

THE CONSTITUTION OF WEST SUBURBAN CHRISTIAN ACADEMY

PREAMBLE

Being mindful of God's will, that children be taught the content and practical applications of His Word (in every aspect of learning and in and for every activity in life *(Deut. 6:4-9)*) and firmly believing that Christ centered instruction and training is a necessary part of the fulfillment of His will, we herewith establish West Suburban Christian Academy and adopt this Constitution for its organization and operation.

ARTICLE I

Name and Organization

The name of this school is West Suburban Christian Academy. The Academy is an independent religious organization governed solely by a self-perpetuating Board of Directors in conformance with the Statement of Faith, Statement of Purpose and Philosophy of Education contained in Articles II, III and IV of this Constitution. It is created and operates as a religious ministry in the same manner as a church, mission, or other traditional religious organization.

ARTICLE II

Statement of Faith

1. We believe the Bible, both Old and New Testaments, to be the inspired word of God; inerrant and authoritative in the original writings, the final point of reference and authority in all matters of Christian faith and life, God's Holy Word being the objective creedal standard which judges either sin or fruitfulness. *(2 Tim. 3:16-17, 2 Pet. 1:20-21)*
2. We believe in one God, Creator of all things, eternally existing in three coequal persons: Father, Son and Holy Spirit. That they created the earth in six literal days and rested on the seventh. *(Duet.6:4, Heb.1:3, II Cor.13:14)*
3. We believe the Father is sovereign and immutable in all His ways, sending His Son to accomplish His will on earth as it is in Heaven. We, therefore, acknowledge our dependence upon God as a school, a community, and a country. *(Duet.4:39, I Ch. 29:12, Ps.29:10, Ps.33:12)*
4. We believe Jesus Christ is fully God and fully man and recognize His virgin birth, sinless life, sacrificial death, bodily resurrection, ascension, and reign at His Father's right hand in glory. *(Isa.9:6-7, Dan.7:14, Mt.28:18, Jn.1:1-2, Col.2:9, Heb.1:3, Heb.12:2)*

5. We believe in the ministry and power of the Holy Spirit, as He convicts regenerates, seals, indwells, guides, and instructs individual Christians: empowering the Church to reveal the glory of her divine husband, Jesus.
(Jn.14:15-17, Jn.16:7-15, Rom.8:11, 2 Cor.1:22, Titus 3:5, 1 Pet.1:12)
6. We believe in the necessity of salvation for sinful man, by grace, through faith in Jesus Christ, His shed blood and atoning death upon the cross; the only means to the forgiveness of sin and eternal redemption. This grace engenders love, and out of this love grows a desire to serve both God and our neighbor. *(Acts 4:12, Rom.3:21-26, Rom.5:8-10, Eph.2:4-10)*
7. We believe that it is of the utmost importance to give our Lord Jesus preeminence in all things, as Prophet, Priest and King, in view of His having been given, by His Father, all power and authority in heaven and on earth. *(Heb.1:1-2, Heb.6:19-20, Col.1:12-20, Ps.29:2, Jn.4:23-24, Phl.4:4)*
8. On earth, we are as it were, ambassadors for Jesus. Our command is to re-establish a testimony for God and His law in this nation and to equip our children to do likewise. We therefore believe it is our duty to teach them to keep covenant (maintain fidelity in their allegiance) with God, as our forefathers did. We unapologetically believe in a patriotism that promotes devotion to God and country. *(II Ch.7:14, Ps.33:12, Mt.28:18-19, II Cor.3:6)*
9. We believe in the rightful submission to God ordained governmental authorities but will hold that God's law is higher than man's law and will always obey the higher law when the two are in conflict. Human government is established by God and is God's servant; to "do good" and to "punish wrongdoing". We therefore recognize the legitimate authority of human government, as it is established by God.
(Dan.2:20-21, Dan.5:21, Ac.5:17-29, Rom.13:1-7, Titus3:1-7)

ARTICLE III

Statement of Purpose

West Suburban Christian Academy is an evangelical Christian school providing a Pre-school - Grade 8 educational program and serving Christian parents who desire their children to be educated in an environment which encourages fervent Christian growth and strong academic achievement.

The Academy is founded upon obedience to the inspired texts as translated in traditional Protestant Scriptures; upon the fundamental understandings contained in Article II, Statement of Faith; and upon the words of our Lord Jesus Christ contained in John 3:3, "Ye must be born again." It is dedicated to high academic standards within a Christian world view which is integrated with and inseparable from all aspects of life.

