



Mountaintop

CHRISTIAN ACADEMY

Mountaintop Christian Academy Charter

Article I – Limitations on Authority

Mountaintop Christian Academy is a ministry of Mountaintop Family Church and exists to support and further the purposes of Mountaintop Family Church by training up capable and Christ-centered students in the Word of God and academics in anticipation of pursuing their God-given purpose.

As such, Mountaintop Christian Academy shall only exist as a subsidiary ministry of Mountaintop Family Church, which means Mountaintop Christian Academy is wholly owned and controlled by the Board of Directors of Mountaintop Family Church, also known as the Leadership Team of Mountaintop Family Church, in these Bylaws.

All property, without limitation, of Mountaintop Christian Academy shall be the property of Mountaintop Family Church. Any boards, committees, employees, or otherwise, who are employed by or identified as relating to Mountaintop Christian Academy, ultimately serve or are employed, as the case may be, at the pleasure of Mountaintop Family Church and may be removed at any time at the sole discretion of the Board of Directors of Mountaintop Family Church.

Furthermore, this Charter only serves to express the organizing principles of Mountaintop Christian Academy as a ministry of Mountaintop Family Church, which means that this Charter is fully subordinate to the Bylaws of Mountaintop Family Church and may be amended at any time at the sole discretion of the Board of Directors of Mountaintop Family Church, also known as the Leadership Team of Mountaintop Family Church.

Article II - Name

This ministry shall be called Mountaintop Christian Academy (MCA)

Article III- Purpose

The purpose of MCA is to train up capable and Christ-centered students in the Word of God and academics in anticipation of pursuing their God-given purpose.

This purpose shall be realized through promotion of the following learning objectives:

- **Christian Worldview-** Students will understand, apply, and embody a Biblical, Christian worldview.
- **Critical Thinking-** Students will develop the knowledge and reasoning skills needed to solve complex problems and answer questions.
- **Communication-** Students will clearly demonstrate knowledge and express ideas through written and unwritten forms such as speaking and creating.
- **Professional and Life Skills-** Students will apply leadership and holistic skills needed to succeed in the workplace and in daily living.
- **Interpersonal Skills-** Students will demonstrate positive social interactions that promote community, cooperation, and teamwork.
- **Information Literacy-** Students will locate, evaluate, and utilize information in an ethical and productive manner.
- **Quantitative Reasoning-** Students will interpret and apply mathematical concepts.
- **Technological Competence-** Students will interpret and apply concepts related to machinery, programming, and engineering.
- **Cultural and Social Awareness-** Students will understand and apply social, political, historical, economical, and geographical concepts.
- **Scientific Literacy-** Students will understand and apply physical and natural observations, experimentations, and findings.

Article IV – Statement of Faith

MCA is a Christian School and abides by the following statement of faith:

- We believe in one God who is the Creator of all things. He is all-knowing and all-powerful. He is unconditionally loving, relentlessly merciful, and absolutely just. And He has revealed Himself as Father, Son, and Holy Spirit.
- We believe that Jesus Christ was fully human and fully God. He lived a sinless life. He died a substitutionary death on the cross. And He was raised from the dead on the third day.
- We believe that humankind is created in the image of God. We believe that all have sinned and fallen short of the glory of God. And we believe that unconditional love, unlimited forgiveness, and undying hope are found in Jesus Christ—the one and only mediator between God and man.
- We believe that God is beyond human reason and imagination, but He has revealed Himself through His word. The Bible is our source of divine inspiration and timeless wisdom. We believe the Bible is inspired, authoritative, and infallible.
- We believe the Spirit of God indwells every believer. The fruits of the Spirit are the by-product of a Spirit-filled life and evidence of spiritual maturity. The gifts of the Spirit should be earnestly sought and used to serve others and glorify God.
- We affirm the Statement of Fundamental Truths approved by the General Council of the Assemblies of God. A complete statement of faith is available at www.ag.org.

