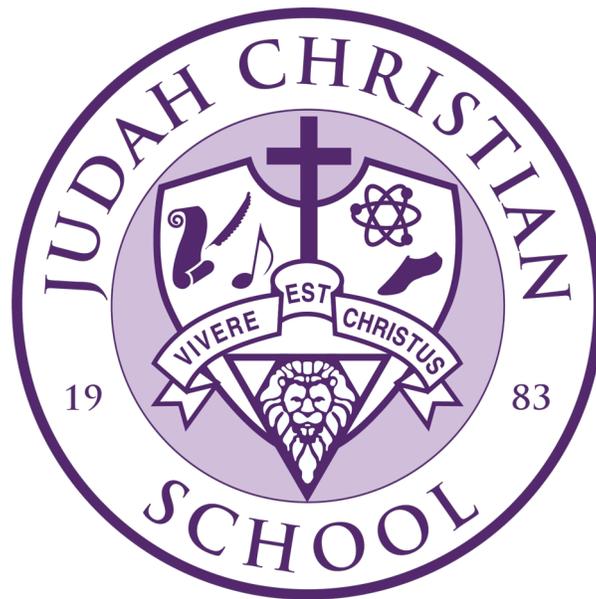


JUDAH CHRISTIAN SCHOOL

BYLAWS



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Judah Christian School

Bylaws

Preamble

Believing that the Bible gives Christian parents the responsibility and privilege of providing Christian education for their children, and believing that this can best be accomplished by well-articulated policies and by cooperative action within the body of Christ, we hereby make and adopt the following articles of incorporation:

Article I. Name

This controlling, policy-making, and supporting organization, known as the Judah Christian School COMMUNITY, is incorporated according to the laws of the State of Illinois as a not for profit corporation under the name of Judah Christian School as recorded at the Champaign County Office of the Recorder of Deeds. This corporation hereinafter shall be called COMMUNITY in these Bylaws.

Article II. Basis

The basis of the COMMUNITY is the Old and New Testament, the infallible Word of God. Since the family is charged in Scripture with the nurture of children, COMMUNITY is organized as a separate, parent-controlled entity, free of state control. This COMMUNITY, while not an arm of a single congregation or denomination, is a ministry of the church, the body of Christ. The COMMUNITY is committed in principle and spirit to this basic statement of faith:

1. We believe the Bible is the only written Word of God; it is inspired by Him and is wholly trustworthy and authoritative (2 Timothy 3:15-16).
2. We believe in one God, eternally manifested and existent as Father, Son, and Holy Spirit (Matthew 28:19, John 10:30, John 16:13-15).
3. We believe in the deity of our Lord Jesus Christ (John 1:1, 14), in His virgin birth (Isaiah 7:14, Luke 1:34-35), in His miracles (John 2:11, Acts 10:38), in His vicarious and atoning death (1 Corinthians 15:3, Hebrews 2:9, Hebrews 10:10, 14), in His bodily resurrection (1 Corinthians 15:4, John 2:21-22, Luke 24:6), in His ascension to the right hand of the Father (Acts 1:9, Ephesians 1:20, Colossians 3:1), and in His personal future return to the earth in power and glory (Mark 13:26, Matthew 16:27).
4. We believe in the necessity of regeneration by the Holy Spirit because of man's sinful nature inherited from Adam; and we believe that man is justified only through God's grace by personal repentance and faith in Jesus Christ and His shed blood (John 3:16-19, Romans 3:23-24, Romans 5:8-9, Ephesians 2:8-10, Titus 3:5).
5. We believe in the resurrection of all persons; those who are saved unto the resurrection of life, and those who are lost unto the resurrection of damnation (John 5:28-29).
6. 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).

7. We believe in the present, active ministry of the Holy Spirit who by indwelling the believer receives sanctification and the power to live a Godly life (Romans 8:13-14, 1 Corinthians 3:16, 1 Corinthians 6:19-20, Ephesians 4:30, Ephesians 5:18).
8. We believe that God wonderfully and immutably creates each person as male and female. These two distinct, complementary genders together reflect the image and nature of God (Gen. 1:26-27). Rejection of one's biological sex is a rejection of the image of God within that person.
9. 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 (Gen. 2:18-25).
10. We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God (Matt. 15:18-20; I Cor. 6:9-10).

