

Dear Parent/Guardian:

Thank you for your interest in enrolling your child(ren) at Issachar Christian Academy (ICA). ICA is an excellent choice for Christian parents in North Bay and area, offering a quality Junior Kindergarten to Grade 8 educational program.

ICA offers an excellent Christian based educational curriculum. It is our mandate to integrate Biblical truth into all aspects of learning so that students are equipped with Godly knowledge to help them make discerning choices in life. ICA exists so that both home and school complement each other in the nurturing of children.

Issachar Christian Academy may at times have to collect, retain, and disclose certain personal information. ICA respects the privacy of each individual and is committed to upholding the confidentiality and security of personal information. We will ensure that the handling of personal information is carried out in a responsible manner. The complete ICA privacy policy is available as part of the Parent Handbook.

This enclosed package contains the forms necessary for enrollment at ICA. Please take a few minutes to read through these documents and carefully review our Statement of Faith, Constitution and By-Laws.

Please read the Parent Handbook and complete all necessary forms for each child being enrolled. Then contact the school to set up an interview. Along with the submission of the application there is a non-refundable application fee of \$100.00 per child (made payable to Issachar Christian Academy). This cost is separate from tuition fees.

If you have any questions, or require any additional information, please do not hesitate to call. We look forward to welcoming your family to the Issachar Christian Academy school year beginning September 2018.

In His Service,
Issachar Christian Academy Team

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Issachar Christian Academy Enrollment Application and Agreements

This form, to be filled out, is in SECTION 4 – FORMS TO BE FILLED OUT AND HANDED IN

Part 1: Enrollment Application

A. General Information

Date of Application: _____

Student's Full Name: _____

Names of Parents or Guardian (Legal relationship): _____

Primary Address: _____

Secondary Address (If applicable): _____

Phone Numbers Home: _____

Mother/Guardian Cell: _____ Father Cell: _____

Mother/Guardian Work: _____ Father Work: _____

Mother/Guardian Email: _____ Father email: _____

Alternate Emergency Contact (name, relationship, address, phone number(s)): _____

Names of any individuals other than parent(s)/guardian authorized to pick up child from school (state relationship) _____

If multiple residences are involved, please indicate where and how we are to address correspondence regarding school activities and student progress.

B. Student Information

Date of Birth (YYYY/MM/DD): _____ Gender: F / M

Present School: _____ Present Grade: _____

Grade applied for: _____

Do you agree to transfer student files to the school? Yes / No

Signature: _____ Date: _____

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C. Student Health Information

Student's Name: _____

Student's Ontario Health Insurance Plan (OHIP Card) Including Version Code: _____

Family Doctor Name and Phone Number: _____

Are there any health concerns we should be aware of, or that your child is receiving testing for? (for example epilepsy, vision, hearing, speech therapy) Please list:

Does your child have any known food or drug allergies? (If yes, you will be required to complete an "individual plan for students with special medical consideration form" prior to school starting)

Please list allergy and reactions:

D. Additional Documents Required

Proof of identity: One (1) of _____ Birth Certificate _____ Birth Registration _____ Other

Is your child registered with the North Bay and Parry Sound District Health Unit for Immunization? Y / N

_____ Legal papers to confirm custody arrangements if student is not living with both parents.

E. Authorization for Media Appearances (One Parent/Guardian to complete and sign)

Photographs, videos, and promotion in public media such as newspapers, television, or radio are important in publicizing our school. Pictures of student and staff in the classroom and on field trips could be used in promotional flyers, posters, yearbooks, and on the school's website to make the school marketable. For security purposes, students are not usually mentioned by name (there are some exceptions to this guideline, for example, if a student won an award and the local newspaper wanted to publish a picture). We recognize, however, that some families have valid reasons why they do not want pictures or interviews of their children to be published. Please express your preferences below, and we will do our best to honour them.

Parent or Guardian's Name (Please print): _____

Child(ren)'s Name: _____

Please circle and sign one (1) of the following two (2) options:

1. Permission

I hereby give permission for ICA to use pictures or interviews of my child(ren) for promotional purposes. I understand that the child(ren)'s name will not be published without obtaining my prior permission, when possible.

Signature: _____ Date: _____

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2. NO Permission

I hereby request that ICA not use pictures or interviews of my child(ren) in promotional materials for the school. I understand that occasionally my child(ren) may appear in the background of a photo or as part of a large group, in which case the school will attempt to ensure that the child's features are not easily recognizable.

