



Mission III Academy

Bylaws

**1165 County Road 200 East
Albion, Illinois**

Table of Contents

Mission III Academy Bylaws

Article I. Name of School, Powers, Purposes.....	3
<i>Section 1. Name of School</i>	
<i>Section 2. Powers</i>	
<i>Section 3. Purpose</i>	
<i>Section 4: Mission Statement</i>	
<i>Section 5. Vision Statement</i>	
Article II. Statements of Faith, Educational Philosophy, Objectives.....	3
<i>Section 1. Statements of Faith</i>	
<i>Section 2. Educational Philosophy</i>	
<i>Section 3. Objectives</i>	
Article III. Offices.....	5
<i>Section 1. Principal Office</i>	
<i>Section 2. Registered Office and Registered Agent</i>	
Article IV. Members.....	5
<i>Section 1. Membership</i>	
Article V. Board of Directors.....	5
<i>Section 1. Election and Tenure</i>	
<i>Section 2. General Responsibilities</i>	
<i>Section 3. Qualifications</i>	
<i>Section 4. Removal of Board Members</i>	
<i>Section 5. Vacancies</i>	
<i>Section 6. Headmaster</i>	
<i>Section 7. Compensation</i>	
Article VI. Officers of the Board.....	7
<i>Section 1. Number</i>	
<i>Section 2. Election</i>	
<i>Section 3. Removal of Officers</i>	
<i>Section 4. Chairman</i>	
<i>Section 5. Vice Chairman</i>	
<i>Section 6. Secretary</i>	
<i>Section 7. Treasurer</i>	
Article VII. Staff.....	7
<i>Section 1. Hiring of Staff</i>	
<i>Section 2. Removal of Staff</i>	
Article VIII. Committees.....	8
<i>Section 1. Committees</i>	
<i>Section 2. Qualifications for Committee Members</i>	
<i>Section 3. Rules</i>	
Article IX. Annual Report.....	8
<i>Section 1. Annual Report</i>	
Article X. Meetings of the Board.....	8
<i>Section 1. Regular Meetings of the Board</i>	
<i>Section 2. Special Meetings</i>	
<i>Section 3. Notice</i>	

<i>Section 4. Decorum</i>	
<i>Section 5. Quorum(s)</i>	
<i>Section 6. Executive Session</i>	
<i>Section 7. Board Action</i>	
Article XI. Fiscal Responsibility	9
<i>Section 1. General Policy</i>	
<i>Section 2. Budgets</i>	
<i>Section 3. Financial Statements</i>	
<i>Section 4. Financial Inspection</i>	
<i>Section 5. Fund Raising</i>	
Article XII. Contracts, Loans, Deposits, and Gifts	9
<i>Section 1. Contracts</i>	
<i>Section 2. Loans</i>	
<i>Section 3. Deposits</i>	
<i>Section 4. Gifts</i>	
Article XIII. Fiscal Year	10
<i>Section 1. Fiscal Year</i>	
Article XIV: School Handbook	10
<i>Section 1. School Handbook</i>	
Article XV. Discrimination Policies	10
<i>Section 1. Racial Non-Discrimination</i>	
<i>Section 2. Special Needs: IEP, 504, etc.</i>	
Article XVI: Not For Profit Provisions	10
<i>Section 1. Not For Profit Provisions</i>	
Article XVII: Amendments to Bylaws	11
<i>Section 1. Amendments to Bylaws</i>	

Mission III Academy Bylaws

Adopted February 20, 2022

Article I. Name of School, Powers, Purposes

Section 1. Name of School

The name of the school shall be Mission III Academy. This controlling, policy-making, and supporting organization is incorporated according to the laws of the State of Illinois as a not for profit corporation under the name of Mission III Academy. The name of the corporation shall be Mission III Academy.

Section 2: Powers

This corporation may carry out its purposes and exercise its powers in any state, territory, district, or possession of the United States, or any foreign country. The Board of Directors (School Board), subject to any specific written limitations or restrictions imposed by Illinois state law or by these Articles of Incorporation, shall direct the carrying out of the purposes and exercise the powers of the corporation. The School Board's authority will be corporate. There shall be one line of authority which originates within the Board and then flows down through the Board members who are responsible for properly conveying the decisions and actions of the Board to the faculty, staff, students, and parents as appropriate.

