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705.478.7662

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 administrative fee of \$100.00 per family (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 2021.

In His Service,

Issachar Christian Academy Board



Issachar
CHRISTIAN ACADEMY

NORTH BAY CHRISTIAN SCHOOL SOCIETY

Constitution & By-Laws

NORTH BAY CHRISTIAN SCHOOL SOCIETY

Constitution

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]

NORTH BAY CHRISTIAN SCHOOL SOCIETY

Constitution

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]

NORTH BAY CHRISTIAN SCHOOL SOCIETY

Constitution

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."

NORTH BAY CHRISTIAN SCHOOL SOCIETY

Constitution

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 – MEETINGS

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

NORTH BAY CHRISTIAN SCHOOL SOCIETY

Constitution

ARTICLE VI – 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 VII – 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 VIII – 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 IX – 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.

NORTH BAY CHRISTIAN SCHOOL SOCIETY

By-Laws

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 whom 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 of the school's Constitution and shall commit themselves to make all decisions on the basis of this article.
4. Directors will normally be expected to have their school-age children enrolled at Issachar Christian Academy.

NORTH BAY CHRISTIAN SCHOOL SOCIETY

By-Laws

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.

NORTH BAY CHRISTIAN SCHOOL SOCIETY

By-Laws

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. 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. 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 - 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.

NORTH BAY CHRISTIAN SCHOOL SOCIETY

By-Laws

Article XVII - 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 XVIII - 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 - Amendments

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