

## **POLICY CHAPTER 1 - MISSION**

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### **1.100 Introduction**

#### 1.105 Purpose of Policy Manual

Board policies are designed to direct the current practices of the Administration and the Board. Simply stated, a Board Policy Manual tells the Administrator and the Board what to do and not to do.

Both School Board Members and School Administrators need to be fully aware of the policies and procedures of Eugene Christian School. The Administrator also needs to inform employees under his/her authority of those policies and procedures relative to areas of the employees' responsibility.

Board Policies shall consist of written statements officially adopted by the School Board to govern its own operation and to serve as guides for administrative action. These statements should be specific enough to give clear direction and guidance to the Administrator and staff, but broad enough to allow for the use of administrative skill and discretion in making decisions.

Board Policies, in statement form, should be developed and revised as needed to establish stability in Board operations and should serve to prevent indecisive and incorrect behavior.

Eugene Christian School is incorporated and organized by a Constitution and By-Laws which define many school policies and procedures. When a particular policy is set by the Constitution or By-Laws, it is referenced under that heading (e.g. SCHOOL NAME AND ORGANIZATION).

#### 1.110 School Name and Organization

## **By-Laws - Article I. Name**

*Name: The name of this association is the EUGENE CHRISTIAN SCHOOL, originally incorporated under the corporation laws of the State of Oregon, on the 9th day of November, 1955, as the Emerald Empire Christian School Society, Inc., and as duly amended and certified by the Corporation Commissioner of the Corporate Division of the Department of Commerce of the State of Oregon, on the 19th day of September, 1974.*

### 1.115 Statement of Purpose of the Organization

## **By-Laws - Article II. Purpose**

*Purpose: It shall be the purpose of this corporation to aid, advise, encourage, and assist the development of Christian families by providing a week-day Christian pre-school, elementary and middle school educational alternative, together with related activities, dedicated to the development of academic and spiritual Christian maturity in children.*

## **1.200 Mission Statement**

Our mission is to assist the family by providing a Christ-centered, Bible-based education that inspires each student to have a personal relationship with Jesus Christ and pursue excellence in moral character, academics, and service to others.

## **1.300 Vision Statement**

Based on what we believe to be the Lord's leading, the Board of Directors of Eugene Christian School is dedicated to a long-term vision for the school that looks forward to maintaining and enhancing its role as an exemplary Christian school committed to development and growth in three key areas:

spiritual - fostering spiritual vitality and integrity; encouraging the expression of God's love and righteousness among students and staff; developing students' moral character and their abilities to apply Biblical principles to every area of life; cooperatively supporting and waiting for the revelation of Jesus Christ to each student;

educational - providing a strong educational foundation characterized by the distinctive of Christian education, with the truth of God's Word integrated throughout every area, upholding standards of excellence in curriculum and programs, helping students develop their potential and enabling them to meet the challenges they face in future education and work,

organizational - attracting and retaining staff who are qualified, competent Christian role models, by offering them market competitive compensation; attaining this vision in a financially responsible manner so that none of the above standards are compromised.

Realization of this vision requires detailed program development, student recruitment and retention, development of a secure financial base, and volunteer efforts. The process also requires continual monitoring of growth and improvement in the above key areas and of our discernment of the Lord's will for Eugene Christian School. (Revised February 18, 1997; April 9, 1997; and April 23, 2009)

#### **1.400 Statement of Faith**

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#### **Constitution - Article III. The Statement of Faith**

*Eugene Christian School aims to bring the student to a knowledge that he walks in the grace of God and that by moral obedience, he is truly free. The student is encouraged to recognize that the revealed commandments of God are the supreme criteria of the good life and both in his inner life and external conduct, to mirror the example of Christ in human relationship.*

*We believe the Bible to be the inspired, the only infallible, authoritative Word of God (II Peter 1:20-21; II Timothy 3:16). We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit (Genesis 1:1-2; John 1:1-2). We believe in the deity of our Lord Jesus Christ; in His virgin birth; in His sinless life; in His miracles; in His victorious and atoning death through His shed blood; in His bodily resurrection; in His ascension to the right hand of the Father; and in His personal return in power and glory (Hebrews 1:3; Luke 1:26-35; I Peter 2:21-22; Mark 1:32-34; I Corinthians 15:3-8; John 14:1-3, 28).*