Section 3. Purpose

Mission III Academy is organized exclusively for charitable, religious, and educational purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations described under Section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code.

Section 4: Mission Statement

The mission of Mission III Academy is to equip families to train up children in the way they should go spiritually and intellectually in cooperation with God's mission to love Him (I), love people (II), and serve both (III). Proverbs 22:6; Psalm 121:1-2.

Section 5. Vision Statement

Psalm 1:1-3 says, "Blessed is the man who walks not in the counsel of the wicked, nor stands in the way of sinners, nor sits in the seat of scoffers; but his delight is in the law of the Lord, and on his law he meditates day and night. He is like a tree planted by streams of water that yields its fruit in its season, and its leaf does not wither. In all that he does, he prospers."

The vision of Mission III Academy is to create a community where students can mature alongside their families, collectively becoming more like Christ through a sustained focus on a daily walk with God. We desire to foster an environment where students can explore the skill sets God has given them so they can find their place in God's kingdom and pursue their passions with a greater purpose, using their talents to serve God foremost and be examples of Him in all future careers and endeavors. We envision the Academy as a place where students can dig their roots deep into the rich soil of God's goodness so that when the storms of life come, they will stand strong like a tree rooted in righteousness and continue to produce abundant fruit as their lives are natural outpourings of all that is rooted and growing within. As students come into our program and their lives begin to take root, our expectant hope is for a natural ripple effect into their families and beyond. Our vision, overall, is to build communities by building families by building students.

Article II. Statements of Faith, Educational Philosophy, Objectives

Section 1. Statements of Faith

The following is the foundation of beliefs on which Mission III Academy is based. They are also the key elements of Christianity that will be unapologetically taught in various ways through all grade levels. This Academy is a ministry of the Church, the global body of Christ and is committed in principle to the following statements of faith.

Summary Statements

We believe the Bible is the infallible, authoritative word of God who inspired these words without error. God promises His word will not pass away and it is useful for teaching, rebuking, correcting, and training in righteousness. 2 Timothy 3:16; Matthew 24:35.

We believe in one God, the Great I Am, eternally manifested and existing in three persons: Father, Son, and Holy Spirit. These three are one in essence but distinct in person. Exodus 3:14; John 10:30; John 16:13-15; Ephesians 4:4-6; 1 Peter 1:2.

We believe in God the Father. He is all-powerful, all-present, all knowing and unchanging. He is full of truth, steadfast love, righteousness, faithfulness, justice, mercy, and grace. Numbers 23:19; Psalm 89:14; Jeremiah 32:17; 1 John 3:20.

We believe in the deity and full humanity of our Lord Jesus Christ, his virgin birth, his sinless life, and his miracles. We believe in his atoning death, resurrection, ascension, and future return. Isaiah 7:14; 2 Corinthians 5:21; 1 Peter 2:22; John 2:11; Acts 10: 38; Romans 5:8; 1 Corinthians 15:3-4; Acts 1:9-11.

We believe that the Holy Spirit is our comforter and advocate who helps us and leads us into all truths. He dwells in us and gives true life, offering us the same power that rose Jesus from the dead. We believe living by His power transforms us inwardly and the fruits of the Spirit are the outer manifestation of salvation. John 14:26; John 15:26; John 16:7; John 16:36; Acts 1:8; Romans 8:11; Ephesians 1:19-21; Galatians 5:22-24.

We believe that God created mankind, both male and female, in His image, but mankind fell through disobedience becoming sinful by nature. Genesis 1:26-27; Romans 5:12, 18-21.

We believe Jesus's blood is the only atonement for man's sin, and personal faith in Him and His finished work enables the free gift of salvation for all mankind. We believe God predetermined the plan but did not preselect persons. It is God's will that all should be saved, and He offers salvation by grace through faith to all; it is not of our own doing. Acts 2:38; 1 John 1:9; Ephesians 2:8-9; 2 Peter 3:9; 1 Peter 1:17-20.