Signature: _____ Date: _____

Part 2: Enrollment Agreements

- I/We understand the unique nature of Issachar Christian Academy (hereafter referred to as ICA), its purpose and vision as expressed in the Constitution, By-Laws and Educational Philosophy; and as practiced in the daily operation of the school.
- I/We desire to have my/our child(ren) receive a Christ-centered education and agree that my/our child(ren) shall be educated in a manner consistent with the beliefs and objectives of ICA.
- I am / We are aware of the Board's policies regarding enrollment and discipline and promise to support and abide by them. I/We have completed and submitted the Enrollment Screening Questionnaire. I/We promise to support in our home the ethical and moral standards spelled out in the Student Code of Conduct: honesty, proper speech (no swearing or vulgarity), and respect.
- I/We have read the Parent Reminder Sheet and The Parent as Advocate and will do my/our best to support these guidelines. I/We agree that my/our child(ren) will participate in all school-related activities unless special arrangements have been made in advance. I/We understand that I/we are entitled to access to the normal channels and processes available to all parents and students regarding the daily educational program at ICA.
- I/We agree to accept our financial obligations for the current school year, or other period of time as agreed upon with the Board, by completing the Parental Financial Commitment Form and returning it with payment as indicated on the form.
- I/We give notice that I/we have read, understand, and agree to follow the ICA Grievance Policy and Confidentiality Agreement. I/We agree to submit to final decisions of the Board on all matters of concern or complaint which I/we may bring forward. I/We realize that failure to comply with the Board's decision will result in the implementation of the process described in the Grievance Policy.
- I/We submit to the Confidentiality Agreement as follows: I/We do willingly promise to respect the privacy of students, staff, and other personnel of the ICA Society, in compliance with the laws of Canada and Ontario and with the ICA Personal Information Privacy Policy. I/We understand that as part of the school community I/we may have access to sensitive information regarding students or staff or the business of the school which is of a personal or confidential nature. I/We promise that I/we will not disclose any of this information inappropriately or without prior authorization.
- I/We agree to provide and keep current the information that is requested in this application. I/we consent to the use of this information for the purposes of educating my/our child(ren), and I/we understand that this information will not be transferred to a third party except as required by law.
- I/We understand that reaffirming my/our support of school policies is a condition of re-enrollment in subsequent school years. Signed:

(Parent/Guardian): _____ Date: _____

(Parent/Guardian): _____ Date: _____

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Part 3: Transportation and Other Authorizations

(Please have one enrolling parent/guardian complete and sign.)

A. Authorization for School Trips and Special Events

I consent to allow my child(ren) to be taken off the property for designated field trips and other school outings. I understand that these trips will be planned in advance and properly supervised, and that only persons who have been screened as volunteers or staff members of ICA or persons previously authorized by me will be allowed to transport my child. I understand that any person carpooling students must have valid vehicle insurance and driver's license and may transport only as many children as the number of seatbelts in the vehicle.

B. Authorization for Emergency Treatment

In the case of an emergency, I understand that every effort will be made to contact a parent or guardian of the student(s). In the event that neither I nor any other person authorized as parent, guardian, family physician, or emergency contact in this application can be reached, I give permission to the Principal or his designate to secure proper medical treatment for my child(ren).

C. Statement of Agreement Regarding Student Conduct on the Bus

I have read the information regarding school bus operation and have reviewed the rules and regulations with my child(ren) to impress upon them the importance of compliance.

_____ for field trips and special outings only.

Please note that if you arrange to have a friend or family member (other than those individuals listed on page 1) to pick up your child(ren) from school, you must notify the school in advance.

I, _____, the parent or legal guardian of the following child(ren)

who are applying for enrollment at ICA _____

_____,
understand and hereby confirm Statements A, B, and C above.

Signature of Parent/Guardian: _____ Date: _____

Issachar Christian Academy Enrollment Application and Agreements

Enrollment Policies

A. Enrollment Process

1. Parents/Guardians will receive a complete enrollment package and Parent Handbook. Upon submitting an application to ICA there will be a non-refundable application fee of \$100.00 per child. This cost is separate from tuition fees. This package contains the school's vital policy statements and all of the information required to complete the enrollment process.
2. The Registrar, Principal or a Board Member will collect the completed forms and schedule an interview if the family wishes to proceed. The Enrollment Screening Questionnaire must be received before continuation of the enrollment process, and the Board will determine if any further academic screening is necessary.
3. When the completed application package has been received, the Principal and/or a Board Member will confer and make a recommendation to the Board. Input from the classroom teacher may also be considered in the decision.
4. The Principal or the Board Member informs the parents of the results of their enrollment application (including any probationary conditions), and a letter of confirmation is sent. This letter acts as formal recognition of the legal contract into which the parties have entered. The Principal or office Secretary provides the family with relevant orientation information (including the school year calendar, Board/Staff contact list, student list, and student timetables).
5. All parents with students enrolled are full and equal participants in the school's educational process. All parents and students have equal access to the normal channels and processes relating to Board policies and the daily program of the school.
6. Once all admission papers have been completed and received, any probationary conditions have been removed, and payment arrangements for the school year have been made according to the tuition schedule, then the admission process is finished and the student is officially enrolled. See tuition payment schedule document.