Consistent with the foregoing general purposes and the Philosophy of Education, Article IV, the specific academic purposes of the Academy are that students shall gain:

1. Salvation by grace through faith alone in Jesus Christ's sacrificial death for the forgiveness of our sins, and his bodily resurrection.
2. Sincere love of God the Father, God the Son and God the Holy Spirit.
3. Personal spiritual growth through daily Bible study and prayer.
4. A commitment to service through personal evangelism and worldwide outreach through Christian churches and ministries.
6. Solid Christian character and personal and social refinement.
7. Thorough knowledge of the Bible and evangelical Christian doctrine.
8. Comprehensive general education in preparation for secondary and post-secondary academic, technical and professional training.

ARTICLE IV **Philosophy of Education**

(Our school's Philosophy of Education is in complete alignment with and does fully affirm our 'Statement of Faith'.)

God is the Creator and Sustainer of all things. Because man is created in the image of God, man's ultimate purpose, meaning and very definition of being must all come from God. Thus man, as a finite creature, is dependent upon divine revelation for all ultimate truth. *(Gen.1:1, Gen.2:1, Ex.3:14, Col.1:15-17, Gen.1:26-27, Isa.55:6-9)*

Concerning the "nature of truth": Truth reveals God and is a revelation from God. God reveals Himself (generally) through His created universe, (specifically) in the Scriptures and (personally) in His Son, Jesus Christ. *(Rom.1:19-20, 2 Tm.3:15-17, Deut.8:1-3, Isa.40:6-8, Jn.1:14, Jn.14:6)*

Since the moment Adam and Eve disobeyed God in the Garden, man's essential nature has been corrupted by sin and, in sin, man's understanding has been darkened. At enmity with God in his spirit, man has embraced the falsehood that man's ways are better than God's ways. From the time of the fall, man has believed he could explore, understand, relate to and even teach the laws and facts of the created universe, independent of God's revealed truth and without need of "the grace of God to comprehend and receive it." *(Gen.3:1-7, Gen.3:14-19, Gen.6:5, Rom.3:10-11, Rom.1:21-22)*

As Christians, we believe we are commanded by God to adopt, maintain and perpetuate (teach our children) a totally Christian World-view or Christian Philosophy. We believe our philosophy to be centered upon God (our creator); that God is Truth; that God's word is completely trustworthy (inerrant) and that God can be known. From this Christian

Philosophy of Life we derive our Philosophy of Christian Education. (*Col.2:8, Rom.12:2, Col.3:1-2, Rom.11:35, Ps.111:10, Ja.1:5, Prv.22:6, Duet.6:6-9, Ps.78:1-11, Ex.13:8, 2 Cor.10:3-5*)

Living in a created World means living in a reality of created facts which can be rightly understood only in relationship to their Creator. We hold firmly to the philosophy that man's reason does not determine God's revealed truth about Himself and all that He has created. Rather, God has graciously given man reason; in order that God's truth (by the power of His Holy Spirit) might be discovered, understood, categorized and passed down from generation to generation in the systematic approach of training and discipline that is Christian Education. (*Prv.3:5-7, Prv.1:7, Ps.119:89-91, Prv.22:6, Eph.6:4, 2 Tim.3:16-17, 2 Tim.2:15*)

Biblical truth must validate experience and knowledge at all times. In all subjects: mathematics, geography, economics, history or English; the Bible is the key to true understanding. The Bible gives us the perspective we need to see God as He is, ourselves as we are, our relationship to others and to the world that we live in. And it provides the necessary principles without which there can be no subjects and provide the standard; qualifying all other texts, materials and supporting media used in our classrooms. (*Prv.1:7, Prv.9:10*)

Moreover, we hold the Scriptures to be Divinely inspired, authoritative and inerrant. The Word of God is our heritage and our birthright. Our philosophy of Christian Education, this document, and every policy and practice hereunto, will regard the Word of God as the final authority in all matters of faith and practice. (*2 Tim.3:16*)

West Suburban Christian Academy's purpose is to provide a distinctly Christian academic environment in which God's mandate to train, instruct and nurture each student in the Truth may be fulfilled. Administration, faculty and staff shall seek to minister to each student providing a Christ-like example while promoting that student's spiritual, physical, academic and social development.

