

BYLAWS OF BLUEGRASS CHRISTIAN ACADEMY

APPROVED AUGUST 22, 2022

PREAMBLE

We, the Board of Directors, in response to the Biblical commandment for the Christian education of our children and believing that this Christian education can best be accomplished in a Christian school, hereby make and adopt the following Bylaws for the organization and operation of Bluegrass Christian Academy.

ARTICLE I – OFFICES, NAME, AND PURPOSE

The head of school office of the Corporation in the Commonwealth of Kentucky shall be located at 2580 Springfield Road, Bardstown, Kentucky 40004. The Corporation may have such other offices, either within or without the Commonwealth of Kentucky, as may be established by the Board of Directors from time to time.

The name of the Corporation shall be Bluegrass Christian Academy, Inc.

The purpose of Bluegrass Christian Academy shall be to honor Christ in educating students in biblical truths for spiritual, academic and social development. Bluegrass Christian Academy shall be grounded in the word of God as interpreted in the organization's Statement of Faith, incorporated herein as if set out in full.

ARTICLE II – RESTRICTIVE PROVISIONS

- A. The Corporation shall distribute its income for each taxable year at such time and in such manner so as not to become subject to the tax on undistributed income imposed by Section 4942 of the Internal Revenue Code of 1986, or corresponding provisions of any subsequent federal tax laws.
- B. The Corporation shall not engage in any act of self-dealing, as defined in Section 4941(d) of the Internal Revenue Code of 1986, or corresponding provisions of any subsequent federal tax laws.
- C. The Corporation shall not retain any excess business holdings, as defined in Section 4943(c) of the Internal Revenue Code of 1986, or corresponding provisions of any subsequent federal tax laws.
- D. The Corporation shall not make any investments in such manner as to subject it to tax under Section 4944 of the Internal Revenue Code of 1986, or corresponding

provisions of any subsequent federal tax laws.

- E. The Corporation shall not make any taxable expenditures, as defined in Section 4945(d) of the Internal Revenue Code of 1986, or corresponding provisions of any subsequent federal tax laws. The provisions set out above require the Corporation to distribute its income in such manner as to avoid imposition of taxes under Section 4942 of the code, and prohibit the Corporation from engaging in any acts contrary to Sections 4941, 4943, 4944 and 4945. Accordingly it is intended that the provisions meet the requirements of Section 508(e) of the Internal Revenue Code of 1986, as amended.

ARTICLE III - STATEMENT OF FAITH AND STATEMENT ON MARRIAGE, GENDER, AND SEXUALITY

Each member of the Board of Directors, and each employee of the Corporation, having accepted Jesus Christ as personal Savior, shall subscribe in writing to the following Statement of Faith and Statement on Marriage, Gender, and Sexuality:

Bluegrass Christian Academy Statement of Faith

1. We believe the Bible to be the inspired and only authoritative Word of God. (2 Timothy 3:16-17, 2 Peter 1:20-21)
2. We believe that there is only one God, eternally existent in three persons: 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 1:1-4, John 14:9, Colossians 1:15-17), in His virgin birth (Matthew 1:18-25), in His sinless life (2 Corinthians 5:21), in His miracles (John 11:45), in His vicarious and atoning death through His shed blood (1 Peter 2:24), in His holy resurrection (John 20:20-29), in His ascension to the right hand of the Father (Mark 16:19, 1 Timothy 2:5), and in His personal return in power and glory (Acts 1:11, 1 Thessalonians 4:13-18).
4. We believe that each person born into this world possesses a nature that is continually inclined to sin (Romans 3:23), but can be made a new creation in Christ by the Holy Spirit (Ephesians 2:8-10, John 1:12-13), and thereafter can continuously grow in grace.
5. We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a Godly life. (Ephesians 5:17-21)
6. We believe that the Church is the living body of Christ and exists to proclaim the Gospel to all persons everywhere, and to bring believers to maturity in Christ. (Matthew 16:18-19, Matthew 28:16-20)
7. We believe that both the saved and the lost will be resurrected; they that are saved unto the resurrection of life, and they that are lost unto the resurrection of eternal punishment. (John 5:28-29)
8. We believe that Christ shall return to judge the world and to rule in righteousness.

