

CHRISTIAN SCHOOL ASSOCIATION OF ANN ARBOR

BY-LAWS

ARTICLE I: NAME

The name of the organization shall be the Ann Arbor Christian School (referred to herein as "Association"), organized for the primary purpose of operating a Christian elementary school.

ARTICLE II: PRINCIPLES AND OBJECTIVES

(a) A prime objective of the Association will be to instruct children in cooperation with the home as creatures of God in such a manner to equip them for living the Christian life as members of the Christian community in contemporary society.

(b) The basis of the Association is the Old and New Testaments of the Holy Bible, the infallible Word of God, as summarized in the Apostles' Creed and interpreted by Our World Belongs to God: A Contemporary Testimony. (The Association is not an ecclesiastical body nor is it subject to any ecclesiastical organization; it is governed by its members).

(c) This organization is committed to the following basic principles for Christian education:

The Bible. That God by His Holy Word reveals Himself; renews our understanding of God, of ourselves, of our neighbors, and of the world; directs us in all our relationships and activities; and, therefore, guides us also in the education of our children.

Creation. That in their education children must come to learn that the world, and their calling in it, can rightly be understood only in their relation to the Triune God, who by His creation, restoration, and governance directs all things to the coming of His kingdom and the glorification of His name.

Sin. That sin brought upon all people the curse of God, alienating us from our Creator, our neighbor, and the world. Sin thus distorts our view of the true meaning and purpose of life, misdirects human culture, and also affects the education of children.

Jesus Christ. That through our Savior, Jesus Christ, there is renewal of our educational enterprise because He is the Redeemer of, and the Light and the Way for, our human life in all its range and variety. Only through Him and the work of His Spirit are we guided in the truth and recommitted to our original calling.

Schools. That the purpose of Christian Schools is to educate children for a life of obedience to their calling in this world as image-bearers of God; that this calling is to know God's Word and His creation, to consecrate the whole of life to God, to love one another, and to be stewards of God's world.

Parents. That the primary responsibility for education rests upon parents to whom children are entrusted by God, and that Christian parents should accept this obligation in view of the covenantal relationship which God established with believers and their children. They are encouraged to discharge this obligation through school associations and school boards which engage the services of Christian teachers in Christian schools.

Teachers. That Christian teachers, both in obedience to God and in cooperation with parents, have a unique pedagogical responsibility while educating the child in school.

Pupils. That Christian schools must take into account the variety of abilities, needs, and responsibilities of young persons; that the endowments and calling of young persons as God's image-bearers and their defects and inadequacies as sinners require that such learning goals and curricula will be selected as will best prepare them to live as obedient Christians; and that only with constant attention to such pedagogical concerns will education be truly Christian.

Community. That because God's covenant embraces not only parents and their children but also the whole Christian community to which they belong, and because Christian education contributes directly to the advancement of God's kingdom, parents and the Christian community are encouraged to establish and maintain Christian schools, to pray for them, work for them, and to contribute generously toward their support.

Educational Freedom. That Christian schools, organized and administered in accordance with legitimate standards and provisions for day schools, should be fully recognized in society as free to function according to their principles.

ARTICLE III: MEMBERSHIP

Membership. There shall be two voting classes of membership in this Association. Membership shall be open to each person 18 years of age or older who is in substantial agreement with the principles and objectives of the Association contained in Article II and is either: (i) an employee of, or the parent or guardian of a child enrolled in the school operated by the Association (Class I member), or (ii) a financial supporter of the Association, as demonstrated by contributing at least \$100 or holding an outstanding loan to the Association of at least \$100 in the most recent fiscal year (Class II member). Persons satisfying the qualifications of membership shall become members without any further action, provided that the Board of Directors may in its sole discretion determine whether the qualifications of membership have been satisfied, and further provided that any such person so desiring may request not to be granted membership. Persons satisfying the qualifications of both classes of membership shall be classified as Class I members. The Secretary shall maintain a list of the members of the Association.

Termination of Membership. Membership shall terminate upon: (i) the death of a member, (ii) the resignation of a member, as provided in Section 2 of Article XV, (iii) the expulsion of a member, as provided in Section 3 of Article XV, and (iv) six months after the lapse of a membership. The membership of a parent or guardian of a child enrolled in the School shall lapse when the child is no longer enrolled. The membership of a financial supporter of the Association shall lapse at the end of any fiscal year of the Association in which the member did not contribute at least \$100 to the Association or make or continue a loan to the Association. The membership of an employee of the Association shall lapse upon termination

of his/her employment. Termination of membership shall not relieve the former member of any obligation to the Association previously incurred.