We recognize that children are a heritage of the Lord. (*Ps.127:3*). We believe that, to the Christian parent(s) of every Academy student, God has delegated a special "stewardship responsibility" for the instruction, nurture and discipline of children. The process of "training up a child" starts in the home. The Bible declares, "Train up a child in the way he should go, and when he is old he will not depart from it." (*Prv.22:6*) God has additionally granted (in Christ Jesus) the authority of the parent(s) to train and instruct their children (particularly in matters of Christian faith and life). Again, the Scriptural mandate is clear and repeated: "These commandments that I give you today are to be upon your hearts. Impress them on your children," (*Deut.6:6-7*) and "Fathers do not exasperate your children; instead bring them up in the training and instruction of the Lord." (*Eph.6:4*)

At West Suburban Christian Academy, we hold to the Biblical position that while parents can never delegate away their responsibility (before God) to instruct and discipline their children, they may share the authority (given to them by God) for the teaching of their children, with our faculty and staff. Children will be blessed as parents and teachers share in their instruction, so long as the instruction is provided with God-given and rightly shared authority. “Jesus said, ‘Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these.’” (*Mat.19:14*). **The Academy is committed to its mission of fostering academic excellence in a genuinely Christ-Centered scholastic community.**

For this reason, the parent(s) of Academy students will be expected to clearly communicate with their children God’s design in and the necessity for respect of teachers’ authority in the classroom at all times. Academy students, learning to be in submission to the authority of their teachers in the classroom, even as they learn to submit to the authority of their parents at home, actually engage in the larger process of learning obedience to God.

We desire to create an optimal learning environment, based on academic excellence, that compliments the Christian home. We strive to promote an atmosphere where students learn to live their lives for Christ, developing their character and achieving their highest potential (in Him). As we seek to train students, we believe that the school and the home need to work cooperatively in providing the best educational experience for every student.

Our goal is to bring out of each student their natural creative desire to learn and to assist them in developing the required academic disciplines. It is critical that individuals master the basic academic skills needed to be productive in our society.

As to their spiritual nurturing, our goal is to develop within each student an inclination to study, learn and apply God’s word in every area of his or her life. We will diligently work to instill in our students a sense of appreciation for the heritage that is theirs in Christ.

Ultimately, in all that we shall teach, in all that we shall say, do, plan, and promote; we shall direct all to the glory of God, exalting the name of our Lord and Savior Jesus Christ. We will, at every point, seek to promote an experience of education and discipleship in the lives of Academy students, imparting God’s truth, thus preparing them for faithful service in the cause of Jesus Christ and the Gospel that their involvement in the home, church, workplace and community might manifest the glory of Jesus Christ for the world to see. (*Ps.22:23, Ps.57:5, Mat.5:16, 1 Pet.4:11, Rev.4:11*)

ARTICLE V

Board of Directors and Guidelines and Structures of Board Governance

Sections 001 through 021:

[References to “he” in this Article concerning the Head of School are without gender inference.]

Sec. 001: Agreement of Board Members with Articles II, III and IV.

All Board members shall be Christians (giving testimony to their faith) and shall agree without reservation with Articles II, III and IV of this Constitution. Further, they shall be members in good standing or regular attendees (preferably, seeking membership) with a local church, whose doctrine is in agreement with Article II of this Constitution.

Sec. 002: General Powers and Responsibilities

The West Suburban Christian Academy (WSCA) Board of Directors shall constitute its sole governing body which shall oversee the continuing operation of this educational ministry and generally oversee the business affairs of WSCA in compliance with this Constitution. The responsibilities of the Board will include, but not be limited to making policy, acting on matters of personnel (including hiring and firing), appointing Board members, establishing tuition and fees, promoting Christian education in the community and praying for the life and ministry of West Suburban Christian Academy.

The reference contained in Article VII, Sec. 001 to “members” voting upon amendments to this Constitution means exclusively members of the Board of Directors.

Sec. 003: Number and Tenure of Board Members.

A. The number of Board members shall be at least nine (9) and may be increased by nomination and appointment of additional members, to a number not exceeding twelve (12). Each Board member shall serve on the Board for a term of three years, unless such service is terminated by resignation or dismissal.

B. Any Board member may, if he chooses, serve a second successive three year term, subject to the nomination and election process set forth in this Constitution. Further, having served a second term on the Board, the Board member shall step down from service for at least one full year before being, again, eligible for nomination and election to the Board.