Article III. Purpose

The aim of the COMMUNITY is to maintain a school whose purpose is to train young men and women – spiritually, mentally, and physically – in an environment of educational excellence that will preserve and promote the standards and the faith taught in a Christ-centered home. The integrating factor, therefore, in this COMMUNITY and the school it sponsors is the Living Word, Jesus Christ, "Who is the same yesterday, today and forever" (Hebrews 13:8). The school in its policies and curriculum is built on Christ the Cornerstone. The Christ proclaimed in the inspired Scriptures is the Redeemer and Renewer of our entire life. Paul applies this comprehensive principle to education when he writes of the Lord, "In Him are hidden all the treasures of wisdom and knowledge" (Colossians 1:17, Colossians 2:3, John 1:3). Consequently, in this Christian school, the teaching of the Christian faith from God's Word is not just a separate subject in the curriculum, but the all-pervading force in the total education program.

The school is an extension of the home. Believing parents have the God-given command to teach their children the fear of God (Deuteronomy 6:4-9). Children of a Christian home are a heritage of the Lord (Psalm 127:3), and must be brought up in the admonition of the Lord (Proverbs 22:6).

Article IV. Mission, Vision & Core Values

Mission: To partner with families, and the local church, in providing an academically-excellent, Bible-based education, preparing students for a Christ-honoring life of service.

Vision: To provide life-transforming experiences through authentic relationships in a Christ-centered, family-friendly, and vibrant learning environment.

Core Values:

1. Academic Excellence - We are committed to providing an excellent educational experience for each individual learner through a relational model rooted in God's Word.
2. Spiritual Formation - We are committed to creating a learning environment where a passionate relationship with Jesus Christ is evidenced in each student through discipleship, fellowship, and service.
3. Growing Relationships - We are committed to fostering and growing authentic relationships with, and between, all members of the Judah Christian School family.
4. Leadership Development - We are committed to developing the next generation of Christian leaders to have an eternal impact on their families, society, and God's kingdom.

Article V. Membership

Section 1.

The parents and guardians of children currently attending Judah Christian School [hereinafter JCS] are, eligible for membership in the COMMUNITY.

Section 2.

All faculty and staff of JCS are conferred membership in the COMMUNITY.

Article VI. Community Meetings

Section 1.

The COMMUNITY shall hold at least two meetings each year, one to be held near the beginning of the school year and the other toward the end of the school year, the exact time and place of such meetings to be set by the BOARD. These meetings will serve as a State of the School update.

Section 2.

The fall meeting of the COMMUNITY shall be one of the principal business sessions of the year. At this meeting, the BOARD shall present a final budget for the current school year. Reports on projected activities and goals for the school year shall be rendered by the Superintendent and the President of the BOARD.

Section 3.

The spring meeting of the COMMUNITY shall be one of the principal business sessions of the year. The annual election of BOARD members shall take place pursuant to the presentation of nominees by the nominating committee, with no additional nominations from the floor. The Superintendent or designee shall present a year's end projected financial statement and proposed budget for the ensuing year. A report on the activities and progress of JCS shall be rendered by the Superintendent and the President of the BOARD or designees. Access to school financial records is limited to current COMMUNITY members.

Section 4.

Special meetings may be called at any time by a majority vote of the BOARD. Notice of a special meeting must be sent to the entire membership at least two days before the scheduled date. This notice must include a statement of the reasons for calling the special meeting.

Section 5.

All decisions shall be made by ballot, unless otherwise decided by the BOARD. A majority of votes cast (that is one-half of the votes plus one) shall determine the issue in each case, except where otherwise required by these bylaws. Electronic voting may be allowed through a secured process.

Absentee ballots will be available to COMMUNITY members who cannot attend the COMMUNITY meeting at least 5 working days prior to the meeting. All absentee ballots must be turned in prior to the vote.

Section 6.

The quorum shall consist of those COMMUNITY members present.

Section 7.

The agenda shall be prepared by the BOARD, and conducted by the BOARD President. All meetings shall be open to the COMMUNITY.

Article VII. The School Board

Section 1.

A BOARD consisting of seven to eleven persons shall constitute elected members of the COMMUNITY. The exact number of board members beyond seven shall be determined by the BOARD and based on need. The term of office shall be for three years, with members eligible for a maximum of two consecutive terms. The term of office shall commence June 1. In the event that an elected board member ceases to be a parent due to their child's graduation from JCS, they will have the option of fulfilling their elected term.

Section 2.

All members of the BOARD must declare their unconditional support of Articles II and III of these Bylaws. They shall attest to these qualifications as a minimum:

- a. Lead Godly lives according to the Biblical guidelines.
- b. Lead an active prayer life and be students of the Scriptures.
- c. Be in good standing with the Business Office and, in general, supportive of the school and administration.

Section 3.