ARTICLE IV: MEETINGS OF MEMBERS

Section 1: Annual Meeting - Time and Place

The annual meeting of the members shall be held at a place within the County of Washtenaw, designated by the board of Directors at such time and on such day during the month of April or May of each year as the Board of Directors shall select.

Section 2: Notice of Annual Meetings

Written notices of each annual meeting shall be given by the Secretary to each member. Such notice shall state the time and place of meeting and that the purpose thereof is the election of directors and the transaction of any other business which may come before the meeting. Such notice shall identify each individual nominated for director and shall state the general nature of any and all business or proposal(s) to be considered or acted upon at such meeting.

Members shall be notified in writing, not less than ten (10) days nor more than thirty (30) days prior to the date of the meeting. If the Secretary fails to give notice of any annual meeting, such notices may be given by any other officer or member of the Association.

Section 3: Special Meetings

Special meetings of the members for any purpose or purposes whatsoever, may be called at any time by the President, by a majority of the Board of Directors, or by a number of members that represents a majority of the number of Class I members of the Association.

Upon request in writing signed by a majority of the Association's members or by a majority of the Board of Directors to the President, Vice President or Secretary, it will be the duty of such officer forthwith to cause notice to be given to the members that a meeting will be held at a time fixed by such officer not less than three (3) days and not more than twenty (20) days after the receipt of said request. If such notice is not given within three (3) days after the date of delivery of such request, the members or directors calling the meeting may fix the time of meeting and give notice of the matter herein provided.

Section 4: Notice of Special Meetings

Notice of each special meeting of the members shall be given in the same manner as herein provided for notice of annual meeting except that such notices shall be given not less than three (3) nor more than twenty (20) days prior to the time of such meeting. Notice of a special meeting of the members shall state the general nature of the business to be transacted.

Section 5: Minute Entry of Notice Conclusive

An entry properly made in the minutes of any meeting of the members or directors that notice of the meeting has been given in the manner required by these By-Laws, shall be conclusive

upon the Association, its directors, members and all other persons that such notice has been given, in proper form and substance, to the proper persons and for the requisite length of time.

Section 6: Adjourned Meetings

When a meeting of the members is adjourned for thirty days or more, notice of the adjourned meeting shall be given as in the case of an original meeting; save as aforesaid, it shall not be necessary to give any notice of the time and place of the adjourned meeting or of the business to be transacted thereat other than by announcement at the meeting at which such adjournment is taken.

Section 7: Quorum

(a) *Quorum*. Any number of members present constituting not less than one-third of the voting power of the Class I members, either in person or by proxy, shall constitute a quorum for the transaction of business at any meeting provided said meeting is properly called as herein required.

(b) *Loss of Quorum*. The members present at a meeting at which a quorum is present may continue to transact business until adjournment. If enough members withdraw from the meeting to leave less than a quorum, any action taken (other than adjournment) must be approved by at least a majority of the members required to constitute a quorum.

Section 8: Proxies

Any member shall be permitted to vote at any meeting of the members, either general or special by proxy, which shall be in writing and executed by the member and filed with the Secretary of the Association. No person shall hold or vote more than one proxy. A proxy shall be valid only for the meeting designated therein and for adjournment thereof. Any proxy may be revoked by the member giving the same by means of appearing at the meeting for which said proxy is given and by announcing his/her desire to vote in person before the vote cast pursuant to the proxy. The proxy provided by this section 8 shall be a limited proxy valid for voting only on the nominees for director and proposals as presented to the membership in the notice of the meeting and shall be disregarded in any subsequent vote.

Section 9: Proxy Committee

A proxy committee of three members shall be appointed by the presiding officer at or prior to the commencement of each meeting of members. All proxies shall be submitted to and examined by said committee. Prior to the commencement of any business requiring a vote of the members, the proxy committee shall report to the Secretary the name of each member who is entitled to vote by proxy. The decision of the proxy committee as to the validity of any proxy or the right of a member to vote by proxy shall be conclusive. The Secretary shall make a record of all valid proxies and the names of the members entitled to vote by proxy.

Section 10: Voting

Each member of the Association shall have one vote on all matters coming before the members for vote.

ARTICLE V: BOARD OF DIRECTORS

Section 1: Number

The business of the Association shall be managed by a Board of seven Directors.