C. Terms of service for Board members shall be staggered to allow for depth of experience and a natural mentoring effect upon newer members. Every attempt should be made to assure that terms of service on the Board shall be staggered in such manner that no more than one-third (1/3) of the full Board will complete their term of service in any given fiscal year.

Sec. 004: Board Member Qualifications.

- A.** All Board members shall be born-again Christians and subscribe personally to the school's Statement of Faith without reservation. Further, each Board member shall be committed to preserving the ideals and purposes of the school, as described in the Philosophy of Education.
- B.** Eligibility for Board membership requires that a nominee shall be a Godly man, graced in his judgments, through his thorough meditation on and willing submission to the Word of God. Further, his reputation in the community and the testimony of his life shall evidence his qualifications reflective of Biblical leadership as found in 1 Tim. 3:1-13 and Titus 1:5-9.
- C.** In his speech and behavior a Board member shall demonstrate that he is not quick-tempered, not overbearing, one who loves what is good and one found faithful in his love of the brethren. He shall possess a wholehearted commitment to the school and the cause of Christian education.
- D.** Board members shall individually commit themselves to continuous prayer for the family, leadership, life and ministry of West Suburban Christian Academy. As used in this Section, Article VII, Sec. 003, and throughout this Constitution, the school "family" of West Suburban Christian Academy shall mean the members of the Board of Directors, employees of the Academy, and parents of students enrolled in the Academy.

Sec. 005: New Board Member Nominating Process.

- A.** It shall be the unqualified right of any WSCA Board member, parent or employee, at any time, to suggest the name of a potential nominee to the President of the Board. The name shall be submitted in writing and delivered to the Board President. It is then incumbent upon the President to give notice of such recommendation at the next regular meeting of the Board, bringing such notice to the attention of the Board Secretary. The Secretary will add the recommendation to a list of potential nominees. The Secretary will keep this list in his custody until turning it over to a nominating committee appointed by the Board President.
- B.** Each January, a nominating committee shall be appointed by the President of the Board, consisting of at least four (4) Board members. The charge of such committee shall be to identify and conduct a preliminary evaluation of potential nominees for Board membership. Further, such evaluation will be guided by the Board Member Qualifications as they are set forth in this Constitution.
- C.** Between January 1 and the regular meeting of the Board in March, the nominating committee will identify and interview potential nominees. At least two committee members shall interview each candidate, either at the school or at home at a time not to coincide with a regular business meeting of the Board. Upon the establishment of the

nominating committee, the Board Secretary shall turn over the list of recommendations of potential nominees along with a listing of any additional candidates the Board may, themselves, suggest. The objective of preliminary interviews will be to establish the candidates' interest in pursuing this particular avenue of service to WSCA. While conducting each preliminary interview, committee members shall provide the candidate with a copy of this Constitution and review it with the candidate. The candidate, after reviewing the Constitution, shall convey his agreement with the same.

D. The nominating committee at the regular March Board meeting shall, in Executive Session, formally submit nominees to the full Board. After this meeting and at least one week prior to the regular Board meeting in May, nominees to the Board shall be interviewed by the full Board at one or more special meetings convened for this purpose.

E. In the event of a vacancy on the Board, occurring through resignation, dismissal or any other reason, a replacement shall be interviewed in like manner as has been described herein, voted upon and appointed by the remaining Board Members, without regard to particular dates and timetables already described herein. The Board Member appointed shall hold office until June 30 and continue from July 1 of that year and end June 30, two years hence. Further, in the event a member who has left the Board was an officer, another member shall be designated (by majority resolution of the Board) to assume the responsibilities of the office now vacant.

F. It is in the best interests of WSCA to view the nominating process as a way of helping to develop the good will of all nominees. This is accomplished by timely and personal contact from the Board President.

Sec. 006: Election (Appointment) and Tenure of New Board Members.

A. Voting to appoint nominees to Board membership shall take place at the regular meeting of the Board in May. The term of office for regularly appointed Board Members shall begin July 1 of that year and end June 30, three years hence.

B. Voting for the appointment of any nominee to the WSCA Board, whether the vacancy occurred by reason of an incumbent completing his term or for any other reason, shall be decided by the affirmative vote of a majority of the members present, provided three fourths (3/4) of the full Board is in attendance.

C. The Board President shall declare the election results and shall be responsible to convey the same to all nominees. In the event of a tie, the presiding officer shall cast the deciding vote.

