a majority vote of a quorum of disinterested Directors who at the time of the vote are not, were not, and are not threatened to be made parties to the proceeding, or

(b) if such a quorum cannot be obtained, by the vote of a majority of the members of the Executive Committee of the Board of Directors, provided that committee shall consist of two or more Directors who are not parties to the proceeding (Directors who are parties to the proceeding may participate in the designation of Directors to serve on such committee), or

(c) if such a quorum of the Board of Directors cannot be obtained or there is no Executive Committee, or even if such a quorum is obtained or the Executive Committee exists, but such quorum or committee so directs, then by independent legal counsel selected by the Board of Directors in accordance with the preceding procedures. Authorization of indemnification and evaluation regarding the reasonableness of expenses shall be made in the same manner as the determination that indemnification is permissible, except that, if the determination that indemnification is permissible is made by independent legal counsel, authorization of indemnification and evaluation of legal expenses shall be made by the body that selected such counsel

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### Section 5 - Other Employees and Agents

The Corporation shall indemnify such other employees and agents of the Corporation to the same extent and in the same manner as is provided above in Section 2 with respect to Directors or Officers, by adopting a resolution by a majority of the members of the Board of Directors, specifically identifying by name or by position the employees or agents entitled to indemnification.

## ARTICLE XII - FACULTY AND STAFF

Section 1 - The faculty and staff shall be hired by the Head of School or his/her designee. The responsibilities of all faculty and staff are to be defined in job descriptions.

Section 2 - Individuals serving as faculty, staff, and volunteers will sign the GPA Participation Commitment expressing they agree to follow the commitments outlined in the document. This document will be reviewed, updated, and publicly published annually. Such individuals shall be Christian role models in the school and community. They shall actively serve and worship in a local, Christian church whose doctrine aligns with Article II of the Bylaws and agree to the scriptural principles for leadership outlined in Article V, Section 1.

 Section 3 *-* Staff may be appointed by written contract at the discretion of the Head of School.

Section 4- The Head of School or his/her designee shall evaluate faculty and staff annually on the basis of their position descriptions, and spiritual and academic qualifications.

### Section 5 - Policies and Procedures Manual

All Staff shall sign a statement of “Participation and Commitment,” agreeing to follow the guidelines set by the Policies and Procedures Manual. This Manual will be reviewed and updated annually and made publicly available to appropriate stakeholders.

### Section 8 – Student/Parent Manual

All teachers and staff will read and understand the Student/Parent Handbook. This Handbook will be reviewed, updated, and publicly published annually.

## ARTICLE XIII - DISPUTE RESOLUTION

The Board of Directors shall ensure that each staff contract for employment at GPA shall contain language for dispute resolution as follows:

*“The parties to this agreement are Christians and believe that the Bible commands them to make every effort to live at peace and to resolve disputes with one another in private or within the Christian community in conformity with the biblical injunctions of 1 Corinthians 6:1–8, Matthew 5:23–24, and Matthew 18:15–20.*

*Therefore, the parties agree that any claim or dispute arising out of, or related to, this agreement or any aspect of the employment relationship, including claims under federal, state, and local statutory or common law, law of contract, and law of tort, shall be settled by biblically-based mediation.”*

## ARTICLE XIV – STUDENTS AND PARENTS

### Section 1 - Nondiscrimination Statement

Admission materials and the Student/Parent Handbook shall contain language reflecting the following policy:

*“Genesis Prep Academy admits students of any race, color, national or ethnic origin to all the rights, privileges, programs, and activities generally afforded or made available to students at the school. It does not discriminate on the basis of race, color, or national or ethnic origin in the administration of its educational policies, admissions policies, scholarship and loan programs, athletic programs, or other school-administered programs.”*

### Section 2 – Student/Parent Manual

All students and parents will sign a statement of “Participation and Commitment” expressing that they agree to follow the guidelines outlined in the Student/Parent Handbook. This Handbook will be reviewed, updated, and publicly published annually.

Section 3 – GPA Participation Commitment

All students and parents will sign the GPA Participation Commitment expressing they agree to follow the commitments outlined in the document. This document will be reviewed, updated, and publicly published annually. Additionally, all parents are required to attend an annual Mission Orientation.

Furthermore, all middle and high school students and all parents, regardless of grade level, will sign an acknowledgment of Article II, The Statement of Faith and Lifestyle, and gender, marriage, and sexuality.

## ARTICLE XV - MISCELLANEOUS

Section 1 - Account Books, Minutes, Etc.

The Board of Directors shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of its Board and committees. All books and records of the Corporation may be inspected by any Director for any proper purpose at any reasonable time. These records may be kept on paper, digitally, or both.

### Section 2 - Designated Contributions

The Corporation may accept any designated contribution, grant, bequest, or devise consistent with its general tax-exempt purposes, as set forth in the Articles of Incorporation. As so limited, donor-designated contributions will be accepted for special funds, purposes, or uses; and every reasonable effort will be made to honor such contribution designations. However, the Corporation shall reserve all right, title, and interest in and to, and control of, such contributions, as well as full discretion regarding the ultimate expenditure or distribution thereof in connection with any special fund, purpose, or use. Further, the Corporation shall retain sufficient control over all donated funds (including designated contributions) to ensure that such funds will be used to carry out the Corporation’s tax-exempt purposes.

