

BYLAWS OF AGAPE CHRISTIAN ACADEMY INC.

PREAMBLE

Believing that the Bible gives Christian parents the responsibility and privilege of providing education for our children which is uniquely Christian, and believing that this can best be accomplished by the concerned action of a community of Believers, Agape Christian Academy hereby make and adopt the following articles:

ARTICLE I – NAME

This organization shall be known as Agape Christian Academy, Inc.

ARTICLE II – FOUNDATION

The foundation of the Agape Christian Academy is the Lord Jesus Christ as testified to in the Word of God: the Scriptures of the Old and New Testaments. On this basis, we affirm the following principles:

Bible: That as the written Word of God, the Bible is the truth by which the Holy Spirit enlightens our understanding of God, ourselves and the world; and is the absolute trustworthy authority by which all faith and practice are governed and directed, including the education of our children.

Creation: That the universe and all things in it are the good work of the triune God in origin, gracious preservation and ultimate restoration.

People: That all people are created in the image of God to enjoy covenantal fellowship with their Creator, and to reflect in character and works the excellencies of their Maker. True fulfillment is found in living under God's commands, which lead us to exercise loving dominion, responsible stewardship, and faithful reconciliation.

Purpose of education: That the purpose of the education of our children is to prepare them for a life of joyful discovery and wholehearted obedience to their calling as God's representatives in the world by assisting them in attaining knowledge and wisdom. This calling is to know God and the integrity of creation, to bring all of life into submission under the authority of the Creator, to love all people as Christ has instructed, and to be responsible stewards in their God given cultural tasks.

Parent: That God has given parents the gift and responsibility to nurture and educate their children. Parental support and involvement in the educational process is essential, as is the freedom to choose both where and how such education is pursued.

Child: That children are by nature inquisitive and creative. They are entrusted by God to parents and need loving nurture, careful guidance, faithful correction, engaging instruction, and focused exploration of the world as God's creation.

Teacher: That the teacher, as a servant of God, exercises responsible authority in assisting parents and the community in the education of children, and exemplifies a model that reflects Christ's love and encourages the child's own obedient response to God.

Community: That God's purpose for our lives is best known and understood in the context of a faithful community of believers. While the education of children is primarily the responsibility of parents, all believers have an obligation to uphold education through their persistent prayer, faithful work and generous support.

Curriculum: That the integrity of all things under a sovereign Lord may be expressed in the interconnectedness of the academic disciplines, and that the God who created and sustains all things be made known. That our pedagogy and activities address children's varied learning styles and provide concrete, purposeful and real life experiences.

Educational Freedom: That Christian schools, organized and administered in accordance with legitimate standards and provisions for day schools, should be fully recognized in society as free to function according to these principles.

ARTICLE III – PURPOSE

The Corporation is organized exclusively for charitable and educational purposes within the meaning of section 501(c)(3) of the Internal Revenue Code.

Notwithstanding any other provision of these Bylaws, the corporation shall not carry on any other activities not permitted to be carried on:

- (a) by an organization exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law) or

- (b) by an organization contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law).

The purpose of this Corporation is to establish, maintain and operate a school or schools for the daily instruction of our children. This instruction must be in accordance with Article II of these Bylaws and its academic standards must at least meet the requirements set forth by the Department of Education of the State of Ohio.

Our Mission Statement

To work together with the home and church to provide each student with a Christ-centered, quality education that will enable them to be a transforming influence in their world.

ARTICLE IV – MEMBERSHIP

1. The Corporation shall have no members. The governing body of Agape Christian Academy shall be a Board of Trustees (Board), which shall have full power and authority over the affairs of Agape Christian Academy and establish such policies and plans as may reasonably be necessary to carry out the purposes and functions of the Corporation as enumerated in these bylaws.

ARTICLE V – BOARD OF TRUSTEES

1. The affairs of the Agape Christian Academy shall be under the management and control of the Board of Trustees, consisting of a minimum of three (3) Trustees.
2. A Trustee shall be a person who:
 - a. personally acknowledges Jesus Christ as the Lord and Savior of her/his life.
 - b. affirms the content of Articles II and III of these Bylaws by having read and signed the Statement of Faith.
 - c. is elected to serve by a simple majority of the existing board members.
 - d. is not in the employment of the Corporation.
3. Board members are elected for a three-year term. The terms shall be staggered to allow for continuity.

4. The Board of Trustees shall meet at least two times per year. Special meetings of the Board may be called by the Head of School and one other Trustee, or by a vote of two-thirds majority of the Board. Notice of the meeting shall be sent at least two weeks prior to the meeting.
5. Meetings of the Board of Trustees shall be closed to the public unless explicitly opened by Board resolution or invitation for specific purposes.
6. For Board of Trustees meetings, a simple majority of Trustees with at least two officers present shall constitute a quorum.
7. Any trustee may be removed from their position for any of the following reasons:
 - a. Resignation from their position.
 - b. Disqualification because of sin. Any trustee may be removed from office, based upon the decision by the other remaining trustees, at any time, based upon moral, doctrinal, or other biblical disqualification.
 - c. Failure to fulfill the responsibilities of being a trustee. After much prayer and discernment, a trustee may be removed from office by the other remaining trustees if they feel they are not capable of fulfilling the responsibilities of being a trustee by a two-thirds majority vote.