(Matthew 25:31-46, Acts 17:30-31)

9. We believe in the spiritual unity of believers in Christ. (John 17:11, Ephesians 4:13)
10. We believe in the biblical definition and understanding of marriage, gender and sexuality as outlined in Bluegrass Christian Academy's Statement on Marriage, Gender and Sexuality. (Genesis 1:26-27, 1 Corinthians 6:18, Hebrews 13:4)

Bluegrass Christian Academy Statement on Marriage, Gender, and Sexuality

1. We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. (Genesis 1:26-27) Rejection of one's biological sex is a rejection of the image of God within that person.
2. 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. (Genesis 2:18-25) We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. (1 Corinthians 6:18; 7:2-5; Hebrews 13:4) We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.
3. 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. (Matthew 15:18-20; 1 Corinthians 6:9-10)
4. We believe that in order to preserve the function and integrity of Bluegrass Christian Academy as a Christian School, and to provide a biblical role model to our students, families and the community, it is imperative that all persons employed by Bluegrass Christian Academy in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality. (Matthew 5:16; Philippians 2:14-16; 1 Thessalonians 5:22)
5. We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Acts 3:19-21; Romans 10:9-10; 1 Corinthians 6:9-11)
6. We believe that every person must be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31) Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture.

ARTICLE IV - PHILOSOPHY OF EDUCATION

The educational process in a Christian school is dependent on a Biblical philosophy, which provides the right worldview and essential truths for life so that children may be prepared to assume their proper place in the home, the church, and the state. Accordingly, each member of the Board of Directors and each employee of the Corporation shall subscribe annually in writing to the following Philosophy of Education for Bluegrass Christian Academy:

To provide a quality education based upon a totally biblical view of the world. Only in this context can an individual be adequately trained and equipped for service to God. We subscribe to the idea that quality academic instruction can be provided without compromising spiritual integrity.

The administration, faculty, and staff of Bluegrass Christian Academy are in complete agreement with God's standard as revealed through His Word as the only legitimate pattern by which one may live a fulfilling life. God's Word is the standard against which all instruction at Bluegrass Christian Academy is measured. Our students learn to integrate their academic studies with the truth of God's Word. As a result, the type of training provided by Bluegrass Christian Academy shall be that which is needed to prepare them to live their lives with integrity.

Bluegrass Christian Academy's curriculum shall take into consideration the spiritual, physical and intellectual development of its students. The instructional program shall seek to achieve the curricular goals without creating unnatural divisions between sacred and secular knowledge. The teachers and staff shall endeavor to relate to the students in a loving way, and to develop an atmosphere of trust in which the spiritual development of each student can be enriched.

In seeking to establish an environment in which spiritual nurturing can occur, Bluegrass Christian Academy is careful not to neglect its stated purpose to provide a quality academic education. Bluegrass Christian Academy's academic goals are met through the adoption of an academically sound curriculum taught by academically qualified teachers in a traditional classroom setting.

ARTICLE V - BOARD OF DIRECTORS

Section 1 - Agreement of Board of Directors

All members of the Board of Directors shall be born-again believers and shall agree without reservation with Articles III and IV of the Bylaws. Further, they shall be members in good standing of a local church whose doctrine is in agreement with Article III of the Bylaws.

Section 2 - General Responsibilities

Bluegrass Christian Academy's Board of Directors shall oversee the continuing operation of this ministry and generally oversee the school's business affairs. The responsibilities of the Board shall include, but not be limited to, making policy, acting on matters of personnel including hiring and firing, establishing tuition and fees, promoting Christian education in the community, and praying for the ministry of the school.