B. Enrollment Priorities

In the case where it is anticipated that a waiting list must be organized for the next school year, the list of applicants will be rank-ordered on May 15 as follows:

1. Currently-enrolled children of families who have submitted the re-enrollment form and paid the non-refundable \$100.00 application fee.
2. Siblings of currently-enrolled students whose parent(s)/guardians have submitted the re-enrollment form and paid the non-refundable \$100.00 application fee.
3. Children whose parents have been contributing donors to the North Bay Christian School Society, who have promoted Christian education and have submitted an application to ICA, complete with the non-refundable \$100.00 application fee.
4. Families new to Christian education who have submitted a completed application. After May 15, families will be added to the list on a first-come, first-served basis as completed applications are received. Should there be a need to rank-order these additional applications at the beginning of September; the criteria above will be used. If ICA cannot accommodate the student due to lack of space, the application fee will be refunded.

C. Additional Admission Criteria

There are additional eligibility criteria which may affect an individual application. Some of these are:

1. Is our program suitable for the student?
2. Is the school able to meet special needs/expectations?

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3. Have we received adequate information from the previous school(s)?
4. Is the age of the student appropriate for our program?
5. Has legal guardianship been established to our satisfaction?
6. Is there sufficient classroom space for the student?
7. Is the admission appropriate for the composition of the class? (i.e., number of children with special needs requiring individual attention)
8. Is the timing of the admission appropriate? (Families are encouraged to register at the start of a new school year if possible; scheduling of such activities as class trips, standardized testing and school holidays may affect timing of admissions.)
9. Is there agreement as to the placement and program of the student? (By signing the Enrollment Agreements, the parent(s)/guardian agrees to abide by the decision of the Principal and Board concerning placement.)

D. Age/Grade Policy

To enroll in Junior Kindergarten in September, a child must be four years old by December 31 of that year.

E. Policy Concerning Student Records

Applicants desiring to enroll children who have previously been enrolled in another school may be required to provide copies of the student's records (report cards and/or special assessments) from the previous school prior to the completion of the application process. As part of the enrollment process, the parent(s) or guardian will be asked to sign a request to have the Ontario Student Record (or a copy of the student records if the student is transferring in from outside of the province or country) transferred to ICA. The school reserves the right to refuse admission if the parent(s)/guardian does not agree to this transfer of information. All enrolling parent(s)/guardians must provide a signed OSR Maintenance Agreement for each child being enrolled.

F. Freedom from Discrimination

Every applicant has a right to equal treatment with respect to services, goods, and facilities, in accordance with the Ontario Human Rights Code, subject to those exclusions which are necessary for the survival of religious essentials, and which are defined in the ICA Constitution, Bylaws, and Educational Philosophy.

G. Withdrawal Process

Despite thorough orientation and screening, on rare occasion there may be cause for either party to withdraw from the enrollment contract after the child has begun attending school. A parent may withdraw a child at any time upon verbal notification; written confirmation must be received within 30 days. It is suggested that parents withdraw a child at the end of the term if possible; if not, as much advance notice as is possible would be helpful. The school may cancel the contract with a family on grounds which may include the following: lack of appropriate programs for that child (e.g., the child needs individual instruction which we cannot provide), unsupportive parental attitudes, tuition arrears (as outlined in the Delinquent Account Policy), lack of space, or legal barriers. Any such withdrawal of services must be supported by written documentation and approved by the Board. Families leaving during the school year who have prepaid tuition will receive a refund for any complete months remaining in the school year. The Board reserves the right to deduct (or charge in the case where tuition was not prepaid) a fee for curriculum materials which were purchased for a child's use for that school year and which cannot be returned for credit. The appeal process will be as outlined in the Grievance Policy.

Issachar Christian Academy Enrollment Screening Questionnaire

This form, to be filled out, is in SECTION 4 – FORMS TO BE FILLED OUT AND HANDED IN

Please answer the following questions concerning your child. (One (1) copy for each child enrolling) This information is used by the Principal and the Enrollment Committee to screen potential enrollees and identify any special needs or concerns. All information will be kept strictly confidential as outlined in the ICA Confidentiality Agreement and Personal Information Privacy Policy, and this form will not be entered into the student's OSR.

Name of Student: _____

Academic Needs:

Does your child have any special academic needs of which we should be aware?

____ Struggles in some specific areas and may need special assistance.

____ Is exceptional in some areas and may need enrichment.

Social Needs and Behavioural Concerns:

Does your child have any special social needs or behavioural concerns?

____ Struggles in some specific areas and may need special guidance.

Behaviours of Note:

Does your child struggle with any of the following behaviours? (Please check any that apply.)

____ shyness

____ temper tantrums

____ swearing or other foul language

____ bullying or threatening

____ acts of physical violence to other children

____ tendency to blame others for difficulties and problems he or she has caused

____ difficulty submitting to authority

Miscellaneous History/Behaviours: (Please check any that apply to your child.)

____ Has attended two or more different schools in the last three years.

____ Has a history of frequent absence from school.

____ Has difficulty making friends or likes to be a "loner."

____ Has had serious disciplinary problems at school or in the community.

____ Has been suspended from school during the past two years.

____ Has been expelled from a school.

____ Has had difficult circumstances at home that affected his or her behaviour.

If you checked any of the above items, or have any other information concerning your child of which we should be aware, please explain and give details (attach a separate page if necessary and attach any documentation or names of references which would be helpful).