Section 2: Election - Term of Office

The Directors shall be elected at the meeting of the members. No Director shall be elected at any election until he/she shall have received at least a majority of the vote cast at the election. A normal term will be 3 years with possibility to extend 1-2 years if deemed necessary by the Board of Directors. A director who serves for 8 consecutive years shall not be eligible for re-election for a period of two years.

Section 3: Qualifications

Members and nominees for membership of the Board of Directors must meet the following qualifications: (1) He/she must be a bona fide member in good standing of the Association; (2) He/she must be a member in good standing of a Christian church; (3) He/she must agree with the basis of the Association and the principles for Christian education set forth in Article II, and (4) He/she must lead an exemplary Christian life. Members of an immediate family shall not serve simultaneously on the Board of Directors.

Section 4: Nominating Committee

The Board of Directors shall appoint a Nominating Committee comprised of 4 current Board members (not including the President), the Head of School, 1 current teacher, and 1 at-large Association member. The Nominating Committee shall recommend names of those persons who are candidates for confirmation to the Board of Directors after they obtain permission of the candidate to enter his/her name and shall determine that the qualifications described in Section 3 are met. A candidate may also be nominated in writing signed by ten or more members (Class I or II), if the written, signed nomination is received by the Secretary not later than 20 days prior to the annual meeting.

Section 5: Vacancies

In case of a vacancy in the Board of Directors through death, resignation, disqualification or other cause, the remaining directors may elect a director to fill such vacancy until his/her successor is elected at a regular or special meeting of the members. No director may resign when the Association would then be left without a duly elected director or directors in charge of its affairs. The members may elect a director or directors at any time to fill any vacancy or vacancies not filled by the directors, but any such election by written consent will require the consent of a majority of the voting power.

Section 6: Place of Meeting

Meetings of the Board of Directors shall be held at any place which has been designated from time to time by resolution of the Board or by written consent of all members of the Board.

Section 7: Organizational Meeting

Following each annual meeting of the members, the Board of Directors shall establish a time and place as soon after July 1st of each year as is convenient to hold a regular meeting for the purpose of organization, election of officers and the transaction of other business upon appropriate notice to the acting and any elected directors. At the organizational meeting, the Board of Directors shall designate at least one day each month for the regular monthly meeting of the Board of Directors of the Association. For the purpose of this section, the word "acting directors" shall mean all directors who are serving at the time of the election, including the continuing and retiring directors. At the organizational meeting, the retiring directors shall not be entitled to vote on matters brought before the directors at said organizational meeting.

Section 8: Time of Meetings

Other than the regular monthly meeting of the Board of Directors, meetings of the Board of Directors shall be held whenever called by the President or majority of the Directors.

Section 9: Notice of Meetings

Notice of the time and place of each meeting of the directors shall be given at least forty-eight hours prior to the time fixed for said meetings.

Section 10: Quorum

A majority of directors present at a duly called meeting, either in person or by proxy, shall constitute a quorum of the Board of Directors for the transaction of business at any meeting. A meeting at which a quorum is initially present may continue to transact business as long as any action taken is approved by at least a majority of the required quorum for that meeting.

Section 11: Adjournment

A majority of the directors present whether or not constituting a quorum, may adjourn any meeting to another time and place.

Section 12: Notice of Adjournment

Notice of the time and place of holding an adjourned meeting need not be given, unless the meeting is adjourned for more than 24 hours, in which case personal notice of the time and place shall be given before the time of the adjourned meeting to the Directors who were not present at the time of the adjournment.

ARTICLE VI: POWER OF DIRECTORS

Section 1: Appointment and Removal of Officers and Employees

The Directors shall have the power to appoint and remove at pleasure, all officers, agents and employees of the Association, prescribe their duties, fix their compensation and require from them, if deemed advisable, security for faithful service.

Section 2: Management of Business

The Directors shall have the power to conduct, manage and control the affairs and business of the Association, to exercise such powers as may be permitted by law, and to make rules and regulations not inconsistent with the laws of the State of Michigan or the Articles of the Association, for the guidance of the officers and management of its affairs.

Section 3: Indebtedness and Encumbrances

The Board of Directors, by resolution, shall have the power to incur indebtedness in such amounts not exceeding an aggregate amount of \$25,000.00 as in its judgment it deems proper. The Board of Directors may incur indebtedness in excess of that amount with the consent of a majority of the members present at a duly called meeting of the members of the Association.

