



A NEW CONSTITUTION FOR ILLIANA:

The Illiana Christian High School Board of Directors recommends to the Illiana Christian High School Association several changes to the constitution/bylaws.

One change opens up Association membership to allow people who are members of churches that are not categorized as Reformed to be Association members.

A second change extends the inclusion of people from churches that are not categorized as Reformed to the Board by allowing up to 25% of the Board to be members of churches that are not categorized as Reformed. This second change would only be possible if the first one is also approved. They will be voted on simultaneously.

The other changes include clearing up several organizational details regarding the board and its committees.

The method to accomplish these changes would be a merger. The Board proposes creating a new legal entity called "Illiana Christian High School of Indiana". That new entity would be created under Indiana law and would have the new constitution/bylaws as proposed here. If approved by the Association members, the existing school entity would be merged with the new school entity and the new constitution/bylaws would replace the former constitution/bylaws. The intention behind using a merger is to make the transition easy and efficient, allowing for all existing contracts and relationships of the school to continue. Since the school no longer has a location in Illinois, it makes sense to move forward in Indiana as an Indiana entity. Moving forward, the Illinois entity can be dissolved when all assets and liabilities are duly recognized as belonging to the Illiana Christian High School of Indiana.

The school's constitution currently has ten articles. Below are all ten articles with any proposed changes. The proposed changes show stricken language ~~crossed-out~~ and new proposed language **highlighted**. Each article is then followed with rationale for the proposed changes. The rationale is in *italics*.

We have many students and families who attend churches that do not identify as Reformed; they have been and continue to be an important part of Illiana. We need them for many reasons and want them to feel a part of the community and be given the opportunity to contribute further.

Perhaps some explanation should be offered about being "Reformed" as this figures prominently in the proposals being presented here. The school's website has a document explaining in layman's terms what it means to be Reformed. That explanation notes an emphasis on the Word, a sovereign God, salvation by grace alone, God's covenant faithfulness, His Kingdom and our role in it. These are things that other Christians also believe but perhaps do not stress as much. Our constitution refers to the "standards of the Reformed Churches". Although it does not specify them, these would have been the Belgic Confession, the Canons of Dort, and the Heidelberg Catechism. These remain seminal documents for many Reformed churches; and, in recent years, some Reformed churches have adopted others. The school recently adopted a Statement of Faith which is intended to serve as a practical summary of the Reformed standards. In fact, that Statement of Faith is now referenced in this proposal as a new standard for Association membership. It is important to note that while the school embraces its purpose in the Reformed tradition, we are not a church and do not see our role as primarily ecclesiastical.

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CONSTITUTION OF THE ASSOCIATION OF ILLIANA CHRISTIAN HIGH SCHOOL OF INDIANA

ARTICLE I – NAME

The Association shall be known as the Association of Illiana Christian High School of Indiana.

Article I would simply reflect a name change to distinguish the new entity from the old.

ARTICLE II – PURPOSE

The purpose of the Association shall be to establish and maintain a school for Christian secondary education whose basis, in all its workings and teachings, shall be the Bible as the inspired, infallible Word of God, to which such an interpretation be given as is in conformity with the standards of the Reformed Churches.

Article II would not change. The board was very intentional about making sure that the proposed changes do not alter the purpose of the school.

ARTICLE III – MEMBERSHIP

~~A. All those who endorse the purpose of the Association as set forth in Article II of the Constitution and are members of churches holding to the Reformed Standards are entitled to membership.~~

~~B. In addition, they must be parents or guardians of a child or children attending the school or make an annual contribution of \$10.00 or more to any established fund of the Association.~~

~~C. In addition, they must be adults, not enrolled in a high school.~~

Association members are school supporters who:

1. Are committed to Biblical, Christ-centered education
2. Are members of a Christian, evangelical, Biblically-based church
3. Contribute at least \$10.00 within the past year, pay tuition, or are employees of the school
4. Agree with and pledge to support Illiana's Statement of Faith, Constitution, and the school's mission
5. Are adults and not enrolled in high school

Article III would be completely changed. Association membership is redefined. Notably, instead of requiring membership in a Reformed church, membership must be in a Christian, evangelical, Biblically-based church. Additionally, a member would have to support the school's Statement of Faith (published on the school's website) as well as, of course, this constitution and the school's mission. Also, it has always been that one must be a donor or tuition payer, but this would add school staff to Association membership even if they were not donors or tuition payers.