Section 3 - Number and Tenure of Members

- A. The number of Board members shall be at least five but not more than nine. The number of Directors may be increased or decreased from time to time by the Board of Directors pursuant to amendments of this Bylaw.
- B. Each Board member shall serve on the Board for a term of three years, unless such service is terminated by resignation or dismissal. Any Board member may, if he/she chooses, serve successive three-year terms.
- C. Terms of service upon the Board should be staggered in such a manner that no more than one-third of the full Board of Directors will complete their term of service in any given year.

Section 4 - Board Member Qualifications

- A. Members of the Board of Directors shall be born-again believers and subscribe without reservation to the school's Statement of Faith and Philosophy of Education.
- B. Members of the Board of Directors shall be Christian role models in the school and community.
- C. No full-time, salaried employee other than the head of school (who serves as an ex-officio, non voting member as addressed in Article X) shall be eligible to serve on the Board.

Section 5 - Board Member Compensation

Members of the Board of Directors 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.

ARTICLE VI - NEW BOARD MEMBERS

Section 1 - Vacancies on the Board of Directors

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

Section 2 - Nominations for the Board of Directors

- A. Candidates for the Board of Directors shall be nominated by the current Board. Parents of students or other interested individuals may recommend candidates to the

Board of Directors by submitting the name to the President of the Board for consideration by the full Board.

- B. Such candidates must be interviewed prior to appointment to determine interest, suitability, and eligibility. All candidates shall meet the qualifications of Board Members as set forth in these Bylaws.

Section 3 - Appointment of Directors

Any vacancy on the Board of Directors may be filled by a vote of the majority of the remaining Directors. In the instance of an unexpired term each Director so appointed shall hold office until the expiration of that term. Otherwise the newly appointed Director shall serve a full term.

Section 4 - Resignation or Dismissal from the Board

- A. After prayerful consideration, any Board member may resign from office. He/she shall tender the resignation in a written communication to the Board President.
- B. Any Board Member may be removed from the Board of Directors for failure to be a Christian role model, 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. Removal shall require a two-thirds vote of the Board of Directors.
- C. In view of the serious nature of a Board member's involuntary removal from office, every effort shall be made by all parties to show Christian compassion and forbearance. Corrective measures and actions designed to promote genuine repentance and personal restoration shall be applied. Dismissal from the Board shall be a matter of "last resort". Any unpleasantness surrounding such action shall be dealt with quickly and take into account the dignity and personal privacy of the individual in question.
- D. In the event a Board member who has left the Board was an officer, another member shall be designated by majority vote of the Board to assume the responsibilities of the office now vacant.

Section 5 – Committees

- A. The Board of Directors shall operate using a Standing Committee and Ad Hoc committee system. Each committee shall have the responsibility to review and make recommendations in its assigned area for consideration and action by the full Board.
- B. The Standing Committees of the Board are: Curriculum, Finance, Marketing, and Personnel.

- C. Each Standing Committee shall have no fewer than two Board members appointed by the Board President. One of the Board members shall chair the committee. The President may appoint interested parents or individuals to serve on the committees.
- D. The Board of Directors may from time to time establish Ad Hoc committees made up of Board members or other interested individuals to deal with specific issues in the school. Upon completion of its assigned task, such Ad Hoc committee shall dissolve.
- E. The President shall serve as an ex-officio member of all Board committees.

ARTICLE VII - OFFICERS OF THE BOARD

- A. The Board of Directors shall annually elect Officers of the Board from among its members. Any two offices, except President and Vice President, may be held by the same person. The duties of the Officers shall be limited to the following:
- B. President. The President shall preside at all Board of Directors 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 the President in the latter's absence, disability, or refusal to act. When so acting, the Vice President shall have all powers of and be subject to all the restrictions upon the President.
- D. Secretary. The Secretary shall cause to be recorded the minutes of any and all meetings of the Board. The Secretary shall: 1) work with the head of school to ensure that the records and documents of the Board shall be properly filed and safely stored; 2) prepare necessary correspondence; and 3) perform other duties associated with the office.
- E. Treasurer. The Treasurer shall maintain the financial records showing the financial condition of the corporation, shall be the custodian of all monies of the corporation, and shall perform such other duties as are customarily performed by such an officer.

