

# **MLCS BY-LAWS**

*“Let your light so shine before men, that they may see your good works and glorify your Father in heaven.” Matthew 5:16 NKJV*

## **ARTICLE I**

The name of this 501(c)3 Non-Profit Corporation, shall be Mother Lode Christian School (MLCS).

## **ARTICLE II – VISION & MOTTO**

### **Vision**

We exist to inspire our students to love Jesus Christ with all that they are, excel in academics, find joy in learning, and shine as light in the world.

### **Motto**

Let His light shine!

## **ARTICLE III – MISSION**

### **Our Mission**

Our mission in Christian education is twofold: First, that each student grows in the love and knowledge of Jesus Christ. And second, that each student advances in academic skills in order to think clearly, reason well, address problems with creative solutions, and communicate effectively.

*Who* our students become is more important than *what* they become. Once they find a sincere love for Jesus Christ *and* an unselfish love for others, they will shine brightly for a lifetime. Public schools focus on instruction and subject matter *without* God. True *Christian* education explores how all subject matter reveals the beauty and wisdom *of* God. At MLCS our mission is much larger than books, diplomas, and degrees, as important as these are. Our mission is to accomplish our vision together.

## **ARTICLE IV-CORE VALUES**

### **Core Values**

**A. Knowing and Loving Jesus** - To keep Jesus Christ and the Bible as the epicenter of all learning and truth.

At Mother Lode Christian School, students are inspired to grow in faith, knowledge, and purpose through their relationship with Jesus Christ. *In Him are hidden all the treasures of wisdom and knowledge and in Him all things* - both academic instruction & biblical revelation - *hold together ~ Colossians 1:17; 2:3*. The Word of God, the Bible, provides the assurance of absolute and eternal truth. It defines moral boundaries and establishes what is good and what is evil. It provides the catalyst for a transformed mind and motivation for a renewed life. The study of Scripture is not just to gain knowledge, but for its content to come alive in learning, in prayer, and in everyday campus life. Our prayer is that when students leave our campus, they love Jesus with all that they are, they are academically prepared, and they shine as light in the world. This will be manifested by:

- **Valuing** the Integrity of Scripture - 2 Timothy 3:16-17
- **Living** with Christ in us, the Hope of Glory - Colossians 1:27
- **Practicing** everyday Discipleship - Matthew 4:19
- **Growing** in Prayer and Devotion - Acts 2:42

**B. Teaching that Transforms** - To welcome Holy Spirit-inspired instruction that supports change in student character from the inside out.

At MLCS teachers and students learn to integrate and apply God’s Word with the best of instructional strategies and curriculum. Under the Holy Spirit’s leadership, all instruction and learning is connected and relevant. We recognize and believe that all areas of study - and of life - provide opportunity to discern and emulate the True, the Good, and the Beautiful. What students learn is who they become. In science, students discover the marvelous complexities of God’s handiwork; in mathematics they recognize the genius of God’s order and design; in great literature students connect how the Greatest Story inspires all great stories. Our goal as Christian school educators is to use all academic instruction as a means to reinforce the renewal of the mind and transformation of the soul. This is our mission and our prayer.

- **Implementing** classically-inspired Christian education influences
- **Training** in effective written & oral communication
- **Emphasizing** the value and reward of hard work
- **Prioritizing** small class sizes

**C. Partnering with Parents & Churches** - To train up our children in the way they should go.

MLCS teachers and staff believe it is an honor to partner with parents and churches in this great work of God. Working together towards a common vision and mission, our goal is to teach our students why we love Jesus Christ, love His word, and love others. MLCS considers its call to Christian education a joy and privilege. We like to think of our parent/school/church partnership as one big family working together to spiritually and academically *train up our children in the way they should go.* ~ Proverbs 22:6

- Education begins at home
- Parent/School/Church partnership
- Christ-honoring friendships
- Local church support

**D. Serving in Love Together** - To demonstrate the love of Jesus on and off campus through the service of others.

Practicing consistent, selfless Christian service on and off campus is part of our MLCS course of study. Mentoring younger students and voluntary service activities are core to our curriculum. Whether on campus or in our surrounding communities, we provide practical opportunities for students to *“let their light so shine before men, that they may see their good works and glorify their Father in heaven.* ~ Matthew 5:16

In order to accomplish the Articles as set forth above, the tenets of the Word of God and the Statement of Faith, as stated in these By-Laws, shall not be subject to compromise.

## **ARTICLE V – CHARACTER OF PERSONNEL**

The selection of our Board Members, Administrator (s), Faculty and Staff will take into consideration the following:

- A clear sense that this role is a calling of God
- A personal commitment to Jesus Christ and His Word
- Agreement to the Statement of Faith
- A desire to encourage the academic and spiritual development of the students
- Regular participation in a Bible-believing/teaching church
- Gifting, expertise, and calling in partnership with educational experience and/or credentials.