We want to make clear that our main intent here is to deliberately open Illiana up to involvement and influence from people who do not attend a Reformed church. For our entire 75-year history Illiana has been exclusively Reformed as an Association. In many other Christian schools in the Reformed tradition, including many in our own community, there is opportunity for at least some people from non-Reformed churches to be members. At Illiana there is none.

This proposed change would make it possible for some of Illiana's long-time supporters and parents who are not members of a Reformed congregation to remain welcome here by allowing them to vote on Association matters. We believe Illiana would be a richer, stronger, more viable and vibrant institution if we gave some opportunity for ownership to the broader Christian community.

ARTICLE IV – BOARD OF DIRECTORS

- A. The Board of Directors of the Association shall be composed of ~~eighteen~~ sixteen members. The Board of Directors shall establish a regular meeting date and shall meet once a month. Two-thirds of the members shall constitute a quorum.
- B. The Board President will appoint, with the approval of the full Board, a Nominating Committee from among the current Board members. The Nominating Committee will select nominees that reflect balance in church size, location, and affiliation, home location, board and committee experience, and special skills. The Nominating Committee will also consider a nominee's capacity for leadership, reputation for wisdom, and their relationship to the school. The Nominating Committee will solicit suggestions for nominees from supporting churches before nominations are made.
- C. All nominees shall be Association members. ~~They must also be communicant members of a Reformed church and in good standing.~~ They must be members of a Christian, evangelical, Biblically-based church and in good standing. They shall use Christian schools for the education of their children at the primary and secondary levels, unless other arrangements are approved by the Board. 75% of the Board must be communicant members of a Reformed church.
- D. All nominations shall be submitted to the Board for final approval. Election of Board Members shall be held at the Annual Association Meeting.
- E. The Board of Directors shall be elected for a term of three years. A Director may serve two consecutive terms. An incumbent upon recommendation of the Board and approval by the Association may serve a second three-year term and run unopposed. If the Association would not approve the incumbent for a second term, the Board would appoint a successor.
- F. Vacancies occurring in the Board during the year may be filled by election by the Board. Nominees shall be selected as outlined in Section B. Tenure of office will be for the unexpired term of the member causing the vacancy.

The proposed changes to Article IV are all part of the second proposal, not the first. This proposal would reduce the size of the board from 18 members down to 16. A board of 18 members is very large for a school of our size, and perhaps for a school of any size. More importantly, this article would use some of the same language as proposed for Article III and then adds that 75% of the board would have to be from a Reformed church. As noted about Article III, we see a growing number of our traditional membership joining non-Reformed churches, and we want them to be able

to serve on the board. This would make it possible for many Illiana parents currently excluded from board service to take a turn in a leadership role. This could significantly expand a sense of ownership and belonging to a segment of the Illiana community that has not had a seat at the table.

ARTICLE V – DUTIES OF THE BOARD OF DIRECTORS

The Board of Directors shall perform the following duties:

