



NORTH RALEIGH
CHRISTIAN ACADEMY

**BOARD OF GOVERNORS
SELF-EVALUATION**

2014-2015

BOARD OF GOVERNORS SELF-EVALUATION

Please rate the performance of the Board in terms of each statement. Using the scale below, please mark an “X” in the appropriate response category. Please note that a “0” signifies that you do not feel you have enough information to answer the question.

- 0 = Not Enough Information
- 1 = Not At All
- 2 = To A Moderate Extent
- 3 = To A Good Extent
- 4 = To A Great Extent

Not enough information (0)	Not at all (1)	To a moderate extent (2)	To a great extent (3)	To a very great extent (4)
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PART I: PERFORMANCE ASSESSMENT

A. Ministry Statements Incorporation (Vision, Mission, Statement of Faith, and Core Values)

The Board is responsible for ensuring that its vision, mission, and core value statement exists and that all ministry statements are relevant to the Academy community and helps to drive policy decisions.

- 1. The Ministry Statements are reviewed at minimum on an annual basis. -----
- 2. The Board signs the Commitment to Ministry Statements, Code of Ethics, and ACSI Statement of Faith annually. -----
- 3. The Ministry Statements are useful as a guide to planning and decision-making. -----
- 4. The Board is inclusive of its Ministry Statements as it reviews policies and practices. -----

B. Fiscal Responsibility Of The Ministry

The Board has a fiscal responsibility for the financial health of the Academy through the review of operating budgets, financial planning, and participates in annual and capital fundraising through the gifts of time, talents, and treasures.

- 1. The Board participates in personal giving within their capacity. -----
- 2. The Board influences others to give and otherwise help to raise funds. -----

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3. The Board has among its members or through its advisors sufficient expertise in:					
a. Long range financial planning. -----	0	1	2	3	4
b. Investment policy and management. -----	0	1	2	3	4
c. Financial management. -----	0	1	2	3	4
d. Budget and operations review. -----	0	1	2	3	4
e. Preparation of annual capital plans (facility needs). -----	0	1	2	3	4
4. The Board receives adequate information and offers appropriate input in these areas:					
a. Long range financial planning. -----	0	1	2	3	4
b. Investment policy and management. -----	0	1	2	3	4
c. Financial management. -----	0	1	2	3	4
d. Budget and operations overview. -----	0	1	2	3	4
e. Preparation and review of annual capital plans (facility needs). -----	0	1	2	3	4
f. Long-range plan for capital improvements. -----	0	1	2	3	4
g. School Improvement Plan (Strategic Plan). -----	0	1	2	3	4
5. The Board acts in a fiscally responsible manner in its business. -----	0	1	2	3	4
6. The Board approves a balanced annual budget that reflects equity and excellence. -----	0	1	2	3	4
7. The Board approves an annual tuition schedule that provides for a quality program. -----	0	1	2	3	4
8. The Board ensures appropriate property and liability insurance protections. -----	0	1	2	3	4
9. The Board supports the professional development of itself and the staff. -----	0	1	2	3	4

1. The Board has policy discussions with respect to:					
a. Length of terms. -----	0	1	2	3	4
b. Number of successive terms. -----	0	1	2	3	4
c. Maximum time allowed on Board. -----	0	1	2	3	4
d. Balance of new talent with continuity of experienced board members. -----	0	1	2	3	4
e. Gender and minority composition. -----	0	1	2	3	4
f. Persons with educational expertise. -----	0	1	2	3	4
g. Staff representation (i.e., High School Principal, Business Manager). -----	0	1	2	3	4
h. Non-parental representation (i.e., Pastors, Community Leaders). -----	0	1	2	3	4
i. Alumni representation. -----	0	1	2	3	4
j. Financial capability and giving. -----	0	1	2	3	4
k. Development of future Board leadership. -----	0	1	2	3	4
2. The Board has a satisfactory process for:					
a. Identifying and recruiting new Board members. -----	0	1	2	3	4
b. New Board member orientation. -----	0	1	2	3	4
c. Goal setting (Policy Making, School Improvement Plan). -----	0	1	2	3	4