Section 4: Power to Purchase and Sell Property

The Board of Directors shall have power and authority to sell, convey, lease and exchange or transfer any real or personal property belonging to said Association whether acquired before or after incorporation, provided the consideration involved shall be in sum less than \$25,000.00; in all other events, the prior consent of the majority of the members present at a duly called meeting of the members of the Association shall be required. It is specifically understood that the Board of Directors may not dispose of real or personal property belonging to the Association without fair consideration unless the prior consent of the majority of the members present at a duly called meeting of the Association shall first be obtained. The Board of Directors shall have the power and authority to erect school buildings and appurtenances, including playground improvements, athletic field equipment, and improvements for the use and benefit of students, trainers, teachers and other proper persons and to change, alter and improve the same; provided, however, no such purchase or improvement or expenditure shall exceed the sum of \$25,000.00, unless consent of a majority of the members present at any duly called meeting of the members of the Association shall first be obtained.

Section 5: School Business

The Board of Directors shall have the full control and management of the affairs and business of the school conducted and operated by the Association and shall have the power to employ and dismiss all teachers, custodians and other persons employed in said school or in the affairs and business of the Association.

Section 6: Denial of Membership

The Board of Directors shall have the power to deny membership to any person applying for membership in the Association, who, in the opinion of the directors, does not believe in or subscribe to the principles and objectives (Article II) of this Association, or for any other reason is unfit or undesirable as a member thereof.

Section 7: Delegate Management Powers

The Board of Directors shall have the power to delegate to such other person or persons as the Board of Directors shall see fit any or all management powers assigned to the Board of

Directors, subject, however, to the right of the Board of Directors to rescind said delegation at any time. The Board may appoint, at its discretion, committees or ad hoc groups to assist it in its management of Association matters.

Section 8: Tuition

The Board of Directors shall have the power to set a tuition schedule for all students attending the school of the Association and to take such steps as the Board of Directors may see fit to collect tuition.

Section 9: Staff

All members of the teaching staff and administration must meet the following qualifications: (1) He/she must be a member in good standing of a Christian church; (2) He/she must agree with the basis of the Association and the principles for Christian education set forth in Article II; (3) He/she must lead an exemplary Christian life, and (4) He/she must be biblically sound in teaching.

ARTICLE VII: DUTIES OF THE DIRECTORS

Section 1: Records and Reports to Members

The Board of Directors shall cause to be kept a complete record of all their minutes and acts of the proceedings of the meetings of its members, both regular and special, and to present a full statement at the regular annual meeting of its members, showing in detail the condition of the affairs of the Association. A similar statement shall be presented to any other meeting of the members, when requested by at least one-third of the members of the Association.

Section 2: Supervision

The Board of Directors shall supervise all officers, agents and employees and see that their duties are properly performed.

Section 3: Bookkeeping and Auditing

The Board of Directors shall cause to be installed and kept a system of bookkeeping which will reflect the operations and financial condition of the business of the Association and to have the transactions and books of the Association audited at least once each year and at such other times or intervals as they may deem necessary or advisable. The Board may satisfy this audit requirement by appointing an Audit Committee of at least two persons (who need not be members of the Association) knowledgeable in accounting, at least one of which is not a Director and neither of which is the Treasurer, to examine the books and financial statements of the Association and make a report to the Board.

ARTICLE VIII: OFFICERS

The Officers of the Association shall be a President, Vice President, Secretary, and Treasurer, all of whom shall be members of the Board of Directors and who shall also be members of the

Association. The office of Secretary and Treasurer may be held by one person. The Board of Directors may appoint such other officers as it may deem necessary, who shall have such authority and shall perform such duties as may be prescribed from time to time by the Board of Directors.

The Vice President shall have the duty to take the place of any officer who shall not otherwise have a replacement at a meeting under the terms of these By-Laws under such procedure as may be determined by the Board of Directors.

ARTICLE IX: PRESIDENT

Section 1: Duties

- (1) Preside over all meetings of the members and directors.
- (2) Sign, as President, contracts and other instruments in writing, if, when and as directed to do so by the Board of Directors, which, however, may authorize such contracts and other instruments in writing, instead of being signed by the President, to be signed by any other officer or qualified person.
- (3) Call the directors together whenever he/she deems it necessary and shall have, subject to the advice of the directors, direction of the affairs of the Association, and generally shall discharge such other duties as may be required of him/her by the By-Laws of the Association.

ARTICLE X: VICE PRESIDENT

Section 1: Duties

In the absence or disability of the President, the Vice President shall perform all the duties of the President, and when so acting shall have all the powers of, and be subject to all the restrictions upon the President. The Vice President shall have such other powers and perform such other duties as from time to time may be prescribed by the Board of Directors or the By-Laws.