Sec. 007: Duties of the Board.

A. Board Members shall, individually and corporately, pray continually for the leadership, administration, faculty, staff, parents, children and fruitful ministry of West Suburban Christian Academy. Moreover, they will be inclined to prayer, ever mindful of their own dependence upon God for His grace and wisdom manifest in their leadership.

B. The primary function of the Board is to set school policy, not to administer the school. The daily administration is the work of the Head of School. The Board's policies set the boundaries within which the Head of School administers WSCA.

C. The second most significant duty of the Board is the selection of its Administrative Officer (Head of School). The Head of School will implement the Board's legislated policies and directives and manage the day to day operation of the school. The Head of School is an ex officio (non-voting) member of all committees.

D. Upon the recommendation of the Head of School, the Board shall employ such qualified faculty and staff as will be needed to meet the educational objectives and execute the academic programs and policies which it has established for the school.

E. The Board shall oversee the general financial operation of the school, approving annual budgets, devising methods of raising operating funds and determining how these funds shall be disbursed. (Methods used to raise funds shall be consistent with the Christian character and philosophy of WSCA).

F. The Board shall have the authority to borrow money in the name of WSCA, but all measures will be taken to operate with a balanced budget. Ordinarily, any form of debt will be avoided.

G. The Board shall approve the educational programs and standards of achievement for the school as recommended by the Education Committee.

H. Courses of study, including textbooks, prepared by the school's faculty under the leadership of the Head of School and reviewed by the Education Committee, shall be recommended to the Board for approval.

I. The faculty and staff of West Suburban Christian Academy shall be appointed by the Board after careful consideration of their spiritual and academic qualifications. All faculty and staff shall sign a written employment agreement. The Board shall have the authority to dismiss any personnel associated with the school who do not fulfill the requirements set forth in this Constitution; or otherwise prove to be unfit for their role and work.

J. The Board's authority is corporate. Individual Board Members have authority to act only when the Board is convened in regular or special session. There shall be only one line of authority which will flow from the Board, through the President, to the Head of School who is charged with the responsibility for properly conveying the decisions and actions of the Board to the faculty, staff, students and parents as appropriate.

K. The Annual Evaluation of the Head of School is the responsibility of the entire Board.

Sec. 008: Officers.

A. The Officers of the School shall be President, Vice-President, Secretary and Treasurer. These four officers constitute the Executive Committee of the Board. Annually, the Board shall elect from among its members, Officers of the Board, in accord with this Constitution. The duties of these duly elected Officers shall be limited to, the following:

B. President. The President shall preside at all the WSCA Board meetings and perform such other duties as approved by the Board. The President shall be the Head of School's point of contact with the Board when the Board is not in session.

C. Vice President. The Vice-President shall perform the duties of 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.

D. Secretary. The Secretary shall cause to be recorded the minutes of any and all meetings of the Board. Further, the Secretary shall have custody of the Board records and documents and shall conduct necessary correspondence and perform other duties associated with the office.

E. Treasurer. The Treasurer is entrusted with the supervision of the operating funds of WSCA. The Treasurer or his designate(s) shall receive all funds contributing to the maintenance of the school; deposit all such funds to the credit of the school in a financial institution designated by the Board. The Treasurer or his designate(s) shall disburse such funds as prescribed in the annual budget or designated by Board directive. Further, the Treasurer will prepare and present financial reports at regular Board meetings. The Treasurer shall be responsible to arrange for an annual independent audit of all school accounts conducted by a Board approved accountant.

Sec. 009: Election and Tenure of Officers.

At the Board's regularly scheduled meeting in June, the board shall elect officers for the following year from among its members. The term of office shall be one year, with such term starting July 1. Election shall be decided by the affirmative vote of a majority of the members present, provided three fourths (3/4) of the full Board is in attendance.

Sec. 010: The School Administrator (Head of School).

A. The duties and responsibilities of the Head of School are of such a nature as to require the full time and undivided attention of the Head of School. It is incumbent on the Head of School to properly balance competitive demands of family, church, and work upon his time, energy and resources.

B. The Administrator is responsible to conscientiously maintain an open line of communication between the various members of the school family and Board, conveying their concerns, ideas or questions to the Board in a timely and forthright manner. In the

absence of an approved policy, the Head of School is free to act upon the basis of his good judgment, to report his action and the need for an appropriate policy at the next regular meeting of the Board.