A BOARD member may resign at any time upon written notice to the remaining members of the BOARD. Further, a BOARD member may be removed at any time by unanimous vote of the other BOARD members.

Section 4.

Vacancies on the BOARD that arise during a term shall be filled promptly following unanimous vote by the BOARD and according to the stipulations of the nominating committee. The new member will fill the vacancy until the next election.

Section 5.

The BOARD shall meet monthly, unless deemed otherwise by a unanimous vote of the BOARD.

Section 6.

The BOARD shall conduct all business: (1) In a systematic and responsible manner, (2) Following Roberts Rules of Order, and (3) With a wholehearted commitment to prayer.

Section 7.

Voting shall be by voice vote, though a secret ballot may be called for by one member.

Section 8.

The Superintendent shall report orally at each meeting and submit substance of this report in writing. As the expert in all school matters, the Superintendent shall be an ex-officio, non-voting member of the BOARD.

Section 9.

Meetings of the BOARD shall be announced and open to the COMMUNITY, except for certain confidential matters which may be taken care of in a closed executive session, declared as such by a majority of the BOARD.

Section 10.

The BOARD shall be defined as the BOARD of Directors for the purposes of the Illinois Not For Profit Corporation Act.

Section 11.

All BOARD decisions shall be made by a simple majority vote, unless otherwise defined in these Bylaws.

Article VIII. Duties of the School Board

Section 1.

The BOARD shall determine school policies in full harmony with the Bylaws and in accordance with COMMUNITY decisions.

Section 2.

The roles of the BOARD shall be the following: (1) Defend the Mission, Vision, and Core Values of the school; (2) Select, empower, and support the Superintendent; (3) Maintain BOARD standing policies related to all aspects of school governance; (4) Strategic planning; (5) Ensure financial solvency and integrity; (6) Serve as the final step for unresolved conflicts; and (7) Encourage and nurture the faculty and staff.

Section 3.

The BOARD shall select a Superintendent and Executive Director of Institutional Advancement as the BOARD's sole employees. The Superintendent will oversee selection of other members of the Leadership Team, Faculty and Staff qualified to carry out the educational program and policies of the school.

Section 4.

The BOARD shall have full power to purchase or otherwise acquire on behalf of JCS any property, rights or privileges which the COMMUNITY authorizes and is authorized by law to purchase or otherwise acquire, at such prices and consideration and upon such terms and conditions as the BOARD may deem advisable, and in its discretion, may pay or finance therefore, in whole or in part by entering into, executing and delivering all documents, instruments and agreement as required in connection with such financing, including but not limited to any and all security agreements, mortgages, promissory notes and/or construction agreements.

Article IX. Officers of the Board and Their Duties

Section 1.

At the first meeting subsequent to the COMMUNITY'S election of board members, the BOARD shall elect the following four officers: President, Vice-President, Secretary, and Treasurer. In addition, the BOARD shall provide a synopsis of recent notable BOARD activity, and copies of general and executive minutes of the previous year.

Section 2.

It shall be the duty of the President to preside at all meetings of the BOARD and of the COMMUNITY, and to enforce the provisions of the bylaws. In addition, the President shall ensure regular reports from the Superintendent and standing committees, and assign one BOARD member to serve as an advisor to each standing committee.

Section 3.

The Vice-President shall assist the President whenever possible in the discharge of his/her duties. In the absence of the President, the Vice-President shall take his/her place.

Section 4.

The Secretary shall take care of the official documents of the COMMUNITY and BOARD; he/she shall

conduct all BOARD correspondence and enter into safe records the minutes of all meetings of the COMMUNITY and BOARD after they have been approved. Records from all meetings except BOARD executive sessions shall be made available to the COMMUNITY.

Section 5.

The Treasurer is an ex officio member of the Finance Committee and shall report to the BOARD regarding the finances of JCS and the COMMUNITY. The Treasurer shall assure that all monies received on behalf of JCS are deposited in the name of the COMMUNITY in a bank approved by the BOARD, and that no disbursements shall be made except those which are in agreement with the approved budget. In concert with the Superintendent, the Treasurer shall oversee maintenance of complete and permanent financial records relating to the operations of JCS.

Section 6.

The Community Liaison shall facilitate and foster relationships between the COMMUNITY and BOARD. He/she will have frequent interaction with the COMMUNITY to develop a partnership with the BOARD, in an effort to contribute to the mission, vision, and core values of JCS.

Article X. Indemnification of Officers, Directors, Employees and Agents

Section 1.