ARTICLE XI: SECRETARY

Section 1: General Duties

It shall be the duty of the Secretary to keep a record of the proceedings of the Board of Directors and of the members. He/she shall discharge such other duties as pertain to the office, or which may be prescribed by the Board of Directors.

Section 2: Sending of Notice of Meetings

It shall be the duty of the Secretary to send notices of the meeting of the Association and Board of Directors as elsewhere provided in these By-Laws.

ARTICLE XII: TREASURER

Section 1: Duties

The Treasurer shall keep and maintain or cause to be kept and maintained, adequate and correct accounts of the properties and transactions of the Association. The books of account shall at all reasonable times be open for inspection by any director. The Treasurer shall deposit or cause to be deposited all moneys or other valuables in the name and to the credit of the Association with such depositories as may be designated by the Board of Directors. He/she shall disburse or cause to be disbursed, funds of the Association as may be ordered by the Board of Directors and shall have such other powers and perform such other duties as may be prescribed by the Board of Directors of these By-Laws.

ARTICLE XIII: ELECTION OF OFFICERS

The Board of directors shall at their first organization meeting elect, for a one year term; President, Vice President, Secretary and Treasurer. They shall be elected by a majority vote of the Board of Directors. A Director shall serve no more than 3 consecutive years in the same officer position without Board of Directors approval and Association consent.

ARTICLE XIV: COMMITTEES AND THEIR DUTIES

All standing committees listed below will be under the direct supervision and authority of the Head of School.

Section 1: Education Committee

- (a) All Education Committee members must be approved by the Board of Directors and Head of School.
- (b) Consider all matters relative to the educational program and policies of the school and make recommendations concerning the same to the Board of Directors or Head of School.
- (c) Investigate the qualifications of candidates for administrative and teaching positions and make recommendations concerning an offer of employment of such candidates to the Board.
- (d) Monitor the scholastic quality and Christian character of the instruction given; the course of study, discipline, equipment, etc.; and make recommendations to the Board concerning these and related matters.
- (e) Perform all duties as assigned from time to time by the Board of Directors or Head of School.

Section 2: Finance Committee

- (a) The committee chairperson must be approved by the Board of Directors and Head of School.
- (b) Recommend to the Board of Directors or Head of School a budget for the ensuing year.
- (c) Advise the Board regarding the manner in which the school is to be maintained financially, indicating the various sources of income and how monies are to be collected from these sources.
- (d) Recommend to the Board of Directors or Head of School the cost of tuition for children of parents who are financially unable to pay the required tuition.

(e) Perform all duties as assigned from time to time by the Board of Directors or Head of School.

Section 3: Public Relations Committee

(a) The committee chairperson must be approved by the Board of Directors and Head of School.

The Public Relations Committee shall consider all matters relative to the publicity of the school, including:

(b) Develop and maintain material for advertising and promoting the school.

(c) Advertise the school and events sponsored by the school or associated with its operations.

(d) Communicate the operations and activities of the school to members and supporters.

(e) Perform all duties as assigned from time to time by the Board of Directors or Head of School.

Section 4: Building and Grounds Committee

(a) The committee chairperson must be approved by the Board of Directors and Head of School.

(b) Make periodic visits to the school in order to determine physical needs and maintenance requirements of the school building(s) and grounds.

(c) Concern itself with all phases of the proper care, maintenance, and adequacy of the physical equipment of the school and make recommendations to the Board concerning these matters.

(d) Make recommendations to the Board concerning the appointment, work, and salary of the custodian.

(e) Perform all duties as assigned from time to time by the Board of Directors or Head of School.

Section 5: Information Technology Committee

(a) The committee chairperson must be approved by the Board of Directors and Head of School.

(b) Monitor all technology needs of school, including phone, computers, and internet service.

(c) Make recommendations as needed for change in service, upgrades to software, and other items deemed needed.

(d) Perform all duties as assigned from time to time by the Board of Directors or Head of School.

Section 6: Development Committee

(a) The committee chairperson must be approved by the Board of Directors and Head of School.

The Development Committee works with the school's development director to:

(b) Develop and maintain an active relationship with the support base of the school.

(c) Encourage charitable support of the school.

(d) Manage fundraising activities, including capital campaigns, scholarships and grants.

(e) Work with the Board of Directors and its committees to determine specific fundraising needs.