I/we certify that we have answered the above questions to the best of our knowledge. I/we respect the right of ICA to decline our enrollment application on the basis of the information provided. I/we will agree to follow any terms of a probationary enrollment if mutually agreed upon during the enrollment process. I/we agree to cooperate with the Staff and/or Principal of ICA in matters of disciplinary action concerning our child.

Signature: _____ Date: _____

Signature: _____ Date: _____

Issachar Christian Academy Philosophy of Education

The basis of the Christian life is the absolute commitment to live a life of obedience to God as He is revealed in the Scriptures and Creation. Scripture teaches the norms for Christian living in the area of education as specified in the principal guidelines of the OACS By-Laws. All educational philosophies are based on fundamental assumptions about human nature. The key ones in our Christian tradition follow:

1. The Child

The primary institutions for the care of children and youth are the home, the church and the school. All of these participate in the mission to promote the Kingdom of God within a specific culture but each of these has a special, essential task as well:

- a. The family nurtures the child as a human being in an environment of intimate love and loyalty.
- b. The church calls each person to a commitment to the true worship of God within the fellowship of faithful believers of all ages and stations in life.
- c. The school instructs the child in preparation for a life of service in society in an environment of love of literacy and respect for knowledge and wisdom.

2. Education

Learning in its various institutional dimensions in the modern world serves to help persons become literate and informed about life and the world but always in different contexts and for different purposes.

3. The School

- a. Schooling is the formal, required, preparatory stage of education which provides the skills, habits, knowledge, attitudes, and commitments necessary for continual learning. The primary focus of the activities of the school is the intellectual development of the child within the world-and-life view and faith of the supporting Christian community for the purpose of stimulating a Christian mind.
- b. The school is a social institution that does enhance and enrich human experience. It is not inherently alienating due to its formal structures.
- c. The teacher is the authorized agent of the school society to direct the child's development in the school. The authority of the teacher is based on both the legal endorsement of the community (Board of Directors) and the existence of professional competence.

4. Social Balance

While the welfare and needs of each individual person are of vital significance to Christian educators, these interests and needs must be balanced by these two norms:

- a. The school is not the only institution responsible for the child and therefore is not responsible for the child's total welfare and development.
- b. The command to love God requires that ultimate allegiance cannot be given to any creature, including oneself. Hence the Christian school encourages the harmonization of the unique individual aspirations of the person with the proper obligations attendant on each citizen.

5. Pedagogical Principles

- a. The student is a person whose primary task is learning and studying in accordance with the official school curriculum.
- b. The Goals and Programs of the school are determined by the Board of Directors as representative of the supporting community. The faculty is expected to implement this in a specific curriculum in accordance with professional standards.

Issachar Christian Academy Philosophy of Education

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- c. The word education can be used to denote the general process, either formal or informal, of intentionally changing or attempting to influence a person's mind through selected means of rational persuasion. Learning is a general and natural capacity in all human beings, to consciously change one or many internal states. It is not exclusively related to education.
- d. The basic distinction between nurture and schooling is very significant, but like all paradigms, not simple to explain. The school is characterized by its instructional (pedagogical) intent. The actual student outcomes are important but not definitive of the school as institution.
- e. Teaching (instruction) is the authoritative development of the intellectual functions of the child primarily through controlled, analytical reflection on human experience as mediated through various languages.
- f. The curriculum embodies the image of the educated person. In today's instant, mass society this ideal image should focus on the attitudes and competencies necessary for conserving Christian cultural traditions.
- g. Issachar Christian Academy is currently using an edited Ontario Curriculum which incorporates a biblical world view into each subject area. To better understand the biblical world view please read through Article III and Article IV of the ICA constitution.

I understand the value of Issachar Christian Academy's Philosophy of Education as stated above, and I have read Article III and Article IV of the constitution; I agree that I want my child(ren) to be taught at ICA with this philosophy of education and biblical content implemented into the daily curriculum.

Signature: _____ Date: _____

Signature: _____ Date: _____

Adapted from: Effective Governance for Good Schools – OACS, 2003 p.155-156

Constitution and By-Laws of the North Bay Christian School Society

Section 1: The Constitution

PREAMBLE

Believing it is our duty and privilege as Christian parents and community to provide Christian day school education for our children, we the undersigned resolve to work diligently toward the building and maintenance of such a school. We believe that such education is grounded in the Lordship of Jesus' rule in both creation and redemption. Only through such education can our children receive the proper preparation to carry out the mandate given to man in the beginning to exercise dominion over all the earth, and to show forth the greatness of God and the redeeming power of Christ to all mankind. This task can best be accomplished through concerted action in the implementation of the educational guidelines stated in Article IV below and in the Educational Philosophy. Therefore, we do hereby make and adopt the following articles of the Society:

ARTICLE I - NAME

The organization shall be known as the North Bay Christian School Society (hereinafter referred to as "the Society"). It is an autonomous Christian society. It is not a church body nor is it subject to any church organization. The government of the society is autonomous.