*We believe that for the salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential (Titus 3:3-7; John 3:5-7).*

*We believe in the present ministry of the Holy Spirit who indwells Christians enabling them to live godly lives. (Ephesians 1:13-14; Acts 1:8).*

*We believe in the resurrection of both the saved and the lost; those who are saved are resurrected to eternal life and those who are lost are resurrected to eternal separation from God (John 3:16-18).*

*We believe in the spiritual unity of believers in our Lord Jesus Christ (Ephesians 4:1-6).*

##### 1.410 Use of Statement of Faith

The Statement of Faith shall be given to every person prior to being offered employment at Eugene Christian School. Persons shall only be employed at Eugene Christian School if they are in complete agreement with the Statement of Faith. If a person changes his/her beliefs with respect to the Statement of Faith following employment, he/she must advise the Administrator, out of integrity and respect for the school's mission and

Statement of Faith, and he/she will be asked to leave the employ of Eugene Christian School.

Parents/Guardians of students enrolled in Eugene Christian School must be in complete agreement with the Statement of Faith.

### **1.500 Christian School Philosophy**

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#### **Constitution - Article I.**

##### ARTICLE I. EDUCATIONAL PHILOSOPHY

*It is assumed that sound scholarship and Christian faith and experience are mutually interdependent and meaningful, and that sound education must correlate these in the growing experience of the student. High scholastic achievement is to be combined with Christian faith and culture and the development of citizenship and leadership for family, church and state in a democratic society.*

*The school seeks to provide an educational adventure within a Christian community. Objectives, curriculum, counseling, and teaching are conceived in this framework. The school strives to integrate learning and doing in a pattern of experience with the recognition that human beings are both spiritual beings with an eternal destiny and responsible members of society.*

### **1.600 Christian School Goals**

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#### **Constitution - Article II.**

##### ARTICLE II. INSTITUTIONAL OBJECTIVES

*In harmony with its philosophy of education and its statement of faith, Eugene Christian School has identified institutional objectives.*

*A. To teach all truth as God's truth, integrating all fields of learning around the person and the work of Jesus Christ, bringing the divine revelations through sense, reason, and intuition to the confirming test of scripture. ("All scripture is inspired by God and profitable for teaching, for reproof, for correction, and for training and righteousness, that the man of God may be complete, equipped for every good work." II Timothy 3:16-17, R.S.V.)*

*B. To support academic programs which liberate students for a life of purpose and fulfillment, through an awareness of the resources of knowledge and culture available to them.*

*C. To maintain a program of varied activities that: directs students to a commitment to Christ as Lord and Savior; encourages attitudes of reverence and devotion toward God; leads to recognition that the revealed commandments of God are the supreme criteria of the good life; enables students to mirror the example of Christ in human relationships; develops a greater desire to serve mankind in a spirit of Christian love; and brings students to a life of obedience to "the law of the spirit of life in Christ Jesus" which will set them morally free. (Romans 8:2 RSV.)*

*D. To promote curricular activities that will emphasize the development of leadership, initiative, and teamwork by giving opportunity to make practical use of the skills and ideas acquired through academic courses.*

*E. To make itself a community in which studies and activities are made relevant to life; develop insight into social and political issues confronting mankind, and learn to participate democratically in decision making and policy implementing as responsible citizens.*

*Eugene Christian School seeks to influence contemporary culture and to be involved in it. It stands unapologetically for the Christian faith, seeks to bring the Christian ethic to bear upon the culture, and challenges the prevailing secularism and humanism of our times. It aims to prepare students for Christian leadership in every area of life, for creative vocational leadership, and for constructive community involvement.*

### **1.700 ACSI Affiliation**

#### 1.705 ACSI Membership

ECS will be a continuing member of the Association of Christian Schools International.