The COMMUNITY shall indemnify each BOARD member, officer, employee, or agent of the COMMUNITY who was or is a party, or is threatened to be made a party to any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, arbitative, or investigative (other than an action by or in the right of the corporation) by reason of his/her being or having been a BOARD member, officer, employee, or agent of the COMMUNITY, against expenses (including attorney fees), judgments, fines, and amounts paid in settlement actually and reasonably incurred by him/her in connection with the action, suit, or proceeding if he/she acted in good faith and in the manner he/she reasonably believed to be in or not opposed to the best interests of the COMMUNITY, and, with respect to any criminal action or proceeding, had no reasonable cause to believe his/her conduct was unlawful.

Section 2.

The COMMUNITY shall indemnify each BOARD member, officer, employee, or agent of the COMMUNITY who was or is a party or is threatened to be made a party to any threatened, pending, or completed action or suit by or in the right of the COMMUNITY to procure judgment in its favor by reason of his/her being or having been a BOARD member, officer, employee, or agent of the COMMUNITY against expenses (including attorney fees) actually and reasonably incurred by him/her in connection with the defense or settlement of such action or suit if he/she acted in good faith and in a manner he/she reasonably believed to be in or not opposed to the best interests of the COMMUNITY, except that no indemnification shall be made in respect to any claim, issue, or matter as to which the BOARD member or officer shall have been adjudged to be liable for negligence or misconduct in the performance of his/her duty to the school unless and only to the extent determined by a court as provided by law.

Section 3.

In the event of the disposition of any action, suit, or proceeding in which no determination regarding good faith, reasonable belief, negligence, or misconduct, as applicable, has been made, such indemnity shall be conditioned upon prior determination that the BOARD member, officer, employee, or agent of the COMMUNITY acted in good faith and with reasonable belief and without negligence or misconduct, as applicable, and that such payments or obligations are reasonable. Such determination shall be made (i) by the BOARD by a majority vote of a quorum consisting of BOARD members who were not parties to such proceeding, (ii) by independent legal counsel in a written opinion if such a quorum is not obtainable or, even if attainable if a quorum of disinterested BOARD members so direct. BOARD members eligible to make any such determination or to refer any such determination to independent legal counsel must act with reasonable promptness when indemnification is sought by any BOARD member, officer, employee, or agent of the COMMUNITY.

Section 4.

Expenses incurred in defending any proceeding may be paid by the school in advance of final disposition of such proceeding, if authorized in the manner set forth in the preceding paragraph, upon receipt of an undertaking by or on behalf of the BOARD member, officer, employee, or agent of the COMMUNITY to repay such amount unless it shall ultimately be determined that he/she is entitled to indemnification.

Section 5.

Every reference herein to BOARD member, officer, employee, or agent of the COMMUNITY shall include every BOARD member, officer, employee, agent of the COMMUNITY, former BOARD member, former officer, former employee, or former agent of the COMMUNITY as a BOARD member, officer, employee, or agent of the COMMUNITY in a similar capacity of another corporation, partnership, joint venture, trust or other enterprise and, in all such cases, the heirs, executors, and administrators of such BOARD member, officer, employee, or agent of the COMMUNITY.

Section 6.

The COMMUNITY may further indemnify each BOARD member, officer, employee, or agent of the COMMUNITY in any other manner permitted by law.

Article XI. Committees of the Board

Section 1.

At the first meeting of the BOARD (June), the members of the BOARD shall determine necessary standing and Adhoc committees for the upcoming school year. The BOARD shall determine the term lengths for all standing and Adhoc committee members. Minimally, the BOARD shall organize and oversee the following standing committees:

- a. Finance Committee – The Finance Committee shall:
 - (1) Recommend to the BOARD a budget for the ensuing year.
 - (2) Make recommendations to the BOARD as to the manner in which the school is to be maintained financially, indicating the varied resources of income and how monies are to be collected from these sources.

- (3) Make recommendations to the BOARD regarding the amount of tuition, and provisions for parents who are unable to pay the required tuition.
- b. Nominating Committee – The Nominating Committee shall be appointed by a simple majority of the BOARD and comprised of one BOARD member in an advisory position, and five voting COMMUNITY members. The following guidelines should direct the selection process:
 - (1) No more than two of the five may be employees or immediate family members of employees of the school
 - (2) No more than one committee member can be from the same church.
 - (3) No voting committee member may have held a BOARD office or nominating committee position within the previous 3 years.
 - (4) The committee shall present at least two names for each BOARD vacancy, and the nominees shall possess proven leadership ability, support the JCS mission, vision and core values, and are committed to maintaining a diverse Christian perspective within the COMMUNITY.
- c. Oversight Committee to be appointed by the BOARD as the need arises.