Not enough information (0)	Not at all (1)	To a moderate extent (2)	To a great extent (3)	To a very great extent (4)
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3. The Board policies require the Board to do the following:
 - a. Review and revise Ministry statements periodically. ----
 - b. Review and revise the Board policy manual periodically. ----
 - c. Write and execute well-written policies for process, meetings, and agendas. -----
 - d. Follow the ten principles of policy governance. -----
 - e. Speak as one in Board matters. -----
 - f. Support all ministry statements. -----
 - g. Understand and follow the Board's bylaws and policies. ----
 - h. Adhere to committee recommendations having full Board approval. -----
4. The Board procedures require the Board to do the following:
 - a. Provide Board agendas prior to the meeting. -----
 - b. Attend Board meetings regularly. -----
 - c. Focus on Board level responsibilities and strategic issues. -----
 - d. Create a pleasant and collaborative atmosphere. -----
 - e. Adhere to budget agenda and time allotments during meetings. -----
 - f. Actively participate in all meetings. -----
 - g. Encourage all ideas and views as a matter of discussion. ----
 - h. Handle conflict resolution in a Christ-like manner. -----
 - i. Respond with proper comments that help the Board reach good decisions. -----
 - j. Accommodate opportunities for the Superintendent to recommend actions and provide input. -----
 - k. Improve Board leadership by attending conventions, conferences, and development opportunities. -----
 - l. Commit time for continuing education. -----

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D. Board Organizational Involvement

1. Board members are kept well informed on matters they must evaluate and approve. -----
2. The duration of discussion at Board of Governor meetings enables it to function effectively. -----
3. The quality of discussion at Board of Governor meetings enables it to function effectively. -----
4. The Board works at the policy level, not in areas under the purview of the Superintendent. -----
5. Board members separate individual needs of a specific child from the overall needs of the Academy. -----
6. The Board works to minimize conflicts of interest. -----
7. Board members support Board decisions even if in personal disagreement. -----
8. Board members work to ensure confidentiality of Board matters. -----
9. The current committee structure enables the Board to fulfill its responsibilities. -----
- 10.No small group dominates decision-making. -----

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G. Internal And External Community Relations

1. Board members accept the responsibility of representing the Academy in the community. -----
2. Board members exercise professional discretion in discussing the affairs of the Academy with members of the community. -----
3. Each Board member exercises care and judgment in not being a listening ear to complaints, grievances, or problems but referring the individual to the appropriate person like the teacher, coach, or Superintendent. -----
4. Board members take active roles as advocates of the Academy in the community. -----

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H. Membership Testimony And Integrity

1. A Board member is a born-again member in good standing at a Bible-teaching church. -----
2. A Board member is known as being fully committed to Christ in his or her daily walk. -----
3. A Board member has a clear testimony of being a servant-leader. -----
4. A Board member can fully ascribe to the Ministry Statements, Code of Ethics, and ACSI Statement of Faith. --
5. A Board member believes in Kingdom education in word and deed. -----
6. A Board member is a student of the Word of God and is effectual and fervent in his/her prayer life. -----
7. A Board member adheres to the Life Statement of the Board (Policy 1.6.8). -----
8. A Board member exhibits God's love to students, parents, staff, and the community. -----
9. A Board member will follow the chain of command in conflict resolution. -----

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PART II: OPEN-ENDED QUESTIONS

1. What are the Board’s most significant strengths?

2. What are the Board’s most significant areas to improve?

3. In the coming year, what goals or issues need more emphasis by the Board?

4. What skills and services can you offer in the coming year?

5. What do you believe you could do to improve your Board service in the coming year?

6. Are you willing to serve as an officer and what positions would you consider?

7. Do you know someone who will make a potential “candidate in training” for the Board?
(Possibilities: Lawyer, Pastor, African-American, Female, Banker, Non-Profit, and/or Alumni)

a. Name:
b. Areas of Expertise:
c. Age (I Tim. 3):
d. Gender (Diversity):
e. Race Diversity):
f. Does the candidate have NRCA Children or Alumni?
g. Church Membership:

- h.* Candidate's Involvement in Church: _____

- i.* Why do you recommend this candidate? _____

8. Additional Commendations and/or Comments:

Board Member's Name (Print): _____

Board Member's Signature: _____

Date: _____

Addendums:

NRCA MINISTRY STATEMENTS

3.003.1
Vision Statement

North Raleigh Christian Academy stands as a lighthouse to those seeking a Christ-centered place of excellence with a loving and caring environment where students can launch into adult life equipped with the character and skills to navigate successfully for God's service.

3.004.1
Mission StatementStatement of Purpose or Mission Statement

North Raleigh Christian Academy is a community Christian school assisting families by providing excellence in academics, fine arts, and athletics, while instilling Biblical principles in students' lives that they might impact their society for Christ.