ARTICLE VIII - DUTIES OF THE BOARD

- A. The Board of Directors helps set the spiritual tone for the school. Board members shall individually and corporately pray for the administration, faculty, staff, parents, and children of the school. Board members will be inclined towards 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 of Directors 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 the school.
- C. 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 of Directors 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.
- D. The Board of Directors shall procure, protect, maintain, and manage the property and equipment of the school.
- E. The Board of Directors shall oversee the general financial operation of the school by approving annual budgets, devising methods of raising necessary operating funds, and determining how these funds shall be disbursed. The Board shall arrange for a certified financial audit on an annual basis.
- F. The Board of Directors shall have the authority to borrow money in the name of the school, but all measures will be taken to operate with a balanced budget.
- G. The Board of Directors shall determine the fiscal year for the school.
- H. The Board of Directors shall exercise due care to determine that the school operates according to accepted legal principles which should include, but not be limited to, obtaining competent legal advice, and consideration of safety and personnel issues.
- I. A significant duty of the Board of Directors 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 annual evaluation of the head of school is the responsibility of the entire Board of Directors.
- J. Upon recommendation of the head of school, the faculty and staff of the school shall be appointed by the Board of Directors after careful consideration of their spiritual and academic qualifications. Such employees shall be chosen to meet the educational objectives and execute the academic programs and policies of the school.
- K. The Board of Directors shall have the authority to dismiss any personnel associated with the school who do not fulfill the requirements set forth in these Bylaws, their employment agreement, or fail to be a Christian role model.
- L. The Board of Directors shall ensure that a faculty and staff handbook is developed, revised as needed, and annually made available to all employees.

- M. The Board of Directors shall approve the educational programs and standards of achievement for the school. This shall include the review and approval by the Board of all textbooks and courses of study recommended by the school's faculty under the leadership of the head of school.
- N. The Board of Directors shall evaluate itself annually. Each member shall also evaluate his/her willingness and ability to continue in a Board position. Individual Board members shall sign the Leadership Commitment form attached hereto.
- O. Unless authorized in a particular instance by the Board of Directors by resolution, no officer, employee, or agent of Bluegrass Christian Academy shall have any authority to bind the corporation by any contract, to pledge its assets or credit, or to render it liable pecuniarily, for any amount in excess of \$500.
- P. Any director having an existing or potential interest in a contract or other transaction presented to the Board of Directors thereof for deliberation, authorization, approval or ratification, or any such person who reasonably believes such an interest exists in another such person, shall make full and frank disclosure of the interest to the Board prior to its acting on such contract or transaction. The interested party is required to disclose the nature and extent of his interest and any relevant and material facts known to him about the contract or transaction which might reasonably be construed to be adverse to Bluegrass Christian Academy's interests. The minutes of the meeting shall reflect the disclosures.

ARTICLE IX - MEETINGS

Section 1 - Regular Meetings

- A. Regular meetings of the Board of Directors shall convene at least once a month during the school year. The time and place of the Board of Directors regular meetings shall be posted in the school office at least one week prior to the meeting.
- B. Board of Directors meetings shall be open to school parents and other interested individuals. The President may grant the privilege of the floor to observers at his/her discretion.
- C. The President of the Board of Directors, in consultation with the head of school, shall prepare an agenda for regular meetings of the Board.
- D. The Board of Directors has the right to meet in executive session.
 - 1. An executive session can be called for by any Board member during a portion of any meeting for the purpose of discussing personnel and other sensitive matters.