- A. Upon basis of the Constitution of this Association determine the various school policies
- B. Select ~~a Principal Administrators~~ and Staff qualified to carry out the educational policies of the school. The ~~Administrators~~ and teachers must be of Reformed persuasion. They must declare their unconditional acceptance of the fundamentals and purpose of the Society and lead a Christian life and shall use Christian schools for the education of their children at the primary and secondary levels, unless other arrangements are approved by the Board. The ~~Principal Administrators~~ and teachers are required to sign a written contract each year which stipulates the detailed terms and salary.
- C. Subject to approval of the Association, the Board shall devise ways and means for obtaining the necessary funds for operating the school and determine how these funds shall be disbursed. A budget for the ensuing year shall be submitted by the Board for the approval of the Association at its annual meeting.
- D. Through Committees, public meetings, promotional literature, etc., propagate the cause of Christian education in communities serving the school and through Christian Schools International promote the cause of Christian education in general.
- E. Appoint such Committees as it may deem necessary for the performance of its duties, and appoint the standing Committees as they are provided for in the Constitution. Such appointments shall be recommended by the Executive Committee of the Board.
- F. Regular meetings of the Association may be called at any time by the Board of Directors. The time, place and purpose of the meeting shall be ~~announced in the local churches two Sundays~~ ~~announced to the Illiana Christian High School Association at least two weeks~~ immediately preceding the meeting date.

For Article 5 there are just a few changes proposed that are simply corrective. Communication is not just church-based anymore.

ARTICLE VI – OFFICERS OF THE BOARD OF DIRECTORS AND THEIR DUTIES

- A. At its June meeting, the Board shall elect from within its members for one year, the following five Officers: President, Vice President, Secretary, Treasurer, and Assistant Secretary/Treasurer. The Officers and designated school administrators shall constitute the Executive Committee.

- B. It shall be the duty of the President to preside at all meetings of the Board of Directors and of the Association and to enforce the rules and regulations of the Constitution. All meetings of the Association and of the Board of Directors shall be conducted in accordance with Robert's Rules of Order.
- C. The Vice President shall assist the President whenever possible in the discharge of duties. In the absence of the President, the Vice President shall take **their** place.
- D. The Secretary shall take care of the official documents of the Association. **They** shall conduct all correspondence and enter into the records of the Association the minutes of all meetings of the Association and Board of Directors after they have been approved.
- E. The Treasurer and Assistant Secretary/Treasurer shall be entrusted with the receipts and disbursements of the Association's funds. All monies received by **them** shall be deposited in the name of the Association in a banking institution approved by the Board of Directors, and no disbursements shall be made except by check. No payment for non-budgeted items shall be made without the approval of the Board of Directors. Officers and Administrative Staff shall be bonded as determined by the Board of Directors.
- F. The Comptroller and Treasurer shall be responsible for keeping all the financial accounts of the Association. The Comptroller and Treasurer must prepare monthly financial reports for the Board and an annual financial report for all Association members.
- G. The Board will receive an annual audit report of all financial records. The audit will be conducted by qualified personnel not directly associated with the school as employees or directors.

For Article VI there are a few changes that replace "his, he, him" with "their, they, them". This confirms that board officer positions are open to both males and females, which has been our long-standing practice. The use of the plural pronoun is acceptable under current style standards.

ARTICLE VII – COMMITTEES AND THEIR DUTIES

- A. Educational Committee - Duties:
 - 1. Consider that which pertains to the educational policies of the school and make recommendations concerning same to the Board of Directors.
 - 2. Investigate the qualifications of teachers and recommend candidates to the Board for appointment.
 - 3. Keep itself informed in regard to the scholastic standing and Christian character of the instruction.
- B. Financial Committee - Duties:
 - 1. Make suggestions to the Board as to the manner in which the school is to be supported financially. Suggest the various sources of income and how monies are to be collected from these

sources. Make recommendations to the Board for those parents who are unable to meet the financial requirements for the education of their children in our school.

2. Make necessary arrangements for insurance.

C. ~~Admissions and Public Relations~~ Advancement Committee – Duties

1. Recommend to the Board of Directors a program of action by which means the cause of Christian education is strengthened.
2. Make the necessary arrangements for carrying out such a program (i.e. make arrangements for holding public information meetings and procuring and distributing informative literature.)
- ~~3. Act as the student admissions committee to determine eligibility of applicants for admission to the student body according to admission policies.~~

D. Building, Grounds, and Transportation Committee - Duties:

1. Make recommendations to the Board of Directors pertaining to the building, grounds, and transportation.
2. Implement such repairs and maintenance as needed. ~~and approve all expenditures of \$1,000 or more for building and grounds improvement, as the Board may authorize.~~

E. Executive Committee – Duties:

1. Act on behalf of the Board in emergency situations.
2. Investigate the qualifications of Administrators and Office Personnel. Make recommendations to the Board for appointment.
3. Recommend Committee appointments.