- We believe in the unique roles of male and female created by God and do not condone violation of these roles. We affirm that biblical marriage is limited to a covenant relationship between a man and a woman. (Romans 1:21-27, 1 Corinthians 6:9-20)
- The statement of faith does not exhaust the extent of our faith and beliefs. The Bible itself, as the inspired and infallible Word of God, speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of church doctrine, practice, policy, and discipline, our Church Leadership Team of Mountaintop Family Church is the school's final interpretive authority on the Bible's meaning and application.

Article V – Philosophy of Christian Education

MCA is guided by the following philosophy of Christian education:

- Christian education should provide a lamp for a student's path. Students who are directed along the right path will hopefully continue down that path. Ultimately, the educational task is primarily the responsibility of the parents. This task is supported by MCA. Proverbs 22:6, "Start children off on the way they should go, and even when they are old they will not turn from it."
- Christian education should equip students to be the best followers of Christ that they can be. Students should understand and apply the Word of God in a way that furthers their callings. 2 Timothy 2:15, "Do your best to present yourself to God as one approved, a worker who does not need to be ashamed and who correctly handles the word of truth."
- Students need to be trained to minister effectively to those around them. 2 Timothy 3:16-17, "All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the servant of God may be thoroughly equipped for every good work." Also, Isaiah 1:17, "Learn to do right; seek justice. Defend the oppressed. Take up the cause of the fatherless; plead the case of the widow."
- Christian education should allow students to discern the ways of God from the ways of the world. This discernment will provide wisdom and peace. Romans 12:2, "Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is—his good, pleasing and perfect will."
- Students should pursue academic excellence out of honor for God and the learning opportunities that He has provided. Proverbs 18:15, "The mind of the prudent acquires knowledge, and the ear of the wise seeks knowledge."

Article VI – MCA Advisory Board

- The MCA Advisory Board shall consist of no less than 3 and no more than 7 individuals.

- MCA Advisory Board members shall serve a term of two years with the possibility of serving two consecutive terms for a total of four years. After serving four consecutive years, an Advisory Board Member must refrain from serving on the Advisory Board for one year.
- The Advisory Board will meet with the MCA Director a minimum of eight times per year.
- Any Advisory Board Member may be removed from the Advisory Board by recommendation of the MCA Director and affirmative action by the Leadership Team of Mountaintop Family Church.
- While the MCA Director and Advisory Board will seek to work together towards consensus, the final authority on any matter rests with the Leadership Team of Mountaintop Family Church.
- MCA Advisory Board members shall support and adhere to the statement of faith and also demonstrate lives of exemplary Christian character.
- The MCA Director shall submit candidates for the Advisory Board to the Lead Pastor of Mountaintop Family Church for approval.

Article VII – MCA Advisory Board Duties and Purpose

The primary purpose of the MCA Advisory Board is to advise the MCA Director as it relates to developing and implementing the purposes and policies of MCA. For example,

- The Advisory Board will advise the MCA Director on recommendations of all faculty and staff by considering their spiritual and academic qualifications to serve.
- The Advisory Board will advise the MCA Director when dismissing any personnel associated with MCA.
- The Advisory Board shall provide accountability over the general financial operation of MCA by monitoring accounting procedures and bookkeeping. The Advisory Board will assist in developing annual budgets and methods of raising operating funds.
- The Advisory Board will advise the MCA Director concerning strategic planning.
- The Advisory Board will advise the MCA Director on the formation of committees that may be created to fulfill specific purposes.

Article VIII – MCA Director

- The MCA Director oversees the dissemination of information to the school community.
- The MCA Director shall support and adhere to the statement of faith and also demonstrate a life of exemplary Christian character and meet the requirements of New Testament leadership.
- The MCA Director shall be recommended by the School Advisory Board, and appointment of the MCA Director shall be approved by the Church Leadership Team. The MCA Director shall serve indefinitely at the pleasure of the Church Leadership Team.

