



First Proposal: To replace Section III.2 #6 of the Board Policy Manual with the following:

6. Qualifications for eligibility as a Valley Christian School Board Member
 - a. Is personally committed to Jesus Christ as Savior and Lord and is actively involved in and regularly attends a Protestant church, **confirmed with a Pastor's endorsement.**
 - b. Subscribes and promotes the mission, purposes, and programs that cause Valley Christian School to continue to pursue a Biblical world-view based on a philosophy of Reformed Christian education as defined in Article V of the Articles of Incorporation.
 - c. **Subscribes to and promotes the Valley Christian Schools Doctrinal Statement (see Attachment A below)**
 - d. **Subscribes to and promotes the Valley Christian School Policies (Section II.1 through II.5 pg. 4-6 of BPM, see Attachment B below)**
 - e. Is a member of the society of Valley Christian School unless granted an exception by the Board.
 - f. Enrolls ALL children who qualify to attend Valley Christian (Grades 1-12). The School Board may approve an exception to this policy under special situations.
 - g. Gives signed agreement to the Valley Christian School Board Member Code of Commitment and Ethics (pg 19 of BPM, **see Attachment C below**)
 - h. **Actively involved in VCS fundraising efforts(monetary or voluntary) while serving on the board**
 - i. Is not an employee of Valley Christian Schools (except in a part-time supplemental role such as a substitute or coach).
 - j. Is not a near relative of a Board member with whom there would be overlapping term of service or an employee. A near relative is defined as a spouse, parent sibling, or child. Except in a part-time supplemental role such as a substitute or coach.
 - k. Should a Board member desire employment (excluding a part-time supplemental role such as a substitute or coach), he or she must resign before submitting an application.
 - l. Should a near relative of a Board member apply for employment (excluding a part-time supplemental role such as a substitute or coach), the near relative cannot be considered for employment unless the Board member resigns first.
 - m. If a near relative is employed by the school, the person cannot be considered as a candidate for the Board unless the near relative resigns employment.
 - n. When the Board is to decide upon an issue in which a member has an unavoidable conflict of interest, that member shall absent him or herself without comment from not only the vote but also from the deliberation.

Note the highlights are what was added to this section

Deleted from this section was:

- At least seven (7) Board members must be members in good standing of an anchor church as defined in section XIII 1.5. A maximum of two (2) board members at a time will be allowed to be members in good standing of a non-anchor Protestant church
- As part of their orientation all new school board members must attend a Reformed (Covenant) Theology workshop as deemed appropriate by the VCS Board of Directors

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Attachment A

VALLEY CHRISTIAN SCHOOLS DOCTRINAL STATEMENT

The principle teachings of the Christian faith as set forth in these writings may be summarized as follows:

Essentials Of The Christian Faith

THE HOLY SCRIPTURES - The Bible is the inspired word of God and hence is man's infallible guide in all matters of which it treats. It consists of sixty-six books and was given to man through human authors who were so influenced by God and the Holy Spirit that what they wrote is the Word of God. Our ultimate authority is the Bible.

GOD - There is only one eternal, all-powerful, and all-knowing, triune God. This means that the one God is, at one and the same time, the Father, the Son, and the Holy Spirit. Each Person in the Godhead is fully God with all the infinite qualities, yet each Person is also completely distinct. This is the mystery of the Trinity. Although the three Persons are active in all the works of God, there are distinctions in function. Creation and providence are particularly ascribed to the Father. The Son is the Mediator who became flesh that He might be the Savior of sinners. The Holy Spirit is the Sanctifier of the Church.

MAN - Man and his environment have come into existence by the creative act of God. Unlike other creatures on the earth, man was created in the likeness of God. As God's image-bearer, man was created in a state of righteousness to be the servant and friend to God. The original pair, Adam and Eve, yielded to the temptation of Satan and violated the express command of God. They thus abandoned their righteous condition and fell into sin. As representatives of the race that was to spring from them, they involved all of humanity in sin. As a result all are born in a sinful condition and cannot find acceptance with God, unless they are redeemed by Christ.

SALVATION - Salvation is freely given by God, merely of grace, only for the sake of Christ's merits. The Lord, Jesus Christ, the Second Person of the Trinity, became flesh, lived a sinless life, and died a

substitutionary death and arose from the grave to redeem God's elect. God grants and credits such sinners the perfect satisfaction, righteousness, and holiness of Christ, as if they had never sinned nor been a sinner. Only this can make one right with God. This righteousness can be received in no other way than by faith alone. In this way they are justified before God's judgment, adopted into the family of God, and made ready for heaven.