F. Admissions Committee – Duties:

Admit families according to the school's admission policies.

Article VII names and describes the duties of Illiana's many committees. Some changes are needed to keep up with the way the work is actually being done. The existing constitution has an Admissions and Public Relations Committee, but this work has mostly been split. The marketing, promotions, and financial development work is done by Advancement. The Admissions Committee continues their current responsibilities. It is outdated to have a specific expense amount that limits the work of Building, Grounds, and Transportation. No changes are recommended for other committees.

ARTICLE VIII — ORDER OF PROCEDURE OF BOARD OF DIRECTORS MEETINGS

- ~~A. Prayer~~
- ~~B. Roll call~~
- ~~C. Reading of minutes of previous meeting~~
- ~~D. Consideration of unfinished business~~
- ~~E. Report of Principal~~
- ~~F. Report of treasurer~~
- ~~G. Report of various committees~~

- H. ~~Consideration of new business~~
- I. ~~Adjournment and closing prayer~~

Article VIII prescribes the agenda for board meetings. While all of these elements are part of each monthly board meeting, we do not believe that this needs to be in the constitution and propose that it be stricken.

ARTICLE IX – AMENDMENTS

~~Article II, Article III-A and this sentence of Article IX of this Constitution are not subject to change. All other~~ Articles of this Constitution may be amended by two-thirds vote at any meeting of the Association provided that two weeks’ previous notice has been sent to each member stating the desired change. By-laws may be added or changed in the same manner as prescribed for amendments to this Constitution.

One of the challenges to moving forward with changes proposed in Articles III and IV relates to the statement in Article IX of the current constitution that “Article II, Article III-A and this sentence of Article IX of this Constitution are not subject to change”. The Board has reviewed this condition with an attorney and has received assurance that the proposed changes are in fact acceptable. First, the proposed plan calls for the formation of a new Association followed by the merger of the existing Association into this new Association. This essentially dissolves the existing Association. Second, there is case law that indicates that one bylaw cannot limit the power to amend another bylaw, and that such a restriction is an impermissible restriction.

We do not intend that Illiana become less Reformed or non-Reformed. We just want to end the exclusivity. We cherish our Reformed heritage and identity but do not feel it needs to be exclusive of other evangelical Christian voices in order to remain faithful.

ARTICLE X – DISSOLUTION

In case of dissolution of the Association, the property and money belonging to the Association as a body shall be liquidated and donated to such Christian educational cause or causes as the Board of Directors may denote, subject to the approval of the Association.

There are no proposed changes for Article X, nor are there any changes proposed for the bylaws. However, if Article VIII is stricken as proposed, then Articles IX and X would, of course, become VIII and IX.

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In summary, two proposals are presented above:

- 1- The first involves numerous changes but mainly creates an Indiana school and expands Association membership to include in the Association people from churches that are not Reformed
- 2- The second proposal allows up to 25% of the board to be from churches other than Reformed churches.

These two proposals will be presented and discussed at two meetings open to anyone. The dates of these open meetings are Wednesday, October 14, 2020 and Monday, October 19, 2020, both at 7:00 PM.

Following those meetings, there will be a meeting of the Association where votes will be received on both proposals. The date of this Association meeting is **Tuesday, October 27, 2020 @ 7:00 PM.**

There are three options for voting:

- 1- In-person at the Association Meeting on October 27
- 2- Download and print an absentee ballot from the Illiana website. Turn it in to the school office in a sealed envelope with your name and church's name on the outside.
- 3- Follow the YELLOW banner at the top of the homepage at www.illianachristian.org to vote.

Because absentee ballots are being accepted, there will be no significant discussion of the proposals at the Association meeting. Absentee ballots are expected to be numerous; and, therefore, the results will be announced after the meeting once the ballots have been counted.