Article IX – MCA Director Duties

- The MCA Director is responsible for executing the mission of MCA on a day-to-day basis.
- The MCA Director provides all oversight of MCA Staff, including, but not limited to the following:
 - All employment decisions in consultation with the MCA Advisory Board
 - Delegation of responsibilities to all staff
 - Day-to-day operations
- In the absence of an approved policy, the MCA Director is free to act in the best interest of the school.
- The MCA Director shall have the authority to dismiss any personnel associated with MCA who do not fulfill the requirements set forth in this Charter or otherwise prove to be unfit for their role and work.
- Committees may be created by the MCA Director to fulfill specific purposes. The MCA Director has the authority to disband a committee or dismiss any committee members.
- The MCA Director shall serve as Chairperson of the MCA Advisory Board by virtue of his/her position.
- The MCA Director shall be an ex officio member of all committees, clubs, and groups.
- The MCA Director shall meet with the Mountaintop Family Church Leadership Team quarterly to submit a financial statement and provide an update regarding the progress of MCA.

Article X – MCA Director Discipline

- The MCA Director is morally, theologically, and ethically accountable to the Mountaintop Family Church Leadership Team. Confrontation and discipline should follow the principles outlined in Matthew 18:15-20, which provides as follows:
 - Personal and private confrontation about an issue.
 - Mediation through the involvement of the Mountaintop Family Church Leadership Team.
- In the event that the MCA Director has charges brought against him/her or his/her leadership ceases to be effective, the following steps should be taken as follows:
 - An MCA Advisory Board Member should initiate the process of Matthew 18 and hold a private meeting with the MCA Director to confront the issue.
 - If there is no resolution, the MCA Advisory Board Member should bring a second Board Member to hold a mediation session and attempt to resolve the issue.
 - If there is no resolution, the Board Members previously involved should contact the Lead Pastor to assist in resolution of the matter.
 - If there is still no resolution, the Lead Pastor should convene a meeting of the Church Leadership Team to decide upon a course of action.

- The Church Leadership Team has the authority to ask for the resignation of the School Director by a majority vote of the Church Leadership Team.
- When a vacancy shall occur, candidates for the MCA Director shall be arranged by the MCA Advisory Board and approved by the Church Leadership Team.

Article XI – MCA Educational Team

- The qualifications of the Educational Team shall be as follows:
 - Agreement with the statement of faith and a life of Christian character
 - Philosophical agreement with the vision of the MCA Director.
 - Any additional criteria outlined in specific job descriptions and requirements.
- The duties of the Educational Team shall be as follows:
 - The Educational Team shall serve as the management team for the academic, strategic function, and day-to-day ministry of Mountaintop Christian Academy. The Educational Team is charged with assisting the MCA Director with the academic growth, spiritual care, and visionary oversight of MCA. The Educational Team is chaired by the MCA Director.
 - Any additional specific responsibilities outlined in individual job descriptions.
- The selection of the Education Team shall be as follows:
 - All members of the Educational Team shall be selected by the MCA Director with approval of the MCA Advisory Board and shall serve at the sole discretion of the MCA Director. Members of the Educational Team can be appointed as needed and can be removed at any time by action of the MCA Director.

Article XII – Statement on Nondiscrimination

- MCA admits students of any race, color, national or 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 or ethnic origin in the administration of its educational policies, admissions policies, scholarship, and loan programs, athletic or other school-administered programs.
- MCA employs faculty and staff of any race, color, national or ethnic origin. It does not discriminate on the basis of race, color, national or ethnic origin in the hiring, management or supervision of its faculty and staff.

Article XIII – Statement Regarding Parents

- Mountaintop Christian Academy exists to support parents in their role as educators of their children. The educational task is primarily the responsibility of the parents. For this reason, parents are required to participate in the education of their child at Mountaintop Christian Academy. This includes assisting with schoolwork, communicating with all stakeholders, meeting deadlines with submissions, providing timely transportation for extra-curricular activities, attending conferences, supporting the classroom initiatives through in-person and remote participation, and volunteering to assist in school functions. Parental participation in school functions will be at the discretion of the teachers and MCA Director. Parents who are disruptive to the learning environment or who do not abide by MCA's Family Handbook will not be eligible to participate in MCA functions.