THE COVENANT OF GRACE AND CHRISTIAN WORLDVIEW - God enters into a covenant with those whom He is saving. As God revealed to Abraham, this covenant includes the children of believers. These covenant children bear a special relationship to God and have a special responsibility. Thus God's people, the Church, are regarded as being made up of believers and their children. The children should be equipped with knowledge to bring peace and transformation into our fallen world. Thus, we teach children how to live in the world as opposed to sheltering them from the fallen world.

SANCTIFICATION - Those sinners who have been brought into God's Covenant of Grace are indwelt by God, the Holy Spirit from the moment of their regeneration so that they are now able to glorify God through righteous and holy living. The guide for this holy living is found in the Moral Law of God as set forth in the Ten Commandments and as summarized by Christ in Matthew 22:37-39: "Jesus said unto them, Thou shalt love the Lord thy God with all thy heart, and with all thy soul, and with all thy mind. This is the first and great commandment. And the second is like unto it, thou shalt love thy neighbor as thyself."

We affirm this call to holiness in all aspects of our lives (1 Pet 1:14-16, Rom 1:7, 1 Cor 1:2, Eph 1:4, 1 Thess 4:7, Rom 1:29-32, 2 Tim 3:2-4, 1 Cor 6:9-11, Gal 5:22-23). Regarding human sexuality, our position is the following:

1. We believe that heterosexual practice outside the covenant of marriage and all homosexual practice is incompatible with the will of God as revealed in Scripture.
2. We believe that transgender practice is incompatible with the will of God as revealed in Scripture.

Although the believer must struggle against his sinful nature throughout this life, the indwelling Holy Spirit will increasingly bring forth in this life the fruits of sanctification.

FINAL THINGS - When history has run the course laid out for it in God's plan, the Lord, Jesus Christ will return in power and glory to judge impenitent sinners and to take His redeemed people to live with Him for eternity. Until that time it is the duty of God's people to glorify the name of their Covenant God by living righteously and prayerfully, by witnessing concerning His grace to all people, and by bringing all things into subjection to the Lordship of Christ.

Reformed Distinctives

1. All areas of life are created by God and need to be transformed, enjoyed, and worked by His people.. All things were created good and became corrupted with sin. We are called upon to bring restoration to this fallen world with the help of God, to understand it and be a light in it.
2. God’s plan of salvation has not changed throughout history. A single plan of God’s love has been unfolding since creation.
3. Infants are baptized to indicate they are part of his covenant of grace. As they mature, they publicly express their desire to commit their life fully to God.
4. The understanding of the depth of our sinfulness and our inability to achieve salvation outside of the grace of God is specified in the Canons of Dort. Specifically, there are five points that are helpful in distinguishing reformed beliefs regarding salvation:
 - a. Radical Corruption. We believe sin has corrupted every aspect of our being. People are unable to choose God without first being regenerated (reborn) by the power of the Holy Spirit.
 - b. Unconditional Election. God chooses to save people from sin’s penalties based on his sovereign plan.
 - c. Intentional Atonement. The extent of Christ’s sacrifice is focused on the elect. This means that his atonement was completely effective in bringing about salvation for everyone in God’s salvation plan.
 - d. Effectual Calling. God’s regenerative call is completely effective and cannot be rejected. Once someone is born again, they will follow God’s call.
 - e. Preservation of Believers. God’s elect cannot lose their salvation.

Theological Differences

1. We do not believe in the infallibility of any church pontiff, cardinal, or patriarch.
2. We do not believe in purgatory.
3. We do not believe in devotion to Mary or “The Saints,” nor are they intermediaries between us and God.
4. We do not believe a human priest can mediate between Christians and God.
5. We do not believe in mortal and venial sins because all sin renders us guilty before God.
6. We do not believe that people can contribute towards their salvation or can earn salvation through their good deeds and actions.
7. We do not believe that Christ had only a divine nature while on earth.

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Attachment B

VALLEY CHRISTIAN SCHOOLS POLICIES

II.1 MOTTO

The motto of Valley Christian Schools is to Equip & Inspire our students to serve the Lord Jesus Christ.