## **ARTICLE VI - STATEMENT OF FAITH**

We believe the Bible (Old & New Testament) to be the inspired, infallible, authoritative, inerrant Word of God. (II Timothy 3:15, Proverbs 30:5, John 17:17, II Peter 1:21)

We believe there is one God, eternally existent in three persons: Father, Son, and Holy Spirit. (Genesis 1:1, Matthew 28:19, John 10:30)

We believe in the deity of Christ (John 10:33); His virgin birth (Isaiah 7:14, Matthew 1:23, Luke 1:35); His substitutionary atonement (1 Corinthians 15:3, Ephesians 1:7, Hebrews 2:9), His resurrection (John 11:25, 1 Corinthians 15:4), His ascension to the right hand of the Father (Mark 16:19), and in His personal return in power and glory (Acts 1:11, Revelation 19:11).

We believe in the absolute necessity of regeneration by the Holy Spirit for salvation because of the exceeding sinfulness of human nature, that people are justified on the single ground of faith in the shed blood of Christ, and that only by God's grace and through faith alone are we saved. (John 3:16-19, John 5:24, romans 3:23, Romans 5:8-9, Ephesians 2:8-10, Titus 3:5)

We believe in the resurrection of both the saved and the lost- they that are saved unto the resurrection of life, and they that are lost unto the resurrection of damnation. (John 5:28-29).

We believe in the spiritual unity of believers in our Lord Jesus Christ. (Romans 8:9, 1 Corinthians 12:12-13, Galatians 3:26-28)

We believe in the present ministry of the Holy Spirit, who indwells and empowers the Christian as a helper, teacher, and guide. The supreme evidence of the Spirit-filled life is the fruit of the Spirit-love. (John 6:13, 14:16-17, 16:8-11; Romans 8:26, Romans 8:13-14, 1 Corinthians 3:16, 1 Corinthians 6:19-20, Ephesians 4:30, Ephesians 5:18)

We believe God's plan for human sexuality is to be expressed only within the context of marriage, that God created man and woman as unique biological persons made to complete each other. God instituted monogamous marriage between male and female as the foundation of the family and the basic structure of human society. For this reason, we believe that marriage is exclusively the union of one genetic male and one genetic female (Genesis 2:24; Matthew 19:5-6; Mark 10:6-9; Romans 1:26-27; 1 Corinthians 6:9)

We believe that human life is sacred from conception to its natural end, and that we must have

concern for the physical and spiritual needs of our fellow man (Psalm 139:13; Isaiah 49:1; Jeremiah 1:5; Matthew 22:37-39; Romans 12:20-21; Galatians 6:10).

### **ARTICLE VII - FISCAL YEAR**

The fiscal year shall begin the 1st day of July each year and close with the 30th day of June the following year.

### **ARTICLE VIII- BOARD MEMBERS**

The Board shall govern with an emphasis on biblically based integrity and truthfulness in all methods and practices; outward vision rather than an internal preoccupation; strategic leadership more than administrative detail; clear distinction of Board and Administrative roles; collective rather than individual decisions; future rather than past or present; and proactively rather and reactively.

#### **Character of the Board:**

MLCS Board membership functions cohesively, respective of the biblical criteria for Elders in the Church (1 Timothy 3:1-7). The Board will consist of no more than 9 members and no less than 5 members. The Board may operate on a temporary basis with less than 5 members in exigent circumstances.

The following apply to each and every Board Member:

- Must subscribe without reservation to the Statement of Faith as shown in these By-laws.
- Must be a born-again Christian (John 3).
- Must give evidence of a willingness to assume, with other Board members, the responsibility of the school program and operations.
- Must exemplify a willingness to adjust personal and business affairs to permit regular attendance at the Board meetings and other school activities.
- Agree to subscribe to the principle of *unanimity* when the Board makes its decisions, i.e., motions should be passed by unanimous vote.
- Must see their role as a calling by God to lead the ministry of MLCS in a direction that facilitates an equipping of the students to a level of academic excellence with a Biblical perspective by the power of the Holy Spirit to the glory of Jesus Christ.

Any Board Member who, during their term of office, who ceases to abide by values listed in the Statement of Faith and these By-Laws will be requested to resign or in the alternative, may be dismissed from the Board by two thirds vote of the Board Members present at a regular Board meeting.

Board Members shall be appointed for a three (3) year term, and may serve for an additional three (3) year term. If a Board Member serves the second three (3) year term, they may be reconsidered for a new three (3) year term following a one year leave of absence.<sup>1</sup>

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<sup>1</sup> Current Board Members are not subject to the one year leave of absence if their time of service exceeds the term limits. If a Board Member's time of service exceeds term limits, an additional three (3) year term will be granted upon adoption of these amendments. This exception in this footnote "sunset" August 1, 2024.