3.005.1
Core Values Statement

As NRCA endeavors to fulfill its mission and realize its vision, our ministry is characterized by the following commitments:

Core Value #1: TRUTH

Scripture is the revealed Word of God and is taught as truth, which is then integrated into the learning experience. Students are taught that the Ends priorities are:

1. All truth is God's truth.
2. They are created in the image of God.
3. They must confront the issue of sin and redemption.
4. They can know God as revealed in Christ and made present through the Holy Spirit.
5. They can have a personal relationship with our Lord Jesus Christ.
6. They can live honestly and responsibly.
7. They can fulfill God's plan for their lives.

Core Value #2: INTELLECTUAL DEVELOPMENT

The Christian mind should be the best mind, enlightened by the mind of Christ and one that integrates God's principles with academic pursuits. The Ends priorities are to develop students with a biblical worldview who are well prepared in all academic disciplines with an emphasis on:

1. Accurately interpreting the Word of God.
2. Mastering communication skills.
3. Showing proficiency in mathematics and science.
4. Understanding history and God's role in it.
5. Appreciating literature and the arts.
6. Reasoning and thinking critically.
7. Finding, analyzing, evaluating, and appropriately using information.
8. Integrating faith and learning in all academic disciplines.
9. Developing innovative curriculum and programs.
10. Teaching Bible as an essential core subject in the academic curriculum.

Core Value #3: CHRISTIAN LEADERSHIP

The Board of Governors, Superintendent, administration, faculty, and staff shall be committed follows of Christ, teaching and leading from a biblically integrated perspective. The Ends priorities of those engaged with the school's governance, leadership, and teaching will be to:

1. Model Christ in their teaching and leading.
2. Reflect and support the school's mission and core values.
3. Understand and focus on achieving the school's vision and expected outcomes.
4. Exhibit love, justice, humility, and service throughout the community.
5. Implement in all cultural contexts a thoroughly biblical philosophy of education.
6. Reflect a Christ-like sensitivity relevant to a diverse school community.

Core Value #4: POTENTIAL IN CHRIST

Every learning experience aims to enable students to reach their full potential in Christ. End priorities will focus teaching on:

1. Providing programs and services appropriate for the student.
2. Establishing awareness of the student's relationship and responsibility to society.
3. Developing students intellectually, spiritually, socially, emotionally, and physically through every curricular and co-curricular activity.
4. Making disciples.
5. Preparing for works of service.
6. Developing an eternal view of life.
7. Thinking and processing information in the context of a biblical worldview.

Core Value #5: OPERATIONAL INTEGRITY

The school’s day-to-day operational practices are a consistent model of integrity, efficiency, and accountability. End priorities of biblical values are consistently implemented as the school:

- 1. Reflects the high road to policy development and accountability in Board governance.
- 2. Manages people resources ethically and justly.
- 3. Manages and monitors school finances with integrity and disclosure.
- 4. Conducts straightforward and Christ-like relations with the government and its agencies.
- 5. Creates ethical, clear, and open strategies in business, development, marketing, and personnel.
- 6. Conducts fair and consistent classroom management.
- 7. Reflects honesty, openness, and fairness in parent relations.
- 8. Maintains high academic standards with internal and external evaluation.
- 9. Initiates a plan of consistent evaluation and assessment for continuous improvement.

3.006.2

Faith Statement:

This Faith Statement can never be altered to protect the integrity of North Raleigh Christian Academy as a Christian school: “The general nature and object of North Raleigh Christian Academy shall be to conduct an institution or institutions of learning for the general education of youth in the essentials of culture and its arts and sciences, giving special emphasis to the Christian faith and the ethics revealed in the Holy Scriptures; prepare young people academically and spiritually to impact society; unqualifiedly affirming and teaching the divine inspiration of the entire Bible; the creation of man by the direct act of God; the incarnation and virgin birth of our Lord and Savior Jesus Christ; His identification as the Son of God; His vicarious atonement for the sins of all people by the shedding of His blood on the cross; the resurrection of His body from the tomb; His power to save mankind from sin; the new birth through the regeneration by the Holy Spirit; and the gift of eternal life by the grace of God.”

As a Board member, I have reviewed and support the vision, mission, core values, and faith statement of NRCA.