II.2 MISSION

In the light of the Lordship of Jesus Christ and the authority of God's word, we will educate each unique student in cooperation with the Christian community so that he or she is equipped and inspired to make a difference for Jesus Christ in the world.

II.3 PHILOSOPHY

Valley Christian Schools is a necessary and joyful means to bring glory and honor to God in response to His mercy to His people. The school is necessary because education is essential for effective obedience to God's will; it is joyful because as God's children we individually and communally serve, explore, participate, and delight in His creation.

Every human has a perspective or worldview that directs and empowers the way he thinks, speaks, acts, and lives. The educational perspective of Valley Christian Schools is based on the authority of the Bible as the written Word of God. In our understanding of the Bible, we find help and direction in the Reformed heritage and confessional standards. Valley Christian recognizes that Christians adhere to a variety of confessional standards and it actively supports an interdenominational ministry by helping participating Christian parents in their efforts to lead their children in the nurture and admonition of the Lord.

One way to summarize the philosophy of Valley Christian is to understand the relationships between the individual and God, the individual and self, the individual and other human beings, and the individual and all other aspects of God's creation, order, and history. The purpose of Valley Christian Schools is to train the students to live in and respond to these relationships commanded in God's Word.

In creation, these relationships were established to bring honor and glory to God. People, created in the image of God, are given a special responsibility to be God's representatives to ensure that his life and all of his relationship are consistent with the order God has established. Men and women have specific roles as stewards in subduing, controlling, and preserving the earth.

All of the ordained relationships, however, were distorted when humanity willfully rejected his and her assigned places and attempted to build their own kingdoms. Despite humanity's response, God provided through the atonement of Jesus Christ the means of restoring the relationships. As God restores His relationship with mankind, this permits the restoration of each of the other relationships. Men and women are free in thankful response to serve God as sovereign Lord, to love and respect themselves as God's image-bearers, to love their neighbors, and to subdue, control, and preserve the earth as God's stewards.

We are called as Christians to grow in maturity in Jesus Christ, to be knowledgeable about our faith, to stand firm in our convictions, to live as servants within community, and work toward reconciling all things and relationships to Jesus Christ. The Christian home has the primary responsibility for the children and is the children's primary source of nurture and guidance as parents disciple their children. The school serves as an extension of the Christian home. The Christian parent, as a

member of the body of Christ, seeks for the family growth in faith and practice with regular and active involvement in a local Christian church.

II.4 SCHOOL GOALS

VISION: Valley Christian Schools seeks to honor and glorify God by being a loving, compassionate, and spirit-filled community, affirming His call to holiness, ensuring academic success, stewarding our resources, and embracing the diversity of the body of Christ while emphasizing our Reformed accent.

The school is to partner with Christian parents to train each unique child to be mature and unique within the family of God and to accept deliberately and joyfully his or her special responsibilities. The school is to be an effective instrument of God on behalf of Christian parents to train their children to become mature Christians, desirous and capable of developing the relationships established by God.

The school must help the student, as an image-bearer of God and member of a community, to discover and develop his individual worth, talents, gifts, and responsibilities. The training of students must ensure every aspect of learning, including understanding, decision-making, and serving, is an extension of a Christian commitment and Biblical worldview.

UNDERSTANDING: The student must know God, self, others, and creation. He or she must learn what the proper relationships were created to be, what they became through sin, and what they can become through restoration in Jesus Christ. There must be growth in knowledge, in a clear understanding of what things are like, and in identifying observations, concepts, and generalizations. There must be growth in abilities to analyze, synthesize, apply, create, and interpret.

DECISION-MAKING: The school must train and admonish the student to respond appropriately and to apply the knowledge in forming the relationships as directed in the Bible. There must be growth in right choosing, discernment, appreciation, right attitudes, and the making of appropriate judgments and commitments.

SERVING: The school must train the student how to act, respond, and apply biblical principles in establishing God-glorifying relationships. In order to promote a positive impact in the world, there must be growth in applying and implementing these biblical principles.