#### 1.710 ACSI Statement of Faith

ACSI has a seven-point "Affirmation of ACSI Statement of Faith" on the ACSI Membership Application:

1. We believe the Bible to be the inspired, the only infallible, authoritative, inherent Word of God (2 Timothy 3:15; 2 Peter 1:21).
2. We believe there is only one God, eternally existent in three persons - Father, Son and Holy Spirit (Genesis 1:1; Matthew 28:19; John 10:30).
3. We believe in the deity of Christ (John 10:33); His virgin birth (Isaiah 7:14; Matthew 1:23; Luke 1:35); His sinless life (Hebrews 4:15; 7:26); His miracles (John 2:11); His vicarious and atoning death (1 Corinthians 15:3; Ephesians 1:7; Hebrews 2:9); His resurrection (John 11:25; 1 Corinthians 15:4); His ascension to the right hand of the Father (Mark 16:19); His personal return in power and glory (Acts 1:11; and Revelation 19:11).
4. We believe in the absolute necessity of regeneration by the Holy Spirit for salvation because of the exceeding sinfulness of human nature; and that men are justified on the single ground of faith in the shed blood of Christ and that only by God's grace and through faith alone we are saved (John 3:16-19; 5:24; Romans 3:23; 5:8-9; Ephesians 2:9-10; Titus 3:5).
5. We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life, and they that are lost unto the resurrection of damnation (John 5:28-29).
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 ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life (Romans 8:13-14; 1 Corinthians 3:16; 6:19-20; Ephesians 4:30; 5:18).

#### 1.715 ACSI Activities

As a result of this (ACSI) membership there are several experiences in which our school may consider participating.

#### 1.720 ACSI Certification

All teaching and administrative personnel of Eugene Christian School may hold a valid ACSI certificates. Teachers and administrators who have a Temporary Certificate are expected to complete the requirements for the Standard Certificate before their Temporary Certificate expires.

#### 1.725 ACSI Accreditation

ECS may continue to maintain a program of accreditation with the Association of Christian Schools International.

#### 1.730 ACSI Teacher Conventions

ECS allows for all teachers to attend the ACSI Teacher Convention and will cover the costs of all full-time and part-time teachers and administrators attending an ACSI-sponsored Teacher Convention or Preschool/Daycare Conference, as finances allow per Administrator approval.

#### 1.735 ACSI Administrator/Board Conferences

ECS will cover the costs of all school administrators attending ACSI-sponsored Administrator/ Board Conferences, as finances allow. Board members are encouraged to attend at their own expense.

#### 1.800 Notice of Nondiscrimination

The Association of Christian Schools International (ACSI) requires member schools to sign a statement of nondiscrimination each year on the membership application form.

#### 1.805 Notice of Nondiscriminatory Policy as to Students

Eugene Christian School admits students of any race, color, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students of the school. It does not discriminate on the basis of race, color, national and ethnic origin in administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other school-administered programs.

The Board of Directors of Eugene Christian School also unanimously adopted the following resolutions which meet IRS guidelines:

RESOLVED, that the Notice of Nondiscriminatory Policy as to Students is hereby adopted and approved in all respects; and

FURTHER RESOLVED, that upon acceptance of applications of prospective students of the Corporation, the Notice of Nondiscriminatory Policy as to Students shall be published on the school website likely to be read by prospective students and their families in accordance with Internal Revenue Procedure 75-50; and

FURTHER RESOLVED, that the Notice of Nondiscriminatory Policy as to Students be included in all brochures and catalogues published by the Corporation; and

FURTHER RESOLVED, that the following notice be included in any written advertising published by the Corporation: "Eugene Christian School admits students of any race, color, and national or ethnic origin."

FURTHER RESOLVED, that the proper officers of the Corporation are hereby authorized to (a) sign, execute, certify to, verify, acknowledge, deliver, accept, file and record any and all instruments and documents and (b) take, or cause to be taken, any and all such action, in the name and on behalf of the Corporation or otherwise, as (in such officers' judgment) shall be necessary, desirable, or appropriate in order to affect the purpose of the foregoing resolutions.

#### 1.810 Notice of Nondiscriminatory Policy as to Hiring Practices

Member schools of ACSI make no distinction concerning an individual's race or ethnic background because we acknowledge that there can be no preferential treatment with God (Romans 2:11). We are bound to extend our ministry to all we can reach if we are to carry out our Lord's Great Commission (Matthew 28:18). (Revisions to the above chapter were approved at the Board meeting of April 23, 2009, and ratified at the Annual Business Meeting of May 12, 2009, per ECS By-Laws.– csm)

[Revised and updated by ECS BOD this 12th day of May, 2015]

[Revised and updated by ECS BOD this 21st day of March, 2017]

[Revised and updated by ECS BOD this 16<sup>th</sup> day of April, 2019]

\_\_\_\_\_ Marie Andreasen, President Board of Directors