

EAGLE HEIGHTS CHRISTIAN ACADEMY
A Ministry of First Baptist Church, Pearland

BYLAWS
(As Approved September 20, 2000)

ARTICLE I. STATEMENT OF FAITH AND PHILOSOPHY

Section 1. Statement of Faith. Eagle Heights Christian Academy is a ministry of First Baptist Church, Pearland, and as such, agrees with and operates under the Statement of Faith adopted by the Church Body.

Section 2. Philosophy. Eagle Heights Christian Academy seeks to provide children with a quality education from a Biblical perspective through an organized teaching curriculum that stresses academic and spiritual growth. Our faculty, facilities and equipment are designed to enhance the physical, emotional, mental, and social growth of the children we serve. Specific objectives and methodology for each grade and course are stated in the EHCA Curriculum Overview Guide.

A. Vision Statement

Eagle Heights Christian Academy will provide the Houston Metroplex with an academy of spiritual and academic excellence where students can be encouraged and prepared for every good work.

B. Mission Statement

Our mission is to take students where they are and train them to be all the Lord wants them to be.

C. Objectives

Our objectives are based on Isaiah 40:31 - "... but those who hope in the lord will renew their strength. They will soar on wings like eagle; they will run and not grow weary, they will walk and not be faint."

1. To provide an academy of spiritual and academic excellence for children so that they may "soar on wings like eagles."
2. To provide a place of encouragement and exhortation for children so that they may "run and not grow weary."
3. To prepare children to do every good work so that they may "walk and not be faint."

ARTICLE II. MANAGEMENT AND ADMINISTRATION

Section 1. EHCA functions as an internal department of First Baptist Church, Pearland, a not-for-profit corporation in the State of Texas, and operates under the framework of the church.

Section 2. EHCA operates under the direction of the Academy Ministry Team (AMT). The Academy Ministry Team serves under the direction of the pastoral leadership of First Baptist Church, Pearland.

Section 3. The Chief Executive Officer/Academy Administrator will be a member of the Ministry Staff of First Baptist Church, Pearland and will act as an extension of the Pastor's office.

Section 4. The Chief Operating Officer/Principal will interpret and administer policy established by the Academy Ministry Team and manage the overall operation of the school, consulting frequently with the Academy Administrator and the Academy Ministry Team. The Chief Operating Officer reports directly to the Academy Ministry Team and the Chief Executive Officer/Academy Administrator.

Section 5. EHCA operates under licensing with the Texas Department of Protective and Regulatory Services. The academy operates in compliance to county and city codes regarding health, fire and safety issues.

Section 6. EHCA will maintain memberships with professional Christian school organizations, such as the Texas Association of Baptist Schools (TABS).

ARTICLE III. ACADEMY MINISTRY TEAM

Section 1. Responsibilities

- A. The Academy Ministry Team will be responsible for guiding the development of general policy, determining direction, and insuring the financial stability and growth of the academy.
- B. The Academy Ministry Team will maintain a policy manual and a complete record of all Academy Ministry Team meeting minutes. Policies and minutes will show Biblical principles, professional ethics, and high standards.
- C. The Academy Ministry Team will delegate as necessary executive and administrative functions to the Chief Operating Officer/Principal, who will be recognized as the head of the school.
- D. The Academy Ministry Team will insure educational programs are based on biblical truth and are evaluated periodically and revised as needed through the cooperative work of the faculty and the administration.

Section 2. Team Members

- A. Appointed Members.
 - 1. The Academy Ministry Team will consist of at least five (5) appointed members.
 - 2. Membership on the Academy Ministry Team is limited to Active members of First Baptist Church, Pearland. If, for any reason, a member ceases to be an Active member, his/her membership on the Academy Ministry Team will be terminated automatically. Reasons for removal from Active membership status are stated previously in the Bylaws of First Baptist Church.
 - 3. Each appointed team member is selected by the Pastor of First Baptist Church, Pearland, the Academy Administrator, and the President of the Academy Ministry Team.
 - 4. Each appointed member has one vote on all matters coming before the Academy Ministry Team.

- B. Ex Officio Members. There are three (3) ex officio members on the Academy Ministry Team. Ex officio members do not have a vote on matters coming before the Academy Ministry Team.
 - 1. Pastor of First Baptist Church, Pearland
 - 2. Academy Administrator
 - 3. Chief Operating Officer/Principal

- C. Term of Team Members. Each appointed team member will serve on the Academy Ministry for a term of three (3) years or until the appointment of a successor. Unless filling a vacated term, new team members will begin active tenures on March 1st of the calendar year and will continue through June 30th of the third year of service.

- D. Vacancies on the Academy Ministry Team will be filled in a timely manner.

Section 3. Meetings

- A. Frequency. The Academy Ministry Team will meet at least quarterly to assist with the business of EHCA. The President and/or Academy Administrator may call a meeting at any time.
- B. Notice. Notice will be given to all team members by the EHCA Business Administrator.
- C. Quorum. The presence of at least 51% of the appointed team members at any meeting will constitute a quorum. Ex officio members are not counted toward the quorum and do not have voting privileges. A quorum will have full authority to carry on the business of the Academy Ministry Team. Vote by proxy will not be accepted.
- D. Roberts Rules of Order will be used at all meetings.

Section 4. Officers. Officers to be elected by the Academy Ministry Team will be the President, Vice President and Secretary.

- A. President. The President will preside at all meetings of the AMT and will be an ex officio member of all special emphasis teams.
- B. Vice President. In the absence of the President, the Vice President will assume all duties performed by the President.
- C. Secretary. The Secretary will take and prepare minutes of all meetings of the Academy Ministry Team. Minutes of general sessions will be made available to Active members of First Baptist Church, Pearland and EHCA parents upon request.

ARTICLE IV. STAFF

Section 1. The Chief Operating Officer/Principal will be placed and dismissed upon the recommendation of the Pastor of First Baptist Church, Pearland, the Academy Administrator and the Academy Ministry Team.

Section 2. All other academy personnel will be placed and/or dismissed upon the recommendation of the Academy Administrator and the Chief Operating Officer/Principal and approved by the Academy Ministry Team. The Academy Ministry Team will outline in the Policy Handbook the qualifications and requirements for all personnel.

Section 3. Salaries. Salary schedules will be recommended by the Academy Administrator and the Chief Operating Officer/Principal and approved by the Academy Ministry Team.

ARTICLE V. FINANCIAL MANAGEMENT

Section 1. All salaries and programs of the academy will be covered by tuition, fees and gifts. The academy will be self-sufficient.

Section 2. Budget. The annual budget is submitted by the Academy Administrator and the Chief Operating Officer/Principal and approved by the Academy Ministry Team. The Academy Ministry Team will be given ample opportunity to review the proposed budget and to provide input regarding the proposed budget to the Academy Administrator and the Chief Operating Officer/Principal.

Section 3. All accounting, auditing, bookkeeping and cash management operations will be done by the Church Financial Secretary and the Business Administrator and kept as a separate account of First Baptist Church, Pearland.

Section 4. Audits. Financial and accounting audits for EHCA will be performed as part of the audit of First Baptist Church according to the frequency and scope stated in the church's bylaws.

ARTICLE VI. AMENDMENTS

Amendments to these bylaws will be in accordance to the amendment procedure as stated in the bylaws of First Baptist Church, Pearland.