

Green Bay Area Christian Homeschoolers

By-laws

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Article I Name

The name of this Corporation shall be the “Green Bay Area Christian Homeschoolers, Inc.” (hereinafter “GBACH”). This Corporation is primarily located in Green Bay, Wisconsin, but may include Members from surrounding communities. It is a non-stock, not-for-profit WI charitable corporation with federal 501(c)(3) tax-exempt status.

Article II Statement of Purpose

The purpose of GBACH is to provide Christ-centered support and encouragement as well as to offer academic, social, and service opportunities to home-based private education participants.

Article III Statement of Faith

The purpose of the GBACH Statement of Faith is to state the governing principles by which GBACH will operate.

Acceptance of the GBACH Statement of Faith is not required for membership in GBACH. However, prior to being accepted, all Member Families shall acknowledge by signature that they understand that the GBACH Statement of Faith constitutes the governing principles of this Corporation and that they agree to abide by same.

All members of the Board and Elections Committee shall be required to affirm by signature their personal agreement with, belief in, and acceptance of the GBACH Statement of Faith.

1. We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit.
2. We believe in Jesus Christ – the holy, sinless Son of God and only Savior of mankind.
3. We recognize the Bible as the source and authority of the governing principles of this organization.
(2 Timothy 3:16)

Article IV Goals

The following are the goals of this Corporation:

1. To affirm and protect the right to provide a home-based private education for our children;
2. To be a means of support, encouragement, and information to those who are new to or interested in homeschooling;
3. To offer Christ-centered activities, fellowship for homeschooling families, and positive socialization opportunities for our children through field trips, seasonal activities, and cooperative learning as resources permit;
4. To encourage homeschooling excellence;
5. To safeguard the integrity of GBACH.

Article V GBACH Membership

Section 1 Definitions

1. Home-Based Private Education Program: A program of educational instruction provided to a child by the child's parent or guardian or by a person designated by the parent or guardian. An instructional program provided to more than one family unit does not constitute a home-based private educational program (as per Wisconsin state law);
2. Member: Persons registered with GBACH to include only:
 - a. The parents of privately homeschooled children;
 - b. The children for whom a PI-1206 is filed;
 - c. Parents and any children younger than 6 years of age who are not enrolled in any public school or virtual charter school, and who intend to homeschool in the future.
3. Member Family: All people in a nuclear family or household, who have been accepted for membership in GBACH (i.e., excluding school-aged children who are not privately homeschooled);
4. Alumni Member: A previous GBACH Member who has graduated a child while s/he and that child were Members of GBACH, or a person who graduated while a GBACH Member;
5. The Membership: All Members, Member Families, and Alumni Members;
6. Membership Year: A GBACH membership runs from August 1st until July 31st.

Section 2 Requirements

1. Families must register with GBACH, submit proof to GBACH that they filed a Department of Public Instruction (DPI) form PI-1206, and pay dues as determined by the Board.
2. A parent shall acknowledge by signature that they understand that the GBACH Statement of Faith constitutes the governing principles of this Corporation and that they agree to abide by same.
3. There are several exceptions in which membership will be granted without filing a DPI form PI-1206. The exceptions are follows:
 - a. In the case of a home schooling family educating only pre-school aged children.
 - b. In the case of an Alumni Member.
 - c. The Board will evaluate other membership applications on a case-by-case basis.

Section 3 Benefits

1. Member Families will receive/have access to GBACH updates and information.
2. Member Families will have access to the Membership Directory.
3. Member Families will have access to the GBACH website "Members Only" sections.

4. Member Families will have voting privileges consisting of one vote per Family.
5. Member Families will be offered the opportunity to attend GBACH-sponsored events and activities.
6. Member Families will receive opportunities for support, encouragement, and fellowship.

Section 4 Responsibilities

1. Members must hold information included in the Membership Directory, website passwords, and website password-protected information in confidence. No part of the Directory or website password-protected information is to be distributed to any non-member or non-member organization. This would include private/personal information on any GBACH-affiliated social media