We believe that God created the heavens and the earth in six literal days and that God created all life. We reject the man-made theory of evolution occurring over millions of years. Genesis 1.

We believe God created man and woman to be His image-bearers. He has a purpose and a plan for each individual life, and He yearns for each person to find their identity in Him and who He has created them to be. Jeremiah 1:5; Jeremiah 29:11-12.

We believe God created man and woman in His own image and instituted marriage between one biological man and one biological woman. Genesis 2:18-24.

We believe in the spiritual unity of all believers, intent on one purpose, which is to build God's kingdom through the power of the Holy Spirit which unites individual believers as one body in Christ. Philippians 2:2; Romans 12:5.

We believe that to preserve the integrity of Mission III Academy and to provide a biblical role model to the students and faculty, it is imperative that all persons representing the Academy in any leadership role agree to and abide by the Statements of Faith.

Section 2. Educational Philosophy

We believe a fluid partnership between parents and educators provides the best environment for educational growth. The biblical role of a parent is to be a good steward; parents are responsible for the spiritual, emotional, and physical well-being of their children. The biblical role of the educator is to come alongside parents with professional expertise to aid parents in providing an academically sound education with a spiritual foundation. Parents and educators work together to prepare students for a Christ-honoring life of service. Deuteronomy 6:6-7; Ephesians 6:4; 1 Corinthians 10:31.

Section 3. Objectives

Spiritual

- Build and strengthen God's community of believers.
- Empower families to actively develop and grow in their faith.
- Ground students in the truth of God's Word, building a firm foundation in Him.
- Advance God's Kingdom, nurturing servant-leaders to carry out the Great Commission.

Academic

- Provide an encouraging environment founded on Christian principles.
- Challenge students to build independence and responsibility with utmost respect for God-given authority.
- Foster the development of teamwork, cooperation, and compassion.
- Promote a strong work ethic in all endeavors.
- Enforce a biblical worldview where students see God's design in all subjects.

Article III. Offices

Section 1: Principal Office

The principal office of the Corporation in the State of Illinois shall be located at 1165 County Road 200 E, Albion, IL 62806. The Corporation may have such other offices, either within or without the State of Illinois, as the Board of Directors may determine or as the affairs of the Corporation may require from time to time.

Section 2: Registered Office and Registered Agent

The Corporation shall have and continuously maintain in the State of Illinois a registered office and registered agent as required by the State of Illinois. The registered office may be, but need not be, identical with the principal office of the Corporation in the State of Illinois and the address of the registered office may be changed from time to time by the Board of Directors.

Article IV. Members

Section 1: Membership

The Corporation shall have no members.

Article V. Board of Directors

Section 1: Election and Tenure

A Board consisting of five to twelve persons shall constitute elected board seats for Mission III Academy. The exact number of seats beyond five shall be determined by the Board. Existing board members will nominate for fulfillment as terms expire, and seats will be appointed and filled by the existing board. The term of office shall be for three years, The term of office shall commence July 1. Initial board seat terms will stagger to secure foundational continuity with two initial members holding a one year term, two initial members having a two year term, and four initial members holding a three year term.

Section 2: General Responsibilities

The Mission III Academy Board of Directors shall oversee the continuing operation of MIIIA and generally oversee the school's business affairs. The responsibilities of the Board of Directors shall include, but not be limited to,

ensuring that the vision of the School as outlined in Articles I and II of these Bylaws is maintained, making policy, acting on matters of personnel including hiring and firing, establishing tuition and fees, ensuring financial solvency and integrity, encouraging and nurturing the faculty and staff, acting as an advocate and promoter of the school, and praying for the ministry of the school.

The effectiveness of any ministry depends in part on the spiritual depth of its leaders; the spiritual integrity of each board member impacts the potential for the effectiveness of the Academy. Collectively and individually, the board will pray for the students, their families, and the community and will also pray for each other and all other faculty/staff/leaders involved in the ministry. God in His sovereignty plays the biggest role in effective ministry, so the board members will seek Him constantly for direction and discernment.