C. Individual Board members may not give directives to the Head of School or to the school's faculty or staff. Board Members do not have direct authority in the school. Their authority is confined strictly to the legislative powers of their office.

Sec. 011: Board Member Evaluation.

The Board shall evaluate itself annually at a regular meeting in the spring of each year. Each member shall evaluate his willingness and ability to continue in the position he holds (with a view to the upcoming school year). Every incumbent member of the Board shall annually sign the letter of "Leadership Commitment", set forth in this Constitution; thereby pledging their faithful and selfless service on the Board in the next year.

Sec. 012: Leadership Commitment.

Prior to the election of officers at the Board's June meeting, the secretary shall prepare leadership commitment forms in substantially the following form. The commitments forms shall be signed by all Board members immediately following election of officers. The secretary shall keep and maintain records of the forms.

Knowing that God has spoken clearly in His Word concerning the character and responsibility of a leader:

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 continually in step with the Holy Spirit.*
4. *I will pray for those who serve with me as Board Members, for the school Head of School, for the faculty and staff of the school and for the students of WSCA and their families. I will pray regularly for the ministry of the school and for the testimony that ministry will have in the community.*
5. *I will be diligent in preparation for all Board meetings, participating in duly appointed committees, doing my homework and submitting myself anew and afresh to the Holy Spirit. Further, 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, of the reason for my absence and will follow up with the Board Secretary and/or other Board Members, taking the opportunity to fully inform myself of the proceedings of that meeting, for which I was absent.*

6. *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. By the power of the Holy Spirit, I will refrain from expressing demeaning attitudes (through criticism and complaint). 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. I will not disclose my position or vote or any other Board Member's vote or position. Moreover, I will be positive, an encourager, acting with integrity and discretion and endeavoring to maintain the unity of the Spirit in the bond of peace.*

I have studied these statements of commitment and have prayed over them, and I believe God would have me serve on the Board of West Suburban Christian Academy, as a Board Member, according to these standards.

SIGNATURE: _____ Date: _____

Sec. 013: Resignation/Dismissal (from the Board).

A. After prayerful consideration, any Board Member may resign from office. He shall tender his resignation in a letter to the Board President, stating the reasons for his decision. Such letter of resignation should be personally delivered or mailed to the President.

B. Any Board Member may be removed (dismissed) from the Board for conduct unbecoming of his office (I Tim.3:1-15, Titus 1:5-9), or for excessive absence from regular and special meetings of the Board or whenever such removal (in the judgment of the Board) would be in the best interest of the school body. Removal shall require two-thirds (2/3) vote of the Board Members present, provided at least three-fourths (3/4) of the full Board is in attendance. In particular, and without limitation, a Board Member may be removed upon two successive absences from meetings at which a proposal to amend this Constitution has been noticed as provided in Article VII, Sec. 001.

C. In view of the serious, disciplinary nature of a Board Member's involuntary removal from office, every effort shall be made, by all parties concerned, 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 shall be a matter of "last resort". Any unpleasantness surrounding such action shall be dealt with quickly and taking into account the dignity and personal privacy of the individual in question.

Sec. 014: Meetings.

A. Regular meetings of the Board shall convene monthly during the year. Board meetings shall be closed except that meetings held during October and March shall begin with thirty (30) minute open question & answer sessions which members of the entire school family are invited to attend. Such Q&A sessions presented within the Board's guidelines. Otherwise, the privilege of the floor may be granted only at the discretion of

the President of the Board. The Board retains the right to meet in Executive Session to discuss personnel or other delicate matters.

B. Special meetings of the Board may be called by or at the request of the Board President or any four Board Members. Prior written notice of the special meeting; including date, time, place of meeting and a summary agenda for this meeting shall be personally delivered or mailed to each Board Member, at least seven (7) days in advance of the meeting, whenever practical.

C. An annual State of the School meeting shall be held in January or February of each year. The agenda for that meeting shall include a review of the previous year's activities, a report of the status of the school and the identification of challenges and issues facing the school in the upcoming year.

D. The fiscal year for the school will begin July 1 and end June 30, in the next calendar year.

E. In consultation with the Head of School, the agenda for regular meetings of the Board shall be prepared by the President and in the President's absence prepared by the Vice-President.

F. Meetings of the Board shall be governed by Robert's Revised Rules of Order.

Sec. 015: Quorum.