II.5 CORE CURRICULAR PRINCIPLES

1. The Core Curricular Principles of Valley Christian Schools are distinctive from non-Christian religions and philosophies, from views that determine truth only by currently accepted scientific reason, and from views that assume truth is relative to the individual.
2. Valley Christian Schools teaches a Reformed world and life view. The following Core Curricular Principles distinguish the position of Valley Christian Schools from other views held by Christians:

a. THE LORDSHIP OF JESUS CHRIST

i. God is sovereign and Jesus Christ is Lord over all aspects of life (This is distinctive from a dualistic, sacred-secular position).

ii. All of creation exists for the purpose of bringing glory and honor to God. We seek our place of service within His will and plan. (This is distinctive from a view in which God assists us to accomplish our own plans, happiness, or fulfillment).

b. THE AUTHORITY OF GOD'S WORD

i. Jesus Christ is the Word incarnate. He is Creator, King, Provider, Redeemer, and in Him all things hold together. (This is distinctive from a view in which the role of Jesus is limited to being Savior of the souls of mankind).

ii. The Bible is God's inspired, infallible, and inerrant Word by which we understand God, His created reality, the fall, salvation, and God's will for our lives. The Bible is to be interpreted as a unified whole. (This is distinctive from views that interpret the Bible that sharply divides the Old from the New Testaments, or that interprets the Bible simply as a set of propositions, as a textbook, or one of several important religious writings).

iii. God also reveals Himself through His creation. All of God's revelations are true and are in ultimate harmony. (This is distinctive from a view that allows any of the revelations of God to be considered irrelevant or in disharmony).

c. EDUCATION IN COOPERATION WITH THE CHRISTIAN COMMUNITY

1) Because God has given parents responsibility for the nurture and training of their children, we will help them fulfill this calling in partnership with the church. (This is distinctive from a view that it is the state's responsibility to educate our children).

2) The purpose of the Christian school is to assist in equipping students with the vision and skills for bringing positive change to culture and all relationships for the advancement of the kingdom of God. (This is distinctive from a view in which our only responsibility is to seek the salvation of souls).

d. MAKING A DIFFERENCE FOR CHRIST IN THE WORLD

1) CREATION

a) Creation is good and belongs to God. (This is distinctive from a dualistic view in which the physical world is evil and the soul is good).

b) Mankind is created in the image of God and is responsible for bringing all relationships under authority of God, including society and culture. (This is

distinctive from a view that suggests that we have a responsibility with regard only to our soul or spirit).

2) FALL

a) Sin is a condition that affects every relationship. (This is distinctive from a view in which sin affects only personal salvation).

b) The struggle between right and wrong affects all relationships and calls for both personal and corporate discernment and decision-making that includes the call for justice and righteousness. (This is distinctive from a view that suggests sin does not affect our thinking, will, decisions, emotions and relationships, but leaves people basically and morally good, needing only assistance from God in personal salvation.).

3) REDEMPTION

a) By God's grace, the death and resurrection of Jesus Christ on the cross, paid for the sins of those who believe in Christ, and the Holy Spirit empowers the believer to live a life of service in gratitude. (This is distinctive from a view that grace is not sufficient for the forgiveness of sins).

b) Each person is to give thanks to God by loving God above all and one's neighbor as oneself.

c) Through God's providence, He continues to love and care for all of creation. (This is distinctive from a dualistic view in which the physical world is evil and the soul is good).

d) The redemption of Christ affects all relationships including creation. (This is distinctive from a view in which the effects of redemption are only personal).

e) Each Christian is part of the body of Christ, the church, and is called to faithfully grow in Christian maturity by actively attending and participating in a local Christian church community. (This is in contrast to those who consider one's relationship with Christ to be individualistic, rather than communal).

f) Christian parents are accountable to God to raise their children to accept Jesus Christ and Savior and Lord and to pursue the available resources to ensure their children become mature Christians and are prepared for works of service for God. (This is distinctive from a view that it is the state's responsibility to educate our children).

g) The Christian school calls students, by the power of the Holy Spirit, to be agents of change and renewal for Jesus Christ in contemporary society. (This is distinctive from

a view that suggests that we have a responsibility with regard only to our soul or spirit).

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Attachment C

VCS Board Code of Commitment and Ethics

At the beginning of each school year each Board member will read, sign, and give acceptance to the Code of Commitment and Ethics before given the authority and privileges of Board membership.

a. As a member of the Board of Directors of Valley Christian Schools, I will:

- 1) Practice an ongoing personal commitment to Christ that will be easily observed through regular church attendance and involvement, and a lifestyle that is consistent with the highest standards of Christian morality. (See also Appendix C).

- 2) Pray regularly for the school, leadership, faculty, students, Board members, and others associated with the school family.