Board Member’s Signature: _____ **Date:** _____

Recommendations:

BOARD CODE OF ETHICS

As a member of the Board of Governors, I shall do my utmost to represent the Academy family's interest in Christian education by adhering to the following commitments:

1. I shall be committed to my responsibilities as a member of the board, realizing it is a God-given ministry and deserves my best attention, preparation, and energies (Col. 3:23). In everything, I shall seek primarily to bring honor and glory to God and to His son, Jesus Christ (I Cor. 10:31).
2. I shall maintain my fellowship with God by regular prayer, study of the Bible, meditation, personal cleansing, and consistent fellowship with believers in a local church.
3. I shall pray daily for the school and its superintendent, faculty/staff, students, and parents.
4. I shall govern my relationships and duties as a member of the board by the principle of love for one another (I Cor. 13, I Jn. 3:11). I shall fulfill my responsibilities with honesty and integrity, respecting the confidentiality of privileged information.
5. I shall focus my efforts on the mission of the school and not on my personal goals and agenda.
6. I shall represent all school constituents honestly and equally and refuse to surrender my responsibilities to special interest or partisan groups.
7. I shall avoid any conflict of interest or the appearance of impropriety which could result from my position, and shall not use my board membership for personal gain or publicity, or that of friends.
8. I shall recognize that a board member has no authority as an individual and that decisions can be made only by a majority vote at a board meeting. I shall take no private action nor make personal promises that might compromise the board or administration.
9. I shall support the majority decisions of the board, maintaining a positive spirit while retaining the right to seek changes in such decisions through ethical and constructive channels.
10. I shall carry out my responsibility, not to administer the school, but, together with my fellow board members, see that it is well operated, recognizing that tasks related to the day to day operation of the school, such as making judgments about faculty, are not part of my responsibility.
11. I shall refer all concerns to the appropriate individual and will act on such concerns by taking the item to the board ONLY after failure of an administrative solution and after consultation with the school board chairman (Matt. 18).
12. I shall encourage and respect the free expression of opinion by my fellow board members and others who may appear before the board.
13. I shall support and protect school personnel in proper performance of their duties.

Board Member Annual Affirmation of Service

1. I will seek to fulfill the Code of Ethics of NRCA.
2. I will continue to support our mission, purpose, and leadership.
3. I will be faithful to the scheduled meetings during the course of the year.
4. I intend to contribute financially to our organization and will help open doors to friends who may be interested in contributing.
5. I have reviewed and will abide with our Board Policy Manual and Conflict of Interest policy.
6. I adhere to the Statement of Faith at NRCA.
7. If anything should occur during the year which would not allow me to keep these intentions of being a positive contributor to our board, I will take the initiative to talk to the president of the board about voluntary resignation.

_____ I am able to affirm all of the above items and look forward to continued service.

_____ Given my current circumstances, I am unable to affirm all of the above and request that the board accept my resignation effective and seek a replacement who can meet all expectations of board members.

Signed: _____ Date: _____



ACSI Statement of Faith

1. ***I believe*** the Bible to be the inspired, only infallible, authoritative, inerrant Word of God (2 Timothy 3:16, 2 Peter 1:21).
2. ***I believe*** there is one God, eternally existent in three persons—Father, Son, and Holy Spirit (Genesis 1:1, Matthew 28:19, John 10:30).
3. ***I believe*** in the deity of Christ (John 10:33), His virgin birth (Isaiah 7:14, Matthew 1:23, Luke 1:35), His sinless life (Hebrews 4:15, 7:26), His miracles (John 2:11), His vicarious and atoning death (1 Corinthians 15:3, Ephesians 1:7, Hebrews 2:9), His resurrection (John 11:25, 1 Corinthians 15:4), His ascension to the right hand of the Father (Mark 16:19), and His personal return in power and glory (Acts 1:11, Revelation 19:11).
4. ***I believe*** in the absolute necessity of regeneration by the Holy Spirit for salvation because of the exceeding sinfulness of human nature and that men are justified on the single ground of faith in the shed blood of Christ and that only by God's grace and through faith alone are we saved (John 3:16–19, 5:24; Romans 3:23, 5:8–9; Ephesians 2:8–10; Titus 3:5).
5. ***I believe*** in the resurrection of both the saved and the lost: they that are saved unto the resurrection of life, and they that are lost unto the resurrection of damnation (John 5:28–29).
6. ***I believe*** in the spiritual unity of believers in our Lord Jesus Christ (Romans 8:9, 1 Corinthians 12:12–13, Galatians 3:26–28).
7. ***I believe*** in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life (Romans 8:13–14; 1 Corinthians 3:16, 6:19–20; Ephesians 4:30, 5:18).

Affirmation

I hereby affirm by my signature that I subscribe to the ACSI Statement of Faith as it is written and attest that I have not been convicted of a felony, a crime of moral turpitude, or a crime involving child abuse, nor do I have a record of a founded charge of child abuse.

Please Print Name

Signature

Date