The School Board shall approve the educational programs and standards for achievement for the school. This shall include the review and approval by the Board of all curriculum recommended by the school's faculty under the leadership of the Headmaster. The School Board shall evaluate itself annually. Each member shall also evaluate his/her willingness and ability to continue in a Board position.

Section 3: Qualifications

All members of the Board must declare their support of these Bylaws. Furthermore, the board member must regularly attend a local church, lead a Godly life in accordance with Biblical guidelines, have an active prayer life, be a student of the scriptures, and be supportive of the Academy and its ministry. Members of the School Board shall be Christian role models in the school and community.

Each member of the MIIIA School Board should also ascribe to the following code of ethics:

- I shall execute my duties honestly and fairly.
- I shall not use my position for personal gain or publicity.
- I recognize that decisions can be made only by Board action.
- I shall take no private action that might compromise the Board and shall pursue ethical and constructive channels for implementing changes.
- I shall respect the free expression of opinion by my fellow School Board members and others who seek a hearing before the School Board.
- I shall respect the confidentiality of privileged information.

Section 4: Removal of Board Members

A board member may be terminated upon a determination by the board that the member has conducted himself/herself in a manner which is inconsistent with the standards provided within these bylaws. Any School Board member may be removed from the Board for failure to be a Christian role model, for excessive absences, or whenever such removal in the judgment of the Board would be in the best interest of the school. A board member may be removed from his/her position by a two-thirds vote if eight or fewer seats are currently filled on the board or a three-fourths vote if nine to twelve seats are currently filled on the board. In view of the serious nature of an involuntary removal, every effort shall be made by all parties to show Christian compassion and forbearance.

Section 5: Vacancies

A vacancy due to Board action, death, or resignation may be filled by appointment from the current Board for the remaining term upon discretion of the Board. Notice must be given to the Board in the event of a resignation.

Section 6: Headmaster

The Board shall employ a Headmaster. The Headmaster is responsible for implementing the vision of Articles I and II of these Bylaws by the establishment of a biblically-based education and the resulting policies in the daily operation of the School through the training of the faculty and the development of classes and curriculum. While matters of

employee policy remain primarily the duty of the Headmaster, no permanent hiring or firing decision shall become final without the concurrence of the Board.

Section 7: Compensation

Members of the School Board shall receive no compensation for their services on the board. The Board may authorize the reimbursement of expenses, incurred by any board member, in the performance of official business for the School or the Board.

Article VI. Officers of the Board

Section 1: Number

The Officers of the Board shall be Chairman, Vice-Chairman, Secretary, and Treasurer, each of whom shall be elected by the Board. Such other officers and assistants as may be deemed necessary may be elected by the Board.

Section 2: Election

The officers of the Corporation to be elected by the Board of Directors shall be elected annually by the Board in May. Each Officer shall begin on July 1. If the election of officers shall not be held at such meeting, such election shall be held as soon thereafter as conveniently may be. New offices may be created and filled at any meeting of the Board of Directors. Offices are one year terms.

Section 3: Removal of Officers

An officer may be terminated upon a determination by the board that the person has conducted himself/herself in a manner which is inconsistent with the standards provided within these bylaws. Any officer or staff may be removed from their position for failure to be a Christian role model or whenever such removal in the judgment of the Board would be in the best interest of the school. An officer may be removed from his/her position at any time by a two-thirds vote if eight or fewer seats are currently filled on the board or a three-fourths vote if nine to twelve seats are currently filled on the board. In view of the serious nature of an involuntary removal, every effort shall be made by all parties to show Christian compassion and forbearance.

Section 4: Chairman

The Chairman shall, when present, preside at all meetings of the Board of Directors. He/she may sign with the Secretary, or any other full and proper officer thereunto authorized by the Board, any checks, deeds, contracts or other instruments which the Board has authorized to be executed.

Section 5: Vice Chairman

In the absence of the Chairman, or in the event of the inability of the Chairman to act, the Vice Chairman shall perform the duties of Chairman. The Vice Chairman shall perform such duties as from time to time may be assigned to him/her by the Chairman or the Board of Directors.