Article XII. Staff

Section 1.

All members of the administration, faculty, and staff must declare their unconditional support of Articles II and III of these Bylaws.

Section 2.

All faculty and staff shall report to their respective administrative supervisors and are subject to the contractual agreement, policies and procedures established by the school.

Article XIII. Not for Profit Provisions

No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its Directors, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distribution in furtherance of the purposes set forth in Articles of Incorporation. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provisions of these article, the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from Federal income tax under Section 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of a future United States Internal Revenue Law) or (b) by a corporation, contributions which are deductible under section 170(c)(2) of the Internal Revenue Code of 1954 (or the corresponding provisions of any future United States Internal Revenue Law). Upon the dissolution of the corporation, the BOARD shall, after paying or making provision for the payment of all of the liabilities of the corporation, dispose of all

of the assets of the corporation to another church, school or other religious, or scientific purposes as shall at the time qualify as an exempt organization or organizations under section 501(c)(3) of the Internal Revenue code of 1954 (or the corresponding provision of any future United States Internal Revenue Law), as the BOARD shall determine. Any such assets not so disposed of shall be disposed of by the Court of Common Pleas of the county in which the principal office of the corporation is then located, exclusively for such purpose or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

Article XIV. The Judah Christian School Foundation

Section 1.

In order to promote individual and community stewardship; to recognize the long term and short term needs and goals at Judah Christian School; to provide for the independent and secure administering of these funds and properties, the BOARD of Judah Christian School hereby establishes a separate fund for the purposes of:

- a. The investment and disbursement of funds from unrestricted or restricted gifts, memorials, bequests, and any other gifts received by Judah Christian School, other than "event" activities.
- b. The management of all gifts including, but not limited to memorials, bequests and all gifts of endowed, deferred or special interest nature made to the school.
- c. The distribution of assets from the Foundation will be based upon the wishes of donor, if none, distribution will be based upon the recommendation of the trustees after a review of the priorities and needs of the school with the final approval from the Judah Christian School Board.

Section 2.

The NAME of the Fund shall be the Judah Christian School Foundation.

Section 3.

DEFINITIONS for the Fund shall include the following:

- a. The "Fund" shall be all assets administered by the Judah Christian School Foundation.
- b. The "Foundation Board of Trustees" consists of the duly appointed Trustees of the Judah Christian School Foundation.

Section 4.

TRUSTEES. The Board of Trustees shall administer the Fund. Trustees shall serve for three-year terms, which can be consecutive. The number of Trustees shall be a minimum of five up to a maximum of fifteen and shall include the Judah Board Treasurer, the school Superintendent and the Judah Board President. Other Trustees will be appointed by the Judah Christian School Board.

Section 5.

DUTIES. The Trustees shall have the following duties and responsibilities:

- a. Determine policies, procedures, and investment vehicles for investment of amounts contributed to the Fund.
- b. Determine the standards and procedures by which the assets of the fund may be disbursed upon the intent of the donor. If no intent is expressed, disbursement will be based upon the input of the Judah Christian School Board and the Board of Trustees.
- c. Promote the solicitation of contributions to the Fund.

Section 6.

ORGANIZATION. Organization of the Judah Christian School Foundation shall proceed as follows:

- a. The Trustees shall elect a Chairman at its first meeting at the beginning of each fiscal year.
- b. The Trustees shall conduct regular meetings at intervals of no less than every three (3) months and submit minutes of such meetings as directed by the Judah Christian School Board.
- c. The Trustees shall submit regular accountings to the Judah Christian School Board of its financial condition, including an account of receipts, disbursements, assets and liabilities. Such financial statements shall be submitted as often as required by the Judah Christian School Board and shall be subjected to audit procedures as requested by the Judah Christian School Board.
- d. The fiscal year of the Fund shall correspond with the Judah Christian School fiscal year.
- e. The office and place of records shall be at the Judah Christian School at 908 N. Prospect, Champaign, Illinois. These records shall be available for inspection as per Judah Christian School policy.

Section 7.

AMENDMENTS. This Fund has been established by the Judah Christian School Board. Said Board reserves the right to amend the provisions of these enabling by-laws or to abolish the Fund in its entirety.

Article XV. Amending the Bylaws

These Bylaws may be amended by a two-thirds vote at any of the meetings of the COMMUNITY. The recommendations must be placed on the floor by the BOARD, provided that two weeks' prior notice has been communicated to each member of the COMMUNITY.

The substance of Article II and III of these Bylaws are not subject to change. Bylaws shall be examined periodically by school leadership. The last amendment to the Bylaws was adopted August 2017.