ARTICLE II - PURPOSE

To attract parents who are willing and desirous of giving their children an education that is directed by God's Word, the Bible. To create an educational environment that has an emphasis on spiritual development based on a Biblical worldview. To help children to understand the concepts and principles of the Bible and apply them to everyday life. Our desire is to be an institute that offers academic excellence using current and high standard curriculum to create love for lifelong learning. We endeavour to provide teaching and modeling that instills emotional strength, developing a biblical understanding of the basis of self-worth. To equip students to face challenges while maturing into courageous whole believers. To create a community that models biblical character. To develop in each student skills to listen to and actively participate with God by His Spirit in their personal calling as He makes it clear to them.

ARTICLE III - BASIS

The basis of the Society is the Bible, which we hold to be in its entirety the Word of God. We hold the following truths to be self-evident teachings from the Bible:

1. The Bible and Its Authority

We believe that only the sixty-six books of the Bible are the inspired, and therefore inerrant, Word of God. The Bible is the final authority for all we believe and how we are to live. [Matthew 5:18; John 10:35 and 17:17; 2 Timothy 3:16–17; 2 Peter 1:20–21]

2. The Eternal Godhead

We believe that the one true God exists eternally in three persons—Father, Son and Holy Spirit— and that these, being one God, are equal in deity, power and glory. We believe that God not only created the world but also now upholds, sustains, governs and providentially directs all that exists and that He will bring all things to their proper consummation in Christ Jesus to the glory of His name. [Psalm 104 and Psalm 139; Matthew 10:29–31 and 28:19; Acts 17:24–28; 2 Corinthians 13:14; Ephesians 1:9–12 and 4:4-6; Colossians 1:16–17; Hebrews 1:1–3; Revelation 1:4–6]

Constitution and By-Laws of the North Bay Christian School Society

3. Man and His Need

We believe that humanity was created in the image of God, and that through sin incurred both spiritual and physical death. Consequently, every faculty of persons' body, soul, and spirit are tainted by sin, causing alienation from God. Humanity is unable to save themselves or to contribute in any way to their acceptance with God. [Genesis 1–3; Psalm 51:5; Isaiah 53:5; Romans 3:9–18 and 5:12–21; Ephesians 2:1–3]

4. Jesus Christ and His Work

We believe that Jesus Christ is God incarnate, fully God and fully man, that He was conceived and born of a virgin, lived a sinless life, and offered Himself as a penal, substitution sacrifice for sinners. By His blood shed at the Cross, He obtained for us eternal redemption, the forgiveness of sins and life everlasting. He was raised bodily on the third day and ascended to the right hand of the Father, there to make intercession for the saints forever. [Matthew 1:18–25; John 1:1–18; Romans 8:34; 1 Corinthians 15:1–28; 2 Corinthians 5:21; Galatians 3:10–14; Ephesians 1:7; Philippians 2:6–11; Colossians 1:15–23; Hebrews 7:25, 9:13–15 and 10:19; 1 Peter 2:21–25; 1 John 2:1–2]

5. Holy Spirit

We believe the Holy Spirit lives in us as believers and brings love, joy, peace, patience, kindness, goodness, faithfulness, humility and self-control into our lives. He works in and through us with His gifts as He chooses. [Galatians 5:22–23; 1 Corinthians 12:7–11]. We believe that the Holy Spirit is God's present day agent to bring direction and power to our otherwise darkened hearts and minds. [1 John 2:27; John 14:16, 17, 26; Acts 1:8].

6. Salvation for Sinners

We believe that salvation is by grace alone, through faith alone, in Christ alone. No ordinance, ritual, work or any other activity on the part of man is required or accepted in order to be saved. This saving grace of God, through the power of the Holy Spirit, also sanctifies us by enabling us to do what is pleasing in God's sight in order that we might be progressively conformed to the image of Christ. [John 1:12–13, 6:37–44 and 10:25–30; Acts 16:30–31; Romans 3–4 and 8:1–17, 31–39 and 10:8–10; Ephesians 2:8–10; Philippians 2:12–13; Titus 3:3–7; 1 John 1:7, 9]

7. The Future

We believe in the literal Second Coming of Christ at the end of the age when He will return to Earth personally and visibly to consummate His Kingdom. We also believe in and are praying for a great end-time harvest of souls and the emergence of a victorious Church that will experience an unprecedented unity, purity and power in the Holy Spirit. [Psalms 2:7–9 and 22:27–28; John 14:12 and 17:20–26; Romans 11:25–32; 1 Corinthians 15:20–28, 50–58; Ephesians 4:11–16; Philippians 3:20–21; 1 Thessalonians 4:13–5:11; 2 Thessalonians 1:3–12; Revelation 7:9–14]