- 3) Send all of my children who qualify to Valley Christian School (Grades 1-12) unless the Board grants an exception.

- 4) Subscribe and promote the mission, purposes, and programs that cause Valley Christian School to continue to pursue a biblical world-view based on a philosophy of Reformed Christian education as defined in Article V of the Articles of Incorporation.

- 5) Support the implementation of the doctrinal and philosophical positions consistent with the Reformed heritage in school policies and to be taught in curriculum.

- 6) Support Valley Christian as maintaining a Covenantal admissions policy.

- 7) Support Valley Christian as an independent organization owned and accountable to the Society.

- 8) Recognize that all authority is vested in the full Board, only when it meets in legal session.

- 9) Consider myself a “trustee” of the whole organization and I will do my best to ensure that it is well managed, financially secure and always operating in the best interests of the people it serves, now and in the future.

- 10) Regularly attend board meetings, committee meetings, and Valley Christian School Society meetings.

11) Participate in board assignments such as serving as a Board officer, serving on committees, attending special meetings, and interviewing prospective applicants of Board, or administrator.

12) Respect the roles and limits of Board and administration recognizing that the Board's job is to ensure that the organization is well managed.

13) Support the organization internally, externally, with time, expertise, and finances as able, defending its staff and mission as appropriate; serves as a goodwill ambassador.

14) Keep well informed of developments relevant to issues that may come before the Board and come prepared for meetings having read the reports and completed any assignments that may be required.

15) Support all board-approved policies and programs even if against them in discussion. I will maintain confidentiality of discussion and individual expressions of those attending board and committee meetings.

16) Follow board policies and procedures and refer complaints to the proper level on the chain of command.

17) Declare conflicts of interest between my personal and professional life and my position on the Board and abstain from voting or resign when appropriate. When the Board is to decide upon an issue in which a member has an unavoidable conflict of interest, that member shall absent him or herself without comment from not only the vote but also from the deliberation.

18) Respect the opinion of my fellow Board members and treat each member with respect and dignity.

19) Participate in all board orientation and training sessions and work to learn how to do the Board member's job better.

20) Participate in fundraising.

21) Abide by the rules of honesty and fair play in all matters related to my position as a Board member.

b. As a Board member of Valley Christian Schools, I will not:

1) Seek to change the mission, purposes, and programs that cause Valley Christian Schools to continue to pursue a biblical world-view based on a philosophy of Reformed Christian education as defined in Article V of the Articles of Incorporation.

a) Seek to change the implementation of the doctrinal and philosophical positions consistent with the Reformed heritage in school policies and to be taught in curriculum.

b) Seek to change Valley Christian from maintaining a Covenantal admissions policy.

c) Seek to change Valley Christian from continuing to be an independent organization owned and accountable to the Society.

2) Belittle my fellow members or their opinions, in or out of the boardroom.

3) Use my position for my personal advantage or that of my friends or relatives.

4) Discuss the confidential proceedings of the Board outside the boardroom.

5) Promise how I will vote on any issue before a meeting.

6) Interfere with the duties of the administrator or undermine his or her authority with staff members, Board members, or others.

7) Make any judgment of the performance of the administrator, teacher, or school employee except as allowed with explicit board policies.

8) Represent the cause of any group with special interests.

c. I will resign if unable or unwilling to maintain the spirit or letter of this Code of Commitment and Ethics.

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Second Proposal: To amend the VCS By-Laws Article IV Section 3 Qualifications to read as follows:

All Board Directors must be bonafide members in good standing of the Valley Christian School Society. **All nine (9) board members must be in good standing of a Protestant church**

Note the highlighted section was added

Deleted from this section was:

- At least seven board members must be members in good standing of an anchor church. A maximum of two board members at a time will be allowed to be members in good standing of a non-anchor Protestant church

Vetting Process should the above Proposals move to Motion Fall of 2022:

1. Meet all listed "Qualification of a BOD Nominee"
2. Assessment of BOD "needs" - gifts/talents
3. GP Review Nominee Bio
4. GP narrows list of Applicant
5. GP seeks endorsement from Admin team
6. GP seeks BOD approval of Applicants, identify interviews as needed
7. BOD approves final list of Nominees, maximum slate of 6
8. GP communicates to both nominees and those not selected
9. Slate of nominees presented to Society for Vote