### Candidacy:

When a vacancy occurs the Board Members shall prayerfully and patiently seek a replacement (Acts 6:1-7, Timothy 5:22, Acts 13:1-2, 1 Corinthians 4:2).

The Board, upon unanimous agreement, may invite potential candidates to participate in the appointment process (Acts 13:1-3). The school community does not vote on new members, however, the Board invites feedback from the school community as the Board prays through the process of reviewing candidates.

All candidates and nominees shall be presented to the school community 60 days before their appointment to the Board.

The Board shall strive to appoint members reflective of the various church bodies represented within the MLCS community who embody the following characteristics:

- Board candidates must be involved with MLCS (beyond normal parental involvement with their child-student) and be known by the school community for at least one year before being eligible for candidacy.
- Potential candidates will demonstrate a history of service to the MLCS community, which includes, but is not limited to, volunteer activity, participation in MLCS events, serving on MLCS committees (i.e. PTF/Jubilee/Moms in Prayer/MLCS work days).
- Potential candidates will attend and interact with the Board at several normally scheduled Board meetings prior to being appointed to the Board.
- All invited candidates shall submit an application and include a resume. Additional recommendations from the community or church organizations are preferred, and may be required by the Board.
- The Board will vote on candidates during a closed session.
- Announcement of new members will be given at the next regularly scheduled meeting.

### **ARTICLE IX- DUTIES**

#### Chairman:

The Chairman shall, when present, preside at all meetings of the Board. The Chairman may establish all standing and special committees as needed, and appoint a committee chairperson of said committee(s). The committee(s) may include, but are not limited to, the following:

- Business Operations
- Public Relations
- Financial Development
- Facilities

- Strategic Planning

Special committees shall serve for such a term as needed and specified by the Chairman and agreed upon by the Board.

The Chairman, and at least one other designated officer, shall conduct an annual performance review of the Administrator.

Title to all property shall be held in the name of the 501(c)3 corporation. The Chairman (President of the Corporation) and Secretary of the Board are authorized to sign for the corporation, including, but not limited to, on all investments pertaining to transactions involving real property, upon approval by the Board and reflected in the official Board minutes.

Vice Chairman:

The Vice-Chairman shall act in the place of the Chairman as needed.

Secretary:

The Secretary is responsible for recording the actions of the Board in the Board meeting minutes, preserving the records, and performing such other duties, within reason, as the Board shall prescribe.

Treasurer:

The Treasurer shall supervise the handling of all monies for the corporation; shall be responsible for the keeping of proper financial records and provide the Board with an annual audit. The Treasurer shall, with the assistance of the Administrator and the Business Manager, formulate an annual budget and present it to the Board for approval and provide a monthly report of the current financial condition and its relation to the adopted budget.

Duties of the Board:

The Board shall determine the Vision, Mission, Core Values and policies of the organization. Additionally, they shall approve all fiscal operations.

The Board shall interview and hire the Administrator. The Board shall also approve the selection of the faculty, as presented by the Administrator, 30 days prior to employment. The Administrator, Administrative Assistant (s), and Faculty members may be offered contracts of employment for such terms as approved by the Board.

In addition to the Administrator, the Board may hire a Vice Principal to alleviate specific tasks of the Administrator. This position may be created and filled by a part-time or a full-time person who is experienced and qualified.

The Board shall be organized with the following officers:

- President/Chairman
- Vice President/Vice Chairman
- Secretary

- Treasurer

The office of Secretary and Treasurer may be filled by the same Board Member.

These officers shall be elected annually, at the regularly scheduled Board meeting in July, the beginning of each new fiscal year, for a term of one (1) year.

#### **ARTICLE X-ADMINISTRATOR**

The Administrator of the school shall be responsible to the Board for daily operations in accordance with Articles I-VI above and the terms of his/her employment contract.

#### **ARTICLE XI- MEETINGS**

Regular meetings of the Board shall be held monthly. A majority of the Board Members shall constitute a quorum. No member may vote by proxy for another member. All meetings shall be held at the school except when all members are previously notified otherwise.

#### **ARTICLE XII- POLICY**

The Board shall be responsible for maintaining and implementing the following policies.

- By-Laws of Mother Lode Christian School.
- Student/Parent Handbook
- Employee Handbook
- Teacher Handbook

#### **ARTICLE XIII - AMENDMENTS**

Any provision contained in these By-Laws may be amended, altered, or repealed by the affirmative vote of 2/3 of the Board Members, at any meeting called for that purpose, upon notice to the Board of at least 15 days prior to said meeting. Proposed amendments will accompany the notice and voted on in closed session.

Revised 7/7/2021