Section 6: Secretary

The Secretary or his/her designee shall (a) keep the minutes of the proceedings and publish, via email, the minutes to the full board for approval. This email must be sent within one week of the meeting to which the minutes pertain, (b) see that all notices are duly given in accordance with the provisions of these Bylaws or as required by law, (c) sign with the Chairman of the Board any legal instrument approved by the Board, (d) be custodian of the corporate records, and (e) generally perform the duties of the office of Secretary including such other duties as from time to time may be assigned to him/her by the Chairman or by the Board.

Section 7: Treasurer

The Treasurer or his/her designee shall (a) have charge of and be responsible for all reporting and accounting of funds of the Corporation, (b) receive and give receipt for moneys due and payable to the Corporation and deposit all such moneys in the name of the School in such banks or other depositories as shall be selected by the Board, and (c)

in general perform all duties incidental to the office of Treasurer as set out by the Board.

Article VII: Staff

Section 1: Hiring of Staff

Staff will be hired per contract upon a determination by the board per recommendation of the Headmaster.

Section 2: Removal of Staff

Staff may be terminated upon a determination by the board that the member has conducted himself/herself in a manner which is inconsistent with the standards provided within these bylaws. Any staff may be removed for failure to be a Christian role model or whenever such removal in the judgment of the Board would be in the best interest of the school. Staff may be removed from his/her position by a two-thirds vote if eight or fewer seats are currently filled on the board or a three-fourths vote if nine to twelve seats are currently filled on the board. In view of the serious nature of an involuntary removal, every effort shall be made by all parties to show Christian compassion and forbearance.

Article VIII. Committees

Section 1: Committees

The Board of Directors may, by resolution passed by a majority, designate such committees as may be appropriate, consisting of one or more board members and others, as deemed necessary to carry out the activities and purposes of the Board. All committees serve at the pleasure of the Board and may be composed of board members, parents, or any others who may be approved to serve.

Section 2: Qualifications for Committee Members

The committee member must demonstrate a vested interest in the school. The member must subscribe to these Bylaws and must regularly attend a local church. Committee membership is subject to Board approval that he/she meets the above qualifications. The mechanism for approval will be a signed statement asserting the above qualifications.

Section 3: Rules

Each committee shall follow these Bylaws or rules adopted by the Board of Directors.

Article IX. Annual Report

Section 1: Annual Report

The Mission III Academy Board will compose and provide an annual report for perusal per request for the previous fiscal and school calendar year. The report should include, but not be limited to, the year-end financial reports, enrollment figures, the listing of all board members-identifying any new board members, listing of significant accomplishments and events of the school year, and such other business as may be deemed appropriate by the Board.

Article X. Meetings of the Board

Section 1: Regular Meetings of the Board

The Board of Directors of Mission III Academy shall meet at regular intervals of not less than quarterly at a regularly designated place or electronically at a pre-announced time. All regular meetings of the Board shall be conducted from a pre-published agenda maintained and accessible from the corporation's office at least one day in advance. Public attendance requires advance notification of one week prior to a board meeting with written notification of purpose. Persons/purpose will be added to the agenda accordingly.

Section 2: Special Meetings

Special meetings of the Board may be held at a time and place designated by the Board to address such issues as may come before the Board and shall be called by the Chairman or any two Directors.

Section 3: Notice

Notice of any special meeting of the Board of Directors shall be given at least one day previously thereto by written notice delivered personally or sent digitally to each director as shown by the records of the corporation. Any director may waive notice of any meeting. The attendance of a director at any meeting shall constitute a waiver of notice of such meeting. Neither the business to be transacted at, nor the purpose of, any regular or special meeting of the Board need be specified in the notice or waiver of notice of such meeting unless specifically required by law or by these Bylaws.

Section 4: Decorum

All meetings of the Board shall be conducted using a pre-published agenda. Minutes of all board meetings will be maintained and accessible from the corporation's office.

Section 5: Quorum[s]

Fifty percent of the active board members shall constitute a quorum for full Board action.

Section 6: Executive Session

The Board may, as circumstances dictate, adjourn to closed session from time to time as needed to address spiritual concerns, personnel, or disciplinary issues. No official business shall be transacted in the executive session. Rather, the time spent in executive session shall be used to discuss the sensitive matter at hand. When the Board reconvenes following an executive session, any decision shall be made and stated officially so that the Board Secretary can record appropriately in the official minutes.