2. Executive sessions shall have in attendance all board members present at said meeting, the head of school of the school, and any other persons who are specifically asked to attend this session by the Board President. When the executive session is for the purpose of evaluating the head of school, the head of school may be asked not to attend.
3. No official business shall be transacted in the executive session. Rather the time spent in executive session shall be used to discuss the sensitive matter at hand. When the board reconvenes following an executive session, any decision shall be made and stated officially so that the Board Secretary can record such decision in the official minutes.

Section 2 - Special Meetings

- A. Special meetings of the Board of Directors may be called by of the President of the Board or by a majority of the Board members.
- B. Notice of the time and place of all special meetings of the Board of Directors shall be given to each Director at least 48 hours prior to the scheduled special meeting.

Section 3 - Emergency Action

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

Section 4 - Presumption of Assent

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

Section 5 - Waiver and Consent

The transactions of any meeting of the Board of Directors, however called or noticed, shall be valid as though had at a meeting duly held after regular call and notice, if a quorum is present, and if either before or after the meeting, each of the Directors not present sign a written waiver of notice or a consent to the holding of such meeting, or an approval of the minutes thereof.

Section 6 - Quorum

- A. At all meetings of the Board of Directors, whether regular or special, the participation

(in person and/or via voice connection) of a majority of members shall constitute a quorum for the transaction of business. Only members may vote at any meetings of the Board of Directors and proxies shall not be valid for voting.

- B. In the absence of a quorum, a minority of Directors may adjourn any meeting of the Board from time to time, without notice other than announcement at the meeting, until a quorum shall be present. A minority of Directors may not transact any business except the filling of vacancies on the Board of Directors if there are not sufficient Directors to constitute a quorum as provided in these Bylaws.

Section 7 - Robert's Rules of Order

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

ARTICLE X - SCHOOL head of school

Section 1 - Appointment

The Board of Directors shall appoint the head of school. He/she shall be the chief executive officer of Bluegrass Christian Academy and shall carry out the policies established by the Board. The head of school shall be an ex-officio (non-voting) member of the Board.

Section 2 - Beliefs

The head of school shall be born-again believer and subscribe without reservation to the school's Statement of Faith; Statement on Marriage, Gender, and Sexuality; and Philosophy of Education. The head of school shall be a Christian role model in the school and community.

Section 3 - Responsibilities

The head of school's responsibilities are to be defined in a job description approved by the Board of Directors.

Section 4 - Tenure

The head of school shall be appointed each year by written contract after careful consideration of his/her spiritual and academic qualifications and Board conducted evaluation.

Section 5 - Performance Evaluation

The Board of Directors shall evaluate the head of school annually based upon his/her job

description and other factors.

ARTICLE XI - INDEMNIFICATION

The Corporation shall indemnify any and all of its Directors or officers or former Directors or officers or any person who may have served at its request or by its election as a trustee or officer of another corporation, against expenses actually and necessarily incurred by them in connection with the defense or settlement of any action, suit or proceeding in which they, or any of them, are made parties, or a party, by reason of being or having been Directors or a trustee or officer of the Corporation or of such other corporation, except in relation to matters as to which any such trustee or officer or former trustee or officer or person shall be adjudged in such action, suit or proceeding to be liable to willful misconduct in performance of duty and to such matters as shall be settled by agreement predicated on existence of such liability.

The indemnification provided hereby shall not be deemed exclusive of any other rights to which anyone seeking indemnification may be entitled under any Bylaw, agreement, or otherwise, both as to action in this official capacity and as to action in another capacity while holding office.

ARTICLE XII - FACULTY AND STAFF

Section 1 - Appointment

The faculty and staff shall be appointed by the Board of Directors upon recommendation of the head of school.

Section 2 - Beliefs

Individuals serving on the faculty and staff shall be born-again believers and subscribe annually without reservation to the school's Statement of Faith; Statement on Marriage, Gender, and Sexuality; and Philosophy of Education. Such individuals shall be Christian role models in the school and community.

Section 3 - Responsibilities

Faculty and staff responsibilities are to be defined in job descriptions prepared by the head of school and approved by the Board of Directors.