### Section 3 - Conflicts of Interest

If any Director is aware that the Corporation proposes entering into any business transaction directly or indirectly with himself or herself, any member of the Director’s family, or any entity in which he or she has any legal, equitable, or fiduciary interest or position, including, without limitation, as director, officer, shareholder, partner, beneficiary, or trustee, such person shall (a) immediately inform those charged with approving the transaction on behalf of the Corporation of such person’s interest or position, (b) aid the persons charged with making the decision by disclosing any material facts within the Director’s knowledge that bear on the advisability of such transaction from the standpoint of the Corporation, and (c) not be entitled to vote on the decision to enter into such transaction. Voting on such transaction shall be conducted as follows:

A. The Board of Directors will meet with the interested Director so as to gather information and ask and answer relevant questions about the possible conflict.

B. The interested Director shall withdraw from the meeting.

1. Discussion of the matter outside of the presence of the interested Director shall be held by the Board of Directors.
2. The remaining members of the Board of Directors shall vote. Such voting shall be by written ballot. Such ballots shall not reflect the name or identity of the person voting.
3. A majority vote of the Board of Directors shall be required for approval of the transaction.

### Section 4 - No Private Inurement

The Corporation is not organized for profit and is to be operated exclusively for the promotion of social welfare in accordance with the purposes stated in the Articles of Incorporation as amended and restated. The net earnings of the Corporation shall be devoted exclusively to charitable, religious/educational purposes and shall not inure to the benefit of any private individual. No Director or person from whom the Corporation may receive any property or funds shall receive or shall be entitled to receive any pecuniary profit from the operation thereof, and in no event shall any part of the funds or assets of the Corporation be paid as salary or compensation to, or distributed to, or inure to the benefit of any Director; provided, however, that (a) reasonable compensation may be paid to any Director while acting as an agent, a contractor, or an employee of the Corporation for services rendered in effecting one or more of the purposes of the Corporation, (b) any Director may, from time to time, be reimbursed for such Director’s actual and reasonable expenses incurred in connection with the administration of the affairs of the Corporation, and (c) the Corporation may, by resolution of the Board of Directors, make distributions to persons from whom the Corporation has received contributions previously made to support its activities to the extent such distributions represent no more than a return of all or a part of the contributor’s contributions.

Section 5 - References to Internal Revenue Code

All references in these Bylaws to provisions of the Code are to the provisions of the Internal Revenue Code of 1986, as amended, and shall include the corresponding provisions of any subsequent federal tax laws.

Section 6 - Severability

The invalidity of any provision of these Bylaws shall not affect the other provisions hereof, and in such event these Bylaws shall be construed in all respects as if such invalid provision were omitted.

## ARTICLE XVI - AMENDMENTS OF THE BYLAWS

The Board of Directors shall have power to alter or amend the Bylaws by a two-thirds vote of the Directors. Repealing or adopting new Bylaws or changes to Articles II, IV, and XVI and the Statements on Biblical Authority and Marriage and Sexuality (contained in the GPA Employee Handbook) require a unanimous vote of the Board of Directors.

## ARTICLE XVII – MANAGING DOCUMENTS

### Section 1 – Operation Documents

Genesis Prep Academy operates through the use of The Holy Bible and four additional documents. These documents are listed in order of priority. If there is an apparent conflict between any of the listed documents, the higher-priority document will override.

1. The Holy Bible – The New International Version (1984) is the official translation used by the school.
2. The Genesis Prep Academy’s Bylaws
3. The Genesis Prep Academy’s Policies and Procedures Manual(s)
4. The Genesis Prep Academy’s Employee Handbook
5. The Genesis Prep Academy’s Student/Family Handbook

### Section 2 – Board Approval and Review

## The Bylaws and Manuals, and Handbooks, shall be reviewed and reconciled as assigned annually by the Board of Directors. These documents will be made public and available for review in the school office. Electronic copies will be provided upon request. The Board of Directors shall be the final authority of the interpretation of said documents. The Bylaws, Manuals, and Handbooks will be reviewed, updated, and publicly published annually.

## ARTICLE XVIII-Leadership Commitment

Knowing that God has spoken clearly in His Word concerning the character and responsibility of a leader, I wholeheartedly agree with the following statements:

1. I will seek to maintain a close, intimate walk with the Lord by regularly spending time alone with Him, in His Word and in prayer.
2. I will be a diligent student of God’s Word.
3. I will endeavor to walk continuously in step with the Holy Spirit.
4. I will pray for those who serve with me as Directors, for the School Head of School, for the faculty and staff of the School, for the students of the School, and for this ministry’s testimony in the community.
5. I will be diligent in preparation for all Board meetings and participate in duly- appointed committees.
6. I will faithfully attend all meetings of the Board unless I am hindered from doing so by compelling reasons such as illness or necessary travel. When I am unable to attend, I will notify the Board President in advance, if possible. I will follow up with the Board Secretary and/or other Directors to be informed about the proceedings of the meeting that I missed.
7. My fellowship, speech, and manner with my colleagues on the Board and with any members of the school family will be characterized by love, grace, and humility. With the help of the Holy Spirit, I will refrain from expressing demeaning attitudes through criticism and complaint.
8. While respecting divergent views and convictions expressed by my colleagues on the Board, I will express my views and differences of opinion constructively and with grace. Once the Board has discussed and voted on an issue, and regardless of my personal vote on that issue, I will publicly support the Board’s action.
9. I will be an encouragement, acting with integrity and discretion, and will endeavor to maintain the unity of the Spirit through the bond of peace.

I have studied and prayed about these statements of commitment, and I believe God would have me serve as a director according to these standards.

Signature Date

Signature Page

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Mark Bright, Director

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John Givens, Director

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Dylan Martin, Director

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Sam Meredith, Director

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Sabrina Nelke, Director

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David Ruhle, Head of School, Director

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Jeremy Voeller, Director