Section 7: Board Action

The Board will be considered as having formally acted when, in a duly-constituted meeting, a proposal is discussed and agreed upon formally in Christian unity by members present, entered in minutes, and duly approved. Board discussion, consensus, debate, etc. does not constitute formal Board action. Any board member may request a roll-call vote at any time.

Article XI. Fiscal Responsibility

Section 1: General Policy

The Board is responsible through the budgeting process to ensure that the day to day operations of the school shall be fully funded. Budgeted revenue for the day to day operations will comprise the projected tuition, any anticipated publication sales, other planned, non donation/undesignated proceeds, and projected, undesignated donations.

Section 2: Budgets

The Board will approve annual operating budgets. The operating budget for the following fiscal year shall be submitted to the Board with final Board action to approve the budget taken no later than the first meeting of the new fiscal year.

Section 3: Financial Information

It shall be the Headmaster's responsibility to ensure quarterly financial statements are prepared and submitted to the Board one day prior to the next regular Board meeting. All financial statements are subject to Board review. All checks or drafts issued by Mission III Academy shall be signed by such officers in such a manner as shall be determined by resolution of the Board of Directors.

Section 4: Financial Inspection

The books of Mission III Academy will be inspected by a committee of qualified persons at no less than yearly intervals. Findings of this committee will be reviewed by the Board and will be made available to all interested persons.

Section 5: Fund Raising

It shall be the Board's responsibility to set policy for the fundraising activities of the school and to be responsible for their effectiveness and thoroughness. Additionally, the board shall have significant presence at all major fundraisers.

Article XII. Contracts, Loans, Deposits, and Gifts

Section 1: Contracts

The Board may authorize any officer, officers, agent, or agents to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation.

Section 2: Loans

No loans shall be contracted on behalf of the corporation without unanimous approval of the Board of Directors.

Section 3: Deposits

All funds of the corporation shall be deposited in such depositories as the Board may select.

Section 4: Gifts

The Board of Directors may accept on behalf of the Corporation any contribution, gift, bequest, or devise for the general purposes or for any special purpose of the Corporation.

Article XIII. Fiscal Year

Section 1: Fiscal Year

The fiscal year of the Corporation shall begin on the first day of July and end on the thirtieth day of June of each year.

Article XIV: School Handbook

Section 1: School Handbook

The Board of Directors shall ensure that a handbook is revised as needed and annually available to employees, parents, etc. Each year students and legal guardian(s) will review the handbook and return a signed agreement to the Headmaster to verify adherence to the policies set forth within the handbook.

Article XV. Discrimination Policies

Section 1: Racial Non-Discrimination

All policies and practices of Mission III Academy are racially non-discriminatory.

Section 2: Special Needs: IEP, 504, etc.

Mission III Academy will work with these students as feasible, but cannot guarantee ability to accommodate all students with special needs.

Article XVI. Not For Profit Provisions

Section 1: Not For Profit Provisions

No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its Directors, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments in distribution in furtherance of the purposes set for in the Articles of Incorporation. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in or intervene in (including the publishing or distributing of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provisions of these articles, the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from Federal income tax under Section 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of a future United States Internal Revenue Law) or (b) by a corporation, contributions which are deductible under section 170(c)(2) of the Internal Revenue Code of 1954 (or the corresponding provisions of any future United States Internal Revenue Law). Upon the dissolution of Mission

III Academy, assets shall be distributed for one or more exempt purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government or other local non-profit organization, for a public purpose. Any such assets not so disposed of shall be disposed of by the Court of Common Pleas of the county in which the principal office of the corporation is then located, exclusively for such purpose or to such organization or organizations, as said Court shall determine which are organized and operated exclusively for such purposes.

Article XVII. Amendments to Bylaws

Section 1: Amendments to Bylaws

These Bylaws may be altered, amended, or repealed by a two-thirds majority vote of the Board at any regular or special meeting if the current board holds eight seats or fewer; if the current board has nine to twelve seats filled, these bylaws may be altered, amended, or repealed by a three-fourths majority vote.