Section 4 - Tenure

The faculty shall be appointed each year by written contract or letter of appointment after careful consideration of spiritual and academic qualifications, and evaluations.

Section 5 - Contracts or Letters of Appointment

Staff may be appointed by written contract or letter of appointment at the discretion of the Board of Directors.

Section 6 - Performance Evaluation

The head of school shall evaluate faculty and staff annually based upon their job descriptions and other factors.

Section 7 - Handbook Concurrence

Each member of the faculty and staff shall receive a handbook of pertinent policies and procedures for the school and shall certify annually in writing that he/she has received, reviewed, understands, and assents to the handbook.

ARTICLE XIII - DISPUTE RESOLUTION

The Board of Directors shall ensure that each contract or letter of appointment for employment shall contain language for dispute resolution as follows:

The parties to this agreement are Christians and believe that the Bible commands them to make every effort to live at peace and to resolve disputes with each other in private or within the Christian community in conformity with the Biblical injunctions of I Corinthians 6:1-8; Matthew 5:23-24, and Matthew 18:15-20. Therefore, the parties agree that any claim or dispute arising out of, or related to, this agreement or to any aspect of the employment relationship, including any claim or statutory claims, shall be settled by Biblically-based mediation.

If resolution of the dispute and reconciliation do not result from such efforts, the matter shall then be submitted to a panel of three arbitrators for binding arbitration.

The parties agree that these methods shall be the sole remedy for any controversy or claim arising out of the employment relationship of this agreement and expressly waive their right to file a lawsuit against one another in any civil court for such disputes, except to enforce a legally binding arbitration decision.

Each party, regardless of the outcome of the matter, agrees to bear the fees and cost of his/her/its own arbitrator and one-half of the fees and costs of the neutral arbitrator and any other arbitration expenses.

ARTICLE XIV - STUDENTS

Section 1 - Nondiscrimination Statement

Bluegrass 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 administered programs.

Section 2 - Parent/Teacher Fellowship

Bluegrass Christian Academy may establish a fellowship for the cooperation of the parents of the students and the teachers involved in the school.

ARTICLE XV - AMENDMENTS OF THE BYLAWS

The Board of Directors shall have power to alter, amend or repeal the Bylaws or adopt new Bylaws by two-thirds vote of all of the Directors. Changes to Articles III and IV require a three-fourths vote of all of the Directors.

Leadership Commitment

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 Jesus Christ 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, for the students of the school, and for this ministry's testimony in the community.
5. I will be diligent in preparation for all Board meetings and participate in duly appointed committees.
6. I will faithfully attend all meetings of the Board unless I am hindered from doing so by compelling reasons such as illness or necessary travel. When I am unable to attend, I will notify the Board President in advance, if possible. I will follow-up with the Board Secretary and/or other Board members to be informed about the proceedings of the meeting, which I missed.
7. My fellowship, speech and manner with my colleagues on the Board and with any members of the school family and all others will be characterized by love, grace and humility. With the help of the Holy Spirit, I will refrain from expressing demeaning attitudes through criticism and complaint.
8. While respecting divergent views and convictions expressed by my colleagues on the Board, I will express my views and differences of opinion constructively and with grace. Once the Board has discussed and voted on an issue and regardless of my personal vote on that issue, I will publicly support the Board's action.
9. I will be an encourager, acting with integrity and discretion and endeavor to maintain the unity of the Spirit in the bond of peace.
10. I commit to the Statement of Faith and Statement on Marriage, Gender, and Sexuality as included in Article III and the Philosophy of Education as included in Article IV of the Bylaws of Bluegrass Christian Academy.

I have studied these statements of commitment and have prayed over them, and I believe God would have me serve as a Board member according to these standards.

Signature: _____

Date: _____

CERTIFICATION

IN WITNESS WHERE, the President and Secretary subscribed their names and
acknowledge this to be their act and deed this _____ day of _____, 20____.

President

Secretary