ARTICLE VI – DUTIES OF THE BOARD OF TRUSTEES

1. The Board shall determine all school policies in harmony with the Bylaws.
2. The Board shall select a Head of School who will be responsible for operational leadership, staff management, and daily administration of the Academy.
3. The Head of School shall have the authority to hire and dismiss staff members.
4. The Board shall devise ways and means of obtaining the funds necessary for operating the school, maintaining accurate records, and determining how these funds shall be distributed.
5. The Board shall appoint out of its membership representatives to each committee, as it deems necessary for the performance of its duties. The Board shall appoint the chairperson of each committee.

6. The school term, holidays and vacations shall be determined by the Board of Trustees.
7. Trustees shall receive no compensation for carrying out their duties as Trustees. The Board may adopt policies for reasonable compensation of Trustees for expenses incurred in conjunction with carrying out board responsibilities, such as travel expenses on behalf of the Board.
8. Trustees are not restricted from being remunerated for professional services provided to the Corporation. Such remuneration shall be reasonable and fair to the Corporation and must be reviewed and approved per the Conflict of Interest policy and state law.

ARTICLE VII – OFFICERS OF THE BOARD OF TRUSTEES AND THEIR DUTIES

1. The Board shall elect its members and officers as outlined in Article VI. The Board shall itself elect the following three officers: Chairman, Secretary and Treasurer.
2. The Chairman shall preside at Board meetings, but may at any time delegate this duty to another Trustee. In the absence of the Chairman or any such delegate, the Secretary shall preside.
3. The Chairman shall be ex officio members of all committees. The Chairman shall have general oversight of all affairs of the Corporation and shall enforce the provisions of the Bylaws.
4. The Secretary shall be responsible for correspondence, for all minutes of the Board meetings, for all official documents of the Corporation and for maintaining appropriate records.
5. The Treasurer shall be the lead trustee for overseeing the financial condition and affairs of the Corporation. The Treasurer shall oversee and keep the Board informed of the Corporation's financial condition and any audit or financial review results. In conjunction with the rest of the Board, the Treasurer shall oversee budget preparations and shall ensure the appropriate financial reports, including an account of significant transactions and the financial condition of the Corporation, are made available to the Board on a timely basis or as may be required by the Board.
6. The Treasurer may appoint, with the Board's approval, a qualified fiscal agent or member of the staff to assist in performing all or part of the Treasurer's duties.

7. The Head of School shall be responsible for the supervision of all the affairs and activities of the Corporation and shall report to the Board.

ARTICLE VIII – COMMITTEES OF THE BOARD AND THEIR DUTIES

1. The Board shall establish committees and task forces as required.
2. Standing committees may include but not be limited to:

Governance Committee:

- a. Oversees Board recruitment, training, policy review, and succession planning.
- b. Reviews governance policies annually and recommends changes as necessary.
- c. Ensures that all Board members are adhering to the conflict of interest policy.

ARTICLE IX

CONTRACTS, CHECKS, LOANS, INDEMNIFICATION, FISCAL YEAR

1. All checks, drafts, or other orders for payment of money, notes, or other evidences of indebtedness, issued in the name of or payable to the Corporation, shall be signed or endorsed by such person or persons and in such manner as shall be determined from time to time by resolution of the Board of Directors. In the absence of such determination by the Board of Directors, such instruments may be signed by either the Head of School or the Treasurer of the Corporation.
2. The Board of Directors, except as in these By-Laws otherwise provided, may authorize any Officer or Officers, or agent or agents, to enter into any contract or execute any instrument in the name of and on behalf of the Corporation. Such authority may be general or confined to specific instances. Unless so authorized by the Board of Trustees, no Officer, agent, or employee shall have any power or authority to bind the Corporation by any contract or engagement or to pledge its credit or to render it liable for any purpose or for any amount.
3. Agape Christian Academy shall not incur long-term debt for operating expenses. No loans shall be contracted on behalf of the Corporation and no evidence of indebtedness shall be issued in its name unless authorized by a three-fourths majority vote of the Board.

4. The Corporation shall indemnify a Trustee or former Trustee, who was wholly successful, on the merits or otherwise, in the defense of any proceeding to which he or she was a party because he or she is or was a Trustee of the Corporation against reasonable expenses incurred by him or her in connection with the proceedings.
5. The fiscal year shall run from July 1 through June 30.

ARTICLE X – AMENDMENTS

These Bylaws may be amended by a two-thirds majority vote of the Board of Trustees. The substance of Articles II and III of these Bylaws may only be amended by a unanimous vote of the Board of Trustees.

ARTICLE XI – DISSOLUTION

Upon winding up and dissolution of the Corporation, after paying or adequately providing for the debts and obligations of the organization, the remaining assets shall be distributed to a non-profit fund, foundation, or corporation which is organized and operated exclusively for charitable, educational, religious, and/or scientific purposes and which has established its tax exempt status under section 501(c)(3) of the Internal Revenue Code.

ARTICLE XII – INTERPRETATION

The Board of Trustees shall have the power to interpret and construe these Bylaws, rules, and regulations, rules and regulations adopted pursuant thereto, in all cases where the interpretation or construction thereof shall be called into question. The Board's determination shall be final.

ARTICLE XIII – NON-DISCRIMINATION POLICY

Agape Christian Academy recruits and admits students of any sex, race, color or ethnic origin to all the rights, privileges, programs and activities of the Academy. Agape Christian Academy does not discriminate on the basis of sex, race, color, or ethnic origin in administration of its educational policies, educational programs, financial aid distribution, fee waivers or extracurricular activities. In addition, Agape Christian Academy is not intended to be an alternative to court or administrative agency ordered or public school district initiated desegregation.

Agape Christian Academy will not discriminate on the basis of sex, race, color, or ethnic origin in the hiring of its personnel.