
CONSTITUTION
CHRISTIAN SCHOOL ASSOCIATION OF GREATER HARRISBURG, PA.

ARTICLE VIII – Board of Directors

Section 1. The Board of Directors (hereinafter referred to as the Board) shall consist of not less than nine and not more than fifteen members elected by the Association from its membership. A minimum of one third of the Board shall be elected annually for a three-year term.

Section 2. Board Member Qualifications:

- a. Affirmation of full agreement with the Basis (Article II) and Purpose (Article III).
- b. A mature person of good report, at least twenty-five years of age, of Spirit-filled Christian character and sound judgment (Acts 6:3).
- c. Demonstration of a positive Christian witness in life and vocation, including strong role-modeling of the fundamental Christian understanding of Biblical male-female relationships.
- d. Membership in the Association and active in attendance.
- e. Demonstration of responsibility in the school established by the Association through personal involvement in their programs, activities, and financial obligations.
- f. Participation in the ministry of the school by:
 - i. praying for the school and its staff and students regularly,
 - ii. encouraging parents to send their children to the school and,
 - iii. supporting the various programs of the school.
- g. Participating jointly with other members of the Board in carrying out the functions of the Board.
- h. Agreement in writing to uphold the Board’s governance model (described in Article IV, Section 1) and meet the obligations named in the job description.
- i. Board members may be removed from office for acts of immorality, participating in illegal activity, poorly performing the duties of a Board member as described in Article IX, acting against the policies and priorities of the school, failure to comply with Board membership requirements as stated in Article VIII, Section 2 or failure to comply with the following attendance requirements: any Board member who misses three consecutive Board meetings (Association meetings shall be considered a Board meeting for this section) or who misses a third of all Board meetings in a twelve-month period, shall relinquish his/her position on the Board unless legitimate circumstances exist as determined by the Board. Removal shall be by 2/3 vote of the Board.



Christian School Association of Greater Harrisburg Board Code of Conduct

Multiple Roles of Board Members:

- Board members are sensitive to the various roles they may play at different times -- parent, volunteer, board member, etc. -- and seek to keep these roles separate.
- Confidentiality and discretion are exercised as a critical aspect of keeping roles separate, thus Board members do not share confidential Board information with spouses or other non-Board members.
- A Board member seeks to be humble and sensitive to the perceptions of others, understanding that he or she may be viewed by others as a Board member, even when acting or observing school functions in the role of a parent.
- A Board member removes themselves from Board discussion or consideration of an individual matter if they have a direct personal, family or private interest in the outcome of the matter.
- A Board member discloses any conflict of interests due to employment or service on other non-profit boards.

Philippians 2:3-4 "...[I]n humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others".

Authority of Board Members:

- Individual board members do not assume any individual authority or give individual directives to school personnel, unless otherwise directed by the board.
- Board members are responsible to maintain objectivity and unbiased judgment for the overall benefit of the school, its mission, and all families and staff; thus, unless directed by the Board, individual Board members do not represent staff, students or families before the Board, administration or faculty on school issues. Board members are encouraged to bring matters of concern before the Board, in accordance with the agenda and with the advice and guidance of the Board President.
- Individual board members do not conduct their own investigations of matters unless otherwise directed by the Board President.
- Individual board members do not cause school personnel to give preferential treatment to any person.

Proverbs 2:9: "Then you will understand what is right and just and fair – every good path. For wisdom will enter your heart, and knowledge will be pleasant to your soul. Discretion will protect you, and understanding will guard you".

Receiving and Handling Criticism, Requests or Complaints:

- Board members seek to demonstrate open-mindedness, sensitivity, a mature spirit and sympathy with those who have criticism, requests or complaints.
- Recognizing that negativity can be "contagious", Board members seek to exercise a positive and calming influence while taking concerns seriously.
- Board members help ensure that complaints or criticism are brought to the Board President or appropriate administrator for follow up.
- Board members maintain and encourage confidentiality in the communication and handling of criticism.
- Board members avoid making commitments that may compromise the decision-making ability of the Board or administrators.
- Board members share their perceptions of school operations or concerns with the Board President and/or appropriate administrator at the appropriate time.

Proverbs 15:1, 4: "A gentle answer turns away wrath, but a harsh word stirs up anger....The tongue that brings healing is a tree of life..."

Board unity, teamwork and support:

- Board members are responsible to review essential facts, consider others' ideas, and present personal opinions during board deliberations, however once the board vote has been taken, each member agrees to support the board's decisions regardless of how individuals voted.
- Board members seek to make valuable and thoughtful contributions to Board discussions, and voice these opinions respectfully.
- Board members faithfully serve on at least one committee as well as faithfully pray for the school, administration, teachers, staff, students and community.
- Board members are expected to listen carefully and value the contributions of their fellow Board members, recognizing the benefit of diversity of opinions and perspectives.
- To the extent possible and appropriate, Board members view the Board as a team, each with different strengths but united in the furtherance of the School's mission and in service to God. Board members seek consensus on business matters wherever possible.
- Board members support the School's mission by working to ensure the School has adequate resources to fulfill its mission by personally investing in the mission and partnering with the chief executive and development staff to raise funds from the community.

Romans 12:3, 10: "...[D]o not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the measure of faith God has given you...Be devoted to one another in brotherly love. Honor one another above yourselves".