(f) Assist donors with transfer of bequests and other gifts.

(g) Perform all duties as assigned from time to time by the Board of Directors or Head of School.

ARTICLE XV: GENERAL PROVISIONS CONCERNING MEMBERS

Section 1: Membership Non-Assignable

Membership in this Association is not assignable by any member to any other person nor shall the interest of any member of this Association in and to its property or assets be assignable or subject to executions, sale, nor shall any other person who may succeed by operation of law or otherwise to the property interests of a member be entitled to membership in this Association by transfer or proceedings.

Section 2: Resignation

It is understood and agreed that any member may resign from this Association by giving the Secretary thirty (30) days written notice of said intention and said resignation shall be effective upon the termination of said thirty-day period.

Section 3: Expulsion of Members

(a) The Board of Directors of this Association may, whenever in its judgment the conduct of a member is inconsistent with the purposes and principles of this Association expel such member from the Association. Before expelling a member, the Board shall notify such member by notice in writing (directed to the member at the most recent address of the member as shown on the Association records) of its intention to consider such action and the reason therefore, and shall give such member opportunity to appear before the Board of Directors and be heard orally or in writing of such proposed action of expulsion. Written notice of the date, time and place of such hearing shall be given the member at least fifteen (15) days prior thereto.

(b) The member being expelled shall be given an opportunity to be heard, either orally or in writing, at a hearing to be held not fewer than five (5) days before the effective date of the proposed expulsion. The hearing will be held by the Board of Directors.

(c) Following such hearing, or if no demand is made by such member for a hearing, the Board shall determine its action regarding the expulsion of such member and, if he/she is expelled, note of this fact shall be entered in the minutes of the Association. In lieu of expulsion, the Board may suspend or impose other actions against such member. The decision of the Board of Directors shall be final. Any person expelled from the Association shall receive a refund of dues already paid. The refund shall be prorated to return only the unaccrued balance remaining for the period of the dues payment.

Section 4: Inspection of Books

All books, records, minutes and proceedings of the Board of Directors and of the Association shall at all times during regular business hours be subject to the inspection of any member of the Association.

Section 5: Public Liability

Members of this Association in consideration of its being non-profit and in consideration of it being maintained by donations, inheritances, and other voluntary contributions, here waive

and release all claim for damages of every kind and character whatsoever that it may now have, or may at any time hereafter acquire against this Association by reason of any injury, acts or death to themselves or their children or any child under their care, it being expressly understood that this is intended as a waiver of liability on the part of the Association for any damage or injuries to said persons whether said damage or injuries can be foreseen at this time or not.

ARTICLE XVI: PROPERTY RIGHTS

The members of this Association shall have no property rights in the assets of the Association and upon termination of their membership or their resignation or otherwise, they shall be entitled to no interest in the assets and property of the Association.

ARTICLE XVII: FINANCES

This Association shall be maintained, financed and conducted as follows: (a) by donations, inheritances and any other gifts and contributions; (b) by tuition for the students attending the school and classes offered by said Association; and (c) by any other means that is consistent with its non-profit status.

ARTICLE XVIII: NON-DISCRIMINATION

The Christian School Association of Ann Arbor shall admit students of any race, color, national and ethnic origin to all the rights, privileges, programs and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, national origin or ethnic origin in administration of its educational policies, admission policies, scholarship and loan programs, and athletic and other school administered programs, including the Association's membership and hiring practices.

ARTICLE XIX: FISCAL YEAR

The fiscal year of the Association shall begin on the first day of July and end on the last day of June in each year.

ARTICLE XX: AMENDMENT OF BY-LAWS

A proposed amendment must be either (a) approved by a majority of the Board, or (b) submitted by any member, provided that a number of members equal to at least one third (1/3) of the number of Class I members support its consideration with their signatures, and that it be submitted to the Secretary in sufficient time to be included in the formal announcement of the meeting where it will be considered. In either case, two-thirds (2/3) of the members present at an Association meeting must approve such amendment before it is adopted.

ARTICLE XXI: DISSOLUTION

In case of dissolution of the Association, the property and moneys belonging to the Association shall, after liquidation, be donated to such a Christian educational cause as determined by a majority vote of the members at a duly called and held meeting.

ARTICLE XXII: EFFECTIVE DATE OF BY-LAWS

These By-Laws shall become effective immediately on their adoption. Amendments to these By-Laws shall become effective immediately on their adoption unless it is provided that such amendment(s) are to become effective at a later date.