8. The Church

We believe that God has called Christians to be in the fellowship of a local assembly of God's people for worship, fellowship and service. We are to preach the Gospel to all nations, and especially to remember the poor and to minister to their needs through sacrificial giving and practical service. This ministry is an expression of the heart of the Lord Jesus Christ and is an essential part of the Kingdom of God. [Isaiah 58:6–12 and 61:1; Matthew 5–7, 28:18–20; Luke 4:18 and 21:1–4; Galatians 2:10; 1 Timothy 6:8]

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ARTICLE IV - FOUNDATIONAL PRINCIPLES

We believe that God, by giving us the Scriptures, has revealed ordering principles which are essential to education. Accordingly, Christians have a mandate to bring the whole Word of God to bear upon education for the purpose of preparing each student for service in God's kingdom. Therefore, we commit ourselves to the following educational principles:

1. Life

There is to be no division for the Christian between the sacred and the secular, since the whole of life is to be lived to the glory of God. Our calling is to bring the whole range of life – science, business, education, politics, etc. - under the dominance of Christian principle and purpose, thereby giving concrete expression to the Lordship of Christ over all of life.

2. Bible

The Bible, as the written Word of God, is the truth by which the Holy Spirit enlightens human understanding of God, the world, and mankind. It is the inerrant authority by which God directs and governs all Christian activities, including the education of children. We believe that only the sixty-six books of the Bible are the inspired, and therefore inerrant, Word of God.

3. Knowledge

God is the source of all wisdom, knowledge, and understanding. He has made Himself known in creation and the Scriptures. The key to understanding life is not to be found within the world apart from Christ. He is the focal point and integrating principle of all knowledge.

4. Creation

The world in its origin, preservation, and restoration is the work of God. The glorification of God is its purpose. It can only be correctly understood in its relation to Him.

5. Man

Man was created in the image of God to enjoy covenantal fellowship with his Creator and to reflect in his person and works the excellencies of his Maker. Man was instructed to exercise dominion over the world in joyful, loving obedience to God and to interpret all reality in accordance with His design and law.

6. Sin

Sin is disobedience to God and His law. Because of man's sin, God's curse has been brought upon creation, and man is alienated from God and from his neighbour. As a result, man has become corrupt in his heart and blind to the true meaning of life. He thus represses and misuses the revelation of God which constantly confronts him in creation and in Scripture. Educationally, this suppression results in man attempting to understand the world and arrive at meaning and values apart from God.

7. Covenant of Grace

God, in His initiating grace toward lost sinners, is pleased to establish a relationship with them. In Christ, He provides deliverance from sin and its consequences and restores fellowship with Himself. Therefore, God declares, "I shall be your God and you shall be my people."

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8. Christ

Jesus Christ, the living Lord and Savior, of Whom the Scriptures testify, has by His death on the cross reconciled people to God and brought redemption to life in its entirety. Through His Spirit, He: Regenerates hearts to repentance and faith. Renews love to God and to our neighbour. Redirects our understanding to rightly know God, ourselves, the world and mankind.

9. The Kingdom of God

Christians are to submit all areas of life to the divine commandments to love the Lord with all our heart, soul, mind, and strength and love our neighbour as ourselves.

10. The Purpose of Education

The general purposes of Christian education are to direct and guide pupils to: Commit their hearts to Christ. Attain understanding and wisdom. Joyfully perform their competent and responsible service to the Lord in the home, church and society. Develop a Christ-centered, Scriptural world view in which Biblical truth is foundational to all areas of study.

11. Parents

God has given parents the responsibility to nurture and educate their children. Therefore, Christian parents should establish and maintain education that is Christian in character.

12. Children

Children, entrusted by God to parents, need loving nurture, careful guidance, correction, instruction, and supervision in exploring the world as God's creation. Children bear the image of God and therefore possess true dignity and worth; they have an important and unique place in God's world.

13. Teachers

As servants of God, teachers exercise School Board-delegated authority to perform their duties in the education of children. Therefore, as believers they must reflect the love of Christ at all times by word and example. Christian teachers have a unique responsibility to guide pupils into a growing relationship with the Lord and into a deeper understanding of His world.

14. The Christian School

The school is established and controlled by a society of Christians that holds the education of children in mental, moral, physical, and spiritual values as its primary objective. It is a community in which Christian love, concern, and insight are brought to bear on the task of learning. This teaching is to be done in a manner which supports and augments the training of children in the home and church.

15. Christian Unity

We believe that, based on the directives of 1 Corinthians 13, and because of the unique nature of the school as being inter-denominational in character, harmony and unity are fundamental goals of the Society. As Christ Himself taught us: "Love God with all one's being and love one's neighbour as oneself"

ARTICLE V – N/A

ARTICLE VI – MEETINGS

The Board of Directors shall transact official business of the organization at Board meetings and at General meetings as set.

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ARTICLE VII – BOARD OF DIRECTORS

The affairs and business of the society shall be conducted by a Board of Directors, who shall be chosen and function as detailed in the By-Laws of the society

ARTICLE VIII – FINANCES

For the purpose of carrying out its objectives, the society may borrow or raise or secure the payment of money in such a manner as it sees fit. The methods used to acquire finances may include, but are not limited to, membership fees, tuition fees, grants and donations, business activities performed by the society or its auxiliary groups, investments.

ARTICLE IX – AMENDMENTS

This constitution may be amended as follows: The amendments shall be read and discussed at two consecutive Board of Director meetings, be presented for final approval at the following meeting, and be approved by a majority vote of the members present at such meeting. Each of the three meetings shall be duly called in accordance with the Bylaws. Articles II, III, and IV are not subject to change or amendment.

ARTICLE X – DISSOLUTION

1. A decision to stop operation must be passed by majority vote by the Board of Directors. This action requires one-month-prior written notice to all members of the Society. This notice shall give the principal reason for the proposed action, and a complete financial report.

2. Disposal of Assets: Upon the dissolution of the Corporation, the Board (after the payments of all the liabilities of the Corporation) shall dispose of all assets of the Corporation to such charitable associations, which carry on their work solely in Canada, are established for Christian education, and are deemed appropriate by the Board.

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Section 2: The By-Laws

By-Law 1

Article I - Head Office

The Head Office of the North Bay Christian School Society shall be in the City of North Bay in the Province of Ontario, and at such place therein as the Board of Directors may from time to time determine.

Article II - The Seal

The seal, which is stamped in the margin, shall be the corporate seal of the North Bay Christian School Society.

Article III – Board of Directors

The Board of Directors, each of who must be members of the North Bay Christian School Society, shall manage the affairs of this Society. The duties of the Board of Directors shall be as set out below.

Article IV - Duties of the Board of Directors

The Board of Directors shall:

1. Determine school policies in harmony with the Constitution and Bylaws.
2. Select an administrative and teaching staff that is qualified to carry out the educational program and the policies of the school.
3. Devise ways and means of obtaining the necessary funds for operating the school and determine how these funds shall be distributed. They shall be responsible for competent auditing of financial transactions.
4. The Board of Directors with the Principal/Administrator will assure itself of the faithful execution of the school's educational program and policies by regular visits to the school.
5. Appoint such committees, as it may deem necessary for the performance of its duties. The Board of Directors shall designate the chairmen of these committees.
6. The Board of Directors has the authority to dismiss a teacher/staff who in the Board's opinion proves to be unfit for the work because such teacher's/staff's instruction or personal life conflicts with the basis and purpose of the organization.
7. The Board of Directors has the authority to appoint a teacher/staff.
8. The Board of Directors, through the appointed Committee, shall promote the cause of Christian education in the community.
9. The appointments to the committees shall be for one school year.
10. The committees shall be responsible to the Board.
11. Approve programs.
12. Mediate disputes.

Article V - Qualifications to be a Director

1. To qualify for the office of director, a person must be twenty-one (21) years of age or more.
2. All personnel in the employment of the Society are ineligible to serve as members of the Board of Directors. Employees of the Society may, however, serve in an advisory role to the Board of Directors.
3. All members of the Board of Directors shall fully endorse and adhere to Article IV and Article V of the school's Constitution and shall commit themselves to make all decisions on the basis of these articles.
4. Directors will normally be expected to have their school-age children enrolled at Issachar Christian Academy.

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5. The office of the director shall be automatically vacated:

- i. If a director shall resign from office by delivering a written resignation to the Secretary of the Society
- ii. If, at a special meeting of the Board of Directors, a resolution is passed by a majority of the members of the Board of Directors that he or she be removed from office
- iii. On the death of a director.
- iv. If the director ceases to be a member of the North Bay Christian School Society.

6. Persons desiring to become a Board Member shall give credible profession of faith in the Lord Jesus Christ as Savior. They shall give evidence of compliance with the biblical standard of Christian practice and manifest spiritual growth by giving evidence of the fruit of the Spirit: "love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control". (Galatians 5:22-23)

Article VI – Board of Directors Appointment and Term

The Board of Directors of not less than three (3) and not more than six (6) shall manage the affairs of the Society. Directors shall be appointed for a term of three (3) years and may be re-appointed for consecutive terms. Terms will be commenced on the first day of July. The Board of Directors shall appoint directors.

Article VII - Vacancies: Board of Directors

So long as a quorum of Directors remains in office, the Directors may fill a vacancy on the Board of Directors.

Article VIII - Quorum and Meetings: Board of Directors

Not less than three (3) Directors shall form a quorum for the transaction of business. Except as otherwise required by law, the Board of Directors may hold its meetings at such a place or places as it may from time to time determine, but at least eight (8) times per year. Notice of a Board of Directors meeting shall be given at least seven (7) days prior to a meeting, although emergency meetings may be called at the discretion of the Chairman.

Article IX - Errors in Notice: Board of Directors

No formal notice of any meeting of the Society Board of Directors is required if all the directors are present, or if those absent have signified their consent to the meeting being held in their absence. Provided a quorum of directors is present, the board may also without notice hold a meeting immediately following the meeting of members at which directors were elected.

Article X - Voting: Board of Directors

Questions arising at any meeting of the Board of Directors shall be decided by a majority of the votes. In case of an equality of votes, the Chairperson, in addition to his or her original vote, shall have a second or deciding vote. All votes at any such meetings shall be taken in the usual way by assent or dissent. In the absence of the Chairperson, the Vice-Chairperson or such other Director may perform these duties as the Board of Directors may from time to time appoint for the purpose.

Article XI - Powers: Board of Directors

The Directors may administer all the affairs of the Society, make lawful contracts in the name of the Society, and act for the Society in all things in harmony with the Constitution and Bylaws.

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Including:

1. approval of the annual budget.
2. approval of expenditures in excess of 10% above the budget, where such expenditures have not been approved in principle by the budget.
3. approval of sale, mortgage, leasing, or purchase of lands and buildings.

Article XII - Remuneration of Directors

The Directors shall receive no remuneration for acting as such; provided that Directors may be reimbursed for reasonable expenses incurred by them in the performance of their duties.

Article XIII - Officers of the Society

1. At a set meeting each year, subsequent to the stated general meeting, the Board of Directors shall appoint the following officers: Chairperson, Vice-Chairperson, Secretary, and Treasurer.
2. It shall be the duty of the Chairperson to preside at all meetings of the Board of Directors and the Meeting of the membership to enforce the provision of the Bylaws.
3. The Vice-Chairperson shall assist the Chairperson whenever possible in the discharge of duties. In the absence of the Chairperson, the Vice-Chairperson shall take his or her place.
4. The Secretary shall take care of the official documents of the Society, conduct all correspondence, and enter into the records of the organization the minutes of all meetings of the Board of Directors after they have been approved. The Secretary shall give notice of meetings to the members and Directors.
5. The Treasurer is entrusted with the organization's funds and makes all disbursements. All monies received by the Treasurer shall be deposited in the name of the Society in an account approved by the Board of Directors, and no disbursement shall be made except by cheque. No payment shall be made without approval of the Board of Directors. The Treasurer shall report regarding the finances of the organization at the stated meetings of the organization.
6. The financial records of the Treasurer shall be audited at least once a year by a duly qualified accountant or by two members of the Society elected for that purpose. Such auditor at the annual meeting of the Society shall submit a complete and proper financial statement of the previous year's financial transactions

Article XIV - Execution of Documents

Deeds, transfers, licenses, contracts and engagements on behalf of the Society shall be signed by the Chairperson or Vice-Chairperson and by the Secretary, and the Secretary shall affix the seal of the Society to such instruments as require the same. Any person authorized by the Board of Directors may enter into contracts in the ordinary course of the Society's operation on behalf of the Society.

Article XV - Books and Records

The Board of Directors shall see to it that all necessary books and records of the Society required by the Bylaws of the Society or by an applications statute or law are regularly or properly kept.

Article XVI – N/A

Article XVII – N/A

Article XVIII - Errors or Omissions in Notice

When there has been an error in giving notice of a meeting, this error shall not invalidate the meeting or the decisions made at such a meeting.

Constitution and By-Laws of the North Bay Christian School Society

Article XIX – N/A

Article XX – N/A

Article XXI - Deposit of Securities for Safekeeping

The securities of the Society shall be deposited for safekeeping with one or more bankers, trust companies, or other financial institutions to be selected by the Board of Directors. Any and all securities so deposited may be withdrawn, from time to time, only upon the written order of the Board of Directors.

Article XXII - Borrowing

The Directors may, from time to time:

1. Borrow money on the credit of the Society.
2. Issue, sell, or pledge securities of the Society.
3. Charge, mortgage, hypothecate, or pledge all or any of the real or personal property of the Society, including book debts, rights, powers, franchises, and undertakings, to secure any securities or any money borrowed or other debt, or any other obligation or liability of the Society. The Directors may authorize any director, officer, or employee of the Society or any other person to make arrangements with reference to the monies borrowed or to be borrowed.

By-Law 2

Article I – N/A

Article II – N/A

Article III – N/A

Article IV – N/A

Article V Amendments

This bylaw may be amended as follows: The amendments shall be read and discussed at two consecutive Board of Director meetings, be presented for final approval at the following meeting, and be approved by a majority vote of the members present at such meeting. Each of the three meetings shall be duly called in accordance with the Bylaws.

Article VI - Dissolution of Operations

1. A decision to stop operation must be passed by a majority vote by the Board of Directors. This action requires one-month-prior written notice to all members of the Society. This notice shall give the principal reason for the proposed action, and a complete financial report.
2. Disposal of Assets: Upon the dissolution of the Corporation, the Board (after the payments of all the liabilities of the Corporation) shall dispose of all assets of the Corporation to such charitable associations, which carry on their work solely in Canada, are established for Christian education, and are deemed appropriate by the Board