Unless otherwise provided, 50% of the Board's membership, rounded to the next highest number, shall constitute a quorum for the transaction of business. Recognizing that no formal vote may be taken in the absence of a quorum, informal discussion may ensue.

Sec. 016: Manner of Acting.

The act of a simple majority vote of the members, wherein a quorum is present at the meeting, shall be the act of the Board, unless such act requires a greater number of votes as demanded by law or by this Constitution.

Sec. 017: Emergency Action.

In an emergency, the President may poll the full Board to secure authorization for a given course of action.

Sec. 018: Compensation and Reimbursement of Members.

Members of the Board shall receive no compensation for their services. The Board may authorize the reimbursement of expenses, incurred by any Board Member, in the performance of official business for the School or the Board.

Sec. 019: Open Meetings.

Open school family meetings may be held to communicate important issues/decisions to the WSCA constituency, or to occasionally make the Board available to the school family to answer questions.

SEC. 020: Committees.

- A.** The Standing Committees of the Board are:
1. Education
 2. Business Operations
 3. Student/Family & Extracurricular Activities
 4. Advancement

Each Standing Committee shall have no fewer than two (2) different Board Members appointed by the Board President. One (1) of the Board Members shall chair the Committee. Based upon an annual survey of parent interests, the Committee Chair shall appoint parents to each Standing Committee consistent with their expressed interests.

- B.** With the approval of the Board, the President may from time to time establish special task committees empowered to deal with a specific issue within a given school year.

ARTICLE VI
Staff

All members of the school's faculty, teaching assistant staff, and administrative staff must declare their unconditional agreement with Articles II, III and IV of this constitution; they must be members or regular attendees of a church whose doctrine agrees with Article II, must be scripturally sound in their teaching and must lead exemplary lives as required under policies adopted by the Board of Directors.

ARTICLE VII
Amendments

Sec. 001: Process for Amending.

Portions of this constitution may be amended by a three-fourths (3/4) majority vote of the members at any meeting wherein the full Board shall be present, provided two week's prior written notice shall have been sent to each member, stating both the specific language of and the reason(s) and intent for the desired change.

Sec. 002: Articles Not Amendable.

The Statement of Faith (Article II), The Philosophy of Education (Article IV), Amendments (Article VII) and the process of Irrevocable Dedication (Article VIII) are not and shall not be subject to amendment, whether by addition to, deletion from or any other form of alteration.

Sec. 003: Notification of Amendment.

The Board shall notify the whole school family of any amendment made to this Constitution.

ARTICLE VIII

Irrevocable Dedication: (Dissolution)

West Suburban Christian Academy is organized and operated exclusively for the purpose of being a private educational Christian school, within the meaning of section 501(c)(3) of the Internal Revenue Code. No part of the net earnings of the school shall inure to the benefit of, or be distributable to its members, directors, officers or other private persons, except that the school shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article IV hereof. In case of dissolution of West Suburban Christian Academy, all the assets of the school remaining after the payment of debts, shall be donated to such Christian educational ministries as the Board may determine and select, for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code.

ARTICLE IX

Nondiscrimination Policy, Personnel and Admissions

Sec. 1: Non-discrimination Policy.

West Suburban Christian Academy admits students of any race, color, national or ethnic origin to all the rights, privileges, programs and activities, generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, national or ethnic origin in the administration of its educational policies, admissions policies, scholarship and loan programs, athletic or other school administrated programs.

West Suburban Christian Academy employs faculty and staff of any race, color, national or ethnic origin. It does not discriminate on the basis of race, color, national or ethnic origin in the hiring, management or supervision of its faculty and staff.

Sec. 002: Personnel.

West Suburban Christian Academy is governed in accordance with its Statement of Faith, its Statement of Purpose and its Philosophy of Education as provided in Articles II, III, and IV. Those provisions are integrated in every aspect of the Academy. All paid Academy employees or personnel shall specifically adhere to those beliefs, and the Board of Directors reserves the right to make any and all employment and other decisions regarding personnel in accordance with such provisions.

Sec. 003: Students and Families.

Students shall likewise be accepted into West Suburban Christian Academy in accordance with its Statement of Faith, its Statement of Purpose and its Philosophy of Education as provided in Articles II, III, and IV. The Board reserves the right in its sole and absolute discretion to reject applications of families who subscribe to cultic or other teachings not in accordance with Articles II, III, and IV, or for any other reasons the Board may deem appropriate.

* * * * *