

CENTRAL CHRISTIAN SCHOOL
CONSTITUTION

Adopted: September 17, 2017
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CONSTITUTION FOR CHRISTIAN SCHOOLS INCORPORATED

Preamble

In 1956, the Ohio and Eastern Mennonite Conference authorized the formation of a Corporation to be known as Christian Schools, Inc. The Corporation was formalized by the State of Ohio in 1960. We, Christian Schools, Inc., by and through its members chosen by the Affiliated Churches, in order to fulfill our obligations to the commands of Jesus Christ and His Word in providing for the Christian training of young people, do hereby ordain and adopt the following Constitution for the operation and control of one or more Christian schools of the Anabaptist persuasion. An Affiliated Church is one that chooses to be an Affiliated Church by its written affirmation of the Guiding Principles and Practices more fully described in Exhibits A, B and C of Article II, Section I of this Constitution.

Article I: Name and Office

- Section 1. This organization will be known as Christian Schools, Inc., a Corporation not for profit.
- Section 2. The place in the state where the main office of the Corporation will be located is Central Christian School in Kidron, Ohio, in Wayne County.

Article II: Purposes

- Section 1. To establish one or more Christian schools and to provide instruction of high academic quality which is totally God-related in accordance with the following Guiding Principles and Practices:
- Central Christian School Four Core Authorities (Refer to Exhibit A)
Central Christian School Anabaptist Faith in Practice (Refer to Exhibit B)
The Seven Core Convictions (Refer to Exhibit C)
- Section 2. To provide an educational program that will foster an understanding of and appreciation for the Word of God and will seek to maintain a standard of loyalty to the doctrines and practices of the New Testament, as understood in the light of our Anabaptist heritage.
- Section 3. To provide an educational program of high quality in a Christian environment that will prepare youth, regardless of race, creed, color, or gender, to make a worthy contribution to the cause of Christ in the home, church, and community, and to help prepare them in those vocations consistent with New Testament discipleship to meet the needs of humankind, wherever found in Christian service and witness.
- Section 4. To provide educational facilities and staff that will meet the required standards for accreditation in the State of Ohio, so long as there is no scriptural violation.

- Section 5. To serve as the legal entity to carry out these purposes, including:
- a. To purchase, acquire, hold, mortgage, pledge, loan money upon exchange, sell, and otherwise deal in personal property and real property of every kind whatsoever and wheresoever situated.
 - b. To acquire by gift, devise, bequest, or to otherwise inherit all kinds of property, both real and personal, and to acquire by purchase or otherwise, and to hold, own, sell, exchange, pledge, or otherwise deal in and dispose of shares of stock, bonds, mortgages, debentures, trust receipts, notes, and other securities, and to receive, collect and dispose of interest, dividends and income of the same and to exercise any and all rights and privileges of individual ownership.

Article III: Relationships

- Section 1. We recognize the Christian school as being an integral part of the church's responsibility for Christian education.
- Section 2. We recognize the necessity for the development of a Christian education program in agreement with the educational standards and a Christ-centered understanding of the Bible.
- Section 3. We recognize the need for counsel and interaction with Mennonite Schools Council (MSC) and North Central Association Commission on Accreditation and School Improvement (NCS CASI).
- Section 4. Inasmuch as the Corporation is authorized by Corporation Members to establish one or more schools, and inasmuch as the Corporation receives its support from its members and the Affiliated Churches, written reports will be available on the CCS Website.
- Section 5. If for any reason the Corporation is dissolved, the assets of the Corporation shall be distributed to one or more charitable organizations that are exempt under Section 501(c) (3) of the Internal Revenue Code.

Article IV: Membership

- Section 1. Corporation Members will be members in good standing of Affiliated Churches.
- Section 2. Corporation Members will be appointed by Affiliated Churches and approved annually by the members. The Board of Trustees will maintain a current roster and a record of attendance at annual meetings.
- Section 3. Members will serve a three-year term. Affiliated Churches will provide three church members to serve as Corporation Members and establish their process so one new member begins a three-year term each year and one member ends a three-year term. The number of consecutive terms a member may serve will be decided by each local church.

If someone from an Affiliated Church is elected to the Corporation Chairperson or Chairperson-Elect or to the Board of Trustees, that person automatically becomes a Corporation Member during their term, in addition to the three members that are presently serving.

Article V: Election and Tenure of Office

- Section 1. All elected officers will be Corporation Members of an Affiliated Church. Faculty and staff are not eligible for elected office.
- Section 2. A Board of Trustees, consisting of nine members of the Corporation, will be elected by the members at the annual meeting. Three will be elected each year to serve a three-year term of office. Vacancies may be filled by appointment by the Board of Trustees until the next annual meeting, at which time a successor will be elected to complete the unexpired term. Board member term limits will be three consecutive terms or nine years.
- Section 3. A Corporation Chairperson-Elect will be elected at the Annual Corporation Meeting for a one-year term. Members of the Board of Trustees are not eligible for the office.
- Section 4. A Nominating Committee will consist of six Corporation Members to serve three-year terms, two elected annually.

Article VI: Officers

- Section 1. The officers will be the Corporation Chairperson, Corporation Chairperson-Elect and the officers of the Board of Trustees.
- Section 2. The officers of the Board of Trustees will include President, Vice President, Secretary and Treasurer. The Board of Trustees will elect its own officers annually at the first meeting following the Annual Corporation Meeting. The officers of the Board of Trustees will also be the officers of the Corporation.

Article VII: Duties

Officers

- Section 1. Corporation Chairperson
The Chairperson will confer with the President of the Board of Trustees and the Superintendent to prepare the agenda for all annual or special meetings of the Corporation, preside at all meetings of the Corporation, convene the Board of Trustees and the Nominating Committee following the annual meeting to assist them in reorganization and electing officers. The Chairperson, with the approval of the Board of Trustees, may appoint another Corporation member to serve in this capacity if the Chairperson and Chairperson-Elect are unable to serve.
- Section 2. President of the Board of Trustees
The President will preside at all meetings of the Board of Trustees, or provide for the same, and perform such other duties as are usually assigned to this office. The President or Vice President will be the Chairperson of the Nominating Committee.

- Section 3. Vice President of the Board of Trustees
The Vice President will serve as an assistant to the President and act in this capacity in case of absence, inability or request of the President. The President or Vice President will be the Chairperson of the Nominating Committee.
- Section 4. Secretary of the Board of Trustees
The Secretary will record minutes of all meetings of the Corporation and the Board of Trustees. Corporation and Board minutes will be available on the CCS website.
- Section 5. Treasurer of the Board of Trustees
The Treasurer will provide an account of all finances of the Corporation, and will provide for disbursements as authorized by the Board of Trustees. The Treasurer will perform such other duties as may be assigned by the Corporation or the Board of Trustees.

Board of Trustees

- Section 1. The Board of Trustees will be responsible for the property and affairs of the Corporation, subject to the limitations contained in this Constitution.
- Section 2. The Board of Trustees will not sell or transfer property or real estate without prior approval by the members.
- Section 3. The Board of Trustees will make every effort to operate without a deficit. Should the Board determine that a proposed budget with an operating deficit is justified; the reasons will be clearly stated to the members. Adoption of an operating budget which shows a deficit will require a two-thirds vote of the members. The total accumulated operating deficit will not exceed 15 percent of the assets of the Corporation as shown on the balance sheet of the Annual Corporation Financial Reports.
- Section 4. The Board of Trustees will appoint a Superintendent and other persons who will be responsible for general operation of the school.
- Section 5. The Board of Trustees will be responsible for the financial and general management of the schools controlled by this Corporation.
- Section 6. The Board of Trustees will submit annual reports of its work with a record of finances and the approved budget for the following year to the Corporation Members. A financial review or audit will be performed at the discretion of either the Board of Trustees or the Corporation.
- Section 7. The Board of Trustees will appoint standing and special committees as may be necessary to carry on the work of the Corporation and will designate a chairperson for each, and will receive regular minutes of each committee.
- Section 8. The Board of Trustees will adopt written policies for the optimum operation of Christian Schools, Inc.

Nominating Committee

Section 1. A Nominating Committee will consist of six members to serve three-year terms, two elected annually. The Board Vice President or President will communicate the type of persons needed to bring for appointment to the annual meeting. The Nominating Committee will prepare a slate of the following: Corporation Chairperson-Elect for the coming year, three persons to serve a three-year term on the Board of Trustees and two persons to serve a three-year term on the Nominating Committee.

Article VIII: Standing and Special Committees

Section 1. There will be at least one member of the Board of Trustees on each of the standing committees to serve as liaison between the Board and the committees. The membership of each standing committee will be as determined by the Board of Trustees to whom they report and are responsible.

Section 2. The standing committees will be:
Building & Grounds Committee
Development Committee
Educational Policy Committee
Executive Committee
Finance Committee

Section 3. The tasks of standing committees will be as assigned by the Board of Trustees.

Section 4. Other special committees may be appointed by the Board of Trustees to perform special functions or assignments under the jurisdiction of the Board of Trustees. (Article VII, Board of Trustees Section 7)

Article IX: Regular and Special Meetings

Section 1. The Corporation will meet annually on such dates as designated by the Board of Trustees and/or the Corporation Chairperson, to elect members to the Board of Trustees, to receive reports, to review the approved budget as presented by the Board of Trustees and to consider such other business as will properly come before the Corporation.

Section 2. The Board of Trustees will meet regularly at such time and place as it designates.

Section 3. Special meetings of the Corporation may be called by the Board of Trustees, the Corporation Chairperson or by 25% of the members upon written request to the Corporation Chairperson.

Section 4. A ten-day notice will be given each member preceding each regular or special Corporation meeting.

Section 5. A seven-day notice will be given each member of the Board of Trustees preceding each regular or special meeting except by consent of all members of the Board of Trustees.

Article X: Quorum

Section 1. In all meetings of the Corporation, the members present will constitute a quorum for the transaction of business. Unless otherwise stated, a simple majority is required for all proposals to be approved by the Corporation.

Section 2. In all meetings of the Board of Trustees, two-thirds of the members will constitute a quorum for action.

Article XI: Vote

Section 1. Each member has one vote.

Section 2. A member may assign a proxy authority to another member at any specific Corporation Meeting. Such proxy must be filed with the Secretary before that meeting.

Article XII: Agenda

Unless directed otherwise by majority order of the Corporation, the order of business at all regular meetings of the Corporation will be as follows:

1. Devotions
2. Reading of minutes
3. Board Reports
 - a) President's Report
 - b) Treasurer's Report
4. Review of the budget
5. Superintendent's Report
6. Presentation of the slate of elections
7. Unfinished business
8. New business
9. Adjournment

Article XIII: Indemnification and Insurance

Section 1. Authorization
Any person who is made or reasonably anticipates being made, a party to any legal proceeding because he is or was a trustee, officer, committee member, agent, employee, or volunteer of the Corporation, or is or was serving at the request of the Corporation as a trustee, director, officer, committee member, employee, agent, or volunteer of another entity or enterprise, will be indemnified by the Corporation to the extent authorized by applicable Ohio law, as amended from time to time.

Section 2. Insurance
The Corporation, to the extent permitted by applicable Ohio law, as amended from time to time, may purchase and maintain liability insurance on behalf of any person who is or was a trustee, officer, committee member, agent, employee, or volunteer of the Corporation, or is or was serving at the request of the Corporation as a trustee, director, officer, committee member, employee, agent, or volunteer of another entity or enterprise.

Article XIV: Adoption and Amendments

- Section 1. This Constitution becomes effective upon its approval by the Corporation Members and its adoption by two-thirds of the Corporation Members present at the meeting.
- Section 2. This Constitution, including the attached Exhibits, may be amended by a two-thirds vote of the members present at a duly constituted meeting, provided a notice of the proposed change was communicated to each member at least ten days prior to such meeting.
- Section 3. The Board of Trustees will, at least every ten years, appoint a Constitution Review Committee which will review the Constitution and propose changes it deems appropriate.

Adopted Revisions: September 17, 2017

Adopted Revisions: September 15, 2013

Adopted Revisions: August 28, 2011

Adopted Revisions: July 27, 1992

EXHIBIT A

CENTRAL CHRISTIAN SCHOOL ***The Core of Our Authority***

Central Christian School is blessed with wonderful students and families who are nurtured by gifted pastoral leadership within our churches. The foundational platforms for raising children (i.e. the home, the church and the school) are becoming more and more important as society moves further away from a Christian worldview. When the home, church, and school are not attentive to the ever-increasing social pressures placed on our students from the rapid-paced secular world, we allow our children to be confused with multiple, mixed messages. When these three foundational pillars are in conflict with each other, the next generation truly has a shaky foundation. There is a growing need for the school to work hand-in-hand with the home and the church.

Central Christian School Board of Trustees ("CCS Board") would like to recognize and gratefully affirm the authorities who visualized our school and empowered its existence. We would like to publicly recognize and define our authorities. The four authorities identified by the CCS Board as sources of this permission are God, Scripture, the Church and the Family. The purpose of this document is to define these authorities, articulate the responsibility we have to each, and encourage ways they can be honored. We believe that this affirmation is central to the development of our future long-range plan. We will use the honoring of our authorities as a barometer to determine long-range goals and objectives.

Our First Authority Is God

God is our ultimate authority. We best understand God through the life and teachings of Jesus Christ, His Son, as presented in Scripture and through the personal guidance of the Holy Spirit.

"We believe that God exists and is pleased with all who draw near by faith. We worship the one holy and loving God who is Father, Son, and Holy Spirit eternally. We believe that God has created all things visible and invisible, has brought salvation and new life to humanity through Jesus Christ, and continues to sustain the church and all things until the end of the age" (Confessions of Faith from a Mennonite Perspective).

The CCS Board affirms that God, through Jesus Christ, is the supreme authority for granting permission for our school to exist. We recognize that our very existence is dependent on the will and grace of our creator. We, as a school, are committed to honoring and obeying God's principles and commandments to the very best of our ability.

Because God is our primary authority, the one from whom all things were created and are sustained, we encourage all persons associated with the school to honor God by implementing practices of spiritual disciplines, by speaking and singing words of affirmation and praise to God our Maker, and by living a life of outreach and encouragement to others.

Our Second Authority Is Scripture

Scripture is the Word of God. Scripture is primary to understanding the will of God and His plan for His people.

"We believe that all Scripture is inspired by God through the Holy Spirit for instruction in salvation and training in righteousness. We accept the Scriptures as the Word of God and as the fully reliable and trustworthy standard for Christian faith and life. Led by the Holy Spirit in the church, we interpret Scripture in harmony with Jesus Christ" (Confessions of Faith from a Mennonite Perspective).

The CCS Board believes that Scripture as the Word of God is indispensable to the education of each child. Everything we teach should be through the lens of Scripture.

Scripture is the book from which we find our written guidance. Therefore, we encourage all persons associated with the school to honor Scripture by seeking to have a regular routine of reading and memorizing the Bible and striving to live a life that is in obedience to the commands and expectations of God's Word. We recognize that we live in an imperfect world as imperfect children of God and are in constant need of Holy Scripture for counsel and authority.

Our Third Authority Is the Church

God in His wisdom has created the Church as the Spiritual authority for the family structure.

"We believe that the church is the assembly of those who have accepted God's offer of salvation through faith in Jesus Christ. The church is the new community of disciples sent into the world to proclaim the reign of God and to provide a foretaste of the church's glorious hope. The church is the new society established and sustained by the Holy Spirit. The church, the body of Christ, is called to become ever more like Jesus Christ, its head, in its worship, ministry, witness, mutual love and care, and the ordering of its common life". (Confessions of Faith from a Mennonite Perspective)

The CCS Board affirms that the Church is an authority for granting permission for our school to exist. We recognize that our very existence is dependent on the vision and support of the Church. We, as a school, are committed to honoring the authority of the Church in the life of the school to the very best of our ability.

Because the Church is our authority, the body of Christ that guides us and holds us accountable for faithful living, we encourage all persons associated with the school to honor the Church by committing allegiance to a local congregation through weekly attendance and giving of tithes and offerings. We believe it is important for all Christians to submit to the godly counsel of the pastor and church community. We also believe that church attendance and involvement is one of the best ways to teach children about the nature and principles of God. The Church is also the primary source of individual, family and community protection and enhancement.

Our Fourth Authority Is the Family

God in his wisdom has created the family as the primary social structure.

"We believe that God intends human life to begin in families and to be blessed through families. Even more, God desires all people to become part of the church, God's family. As single and married members of the church family give and receive nurture and healing, Christian family relationships can grow toward the wholeness that God intends. We are called to chastity and to loving faithfulness in marriage ". (Confessions of Faith from a Mennonite Perspective)

The CCS Board affirms that the family is the primary social structure. We recognize that God, in His infinite wisdom, established parents for the nurturing and training of their children. We, as a school, are committed to respect parents' God-given authority over the lives of their children, and we desire to work in partnership with parents as they educate their children.

When families bring their children to us for education, we recognize and affirm that God gave the child to the parents, and the parents gave the child to us. Therefore, we recognize the authority of the parents over their child in our school.

Because the family is our authority, an institution designed by God to be the primary social structure, we encourage all persons associated with the school in any way to honor the family by seeking counsel from the parents for matters of discipline, goal setting, and curricular choices.

CCS Board of Trustees
Approved March 2014

Exhibit B**Central Christian School
Anabaptist Faith in Practice**

1. Central Christian School (CCS) students know they are loved and valued by God, which enables them to value and love each other.
2. Peacebuilding, including the use of restorative discipline, is regularly modeled and practiced as a lifestyle of nonviolence, seeking justice and being part of a reconciling faith community.
3. CCS values and is responsive to cultural, racial and socioeconomic diversity.
4. CCS provides a welcoming community where it is emotionally safe to raise questions, to value and learn from differences, and to care for each other.
5. CCS enables students to practice global awareness, cultural sensitivity, anti-racism, and compassionate living.
6. Students grow in their understanding of stewardship of all God has entrusted to them, including the natural environment.
7. Staff members are committed to modeling the life of Jesus Christ.
8. Students grow in understanding the process of biblical discernment by asking questions, practicing spiritual disciplines, and engaging with other Christians.
9. Students are encouraged to grow in relationship with Jesus and to follow Jesus daily in life through attitudes and practice.
10. CCS does everything it can to eliminate the obstacles that exclude or hinder the ability of students to receive a faith-infused education of excellence.
11. Stories and symbols of faith and reconciliation are regularly shared in our school community.
12. CCS invites parents to become partners in the faith formation of their child.
13. CCS is a community that lives the gospel message through praying, serving others, and enabling students to grow in understanding that they can make a positive difference in the world globally and locally.
14. CCS builds a strong faith and learning community in which students and staff support each other.
15. CCS enables students to live a life of curiosity, wonder and mystery as they join with God to bring the reign of God on earth as it is in heaven.

Mennonite Education Agency, Approved June 30, 2015

Exhibit C

Central Christian School Seven Core Convictions

By the grace of God, we seek to live and proclaim the good news of reconciliation in Jesus Christ. As part of the one body of Christ at all times and places, the following are central to our belief and practice.

1. God is known to us as Father, Son and Holy Spirit, the Creator who seeks to restore fallen humanity by calling a people to be faithful in fellowship, worship, service and witness.

And the God of all grace, who has called you to his eternal glory in Christ will restore, support, strengthen and establish you. I Peter 5:10

2. Jesus is the son of God who showed in his life and teaching how to be faithful, and through his cross and resurrection redeemed the world.

But to all who received him, who believed in his name, he gave power to become children of God. John 1:12

3. The church is a community of those whom God's Spirit calls to turn from sin, acknowledge Jesus Christ as Lord, receive baptism upon confession of faith and follow Christ in life.

The time is fulfilled and the kingdom of God has come near, repent and believe in the good news. Mark 1:15

4. The faith community, under Holy Spirit guidance, interprets the Bible in the light of Jesus Christ to discern God's will for our obedience.

And this is love, that we walk according to his commandments. II John 1:6

5. The Spirit of Jesus empowers us to trust God in all areas of life so we become peacemakers who renounce violence, love our enemies, seek justice and share our possessions with those in need.

But love your enemies, do good and lend, expecting nothing in return. Luke 6:35

6. The faith community gathers regularly to worship, to celebrate the Lord's Supper and to hear the Word of God in a spirit of mutual accountability.

They devoted themselves to the apostles' teaching and fellowship, to the breaking of bread and the prayers. Acts 2:42

7. We seek to live in the world without conforming to the powers of evil, witnessing to God's grace by serving others, caring for creation and inviting all people to know Jesus as Savior and Lord.

Do not be conformed to this world, but be transformed by the renewing of your mind.... Romans 12:2

Mennonite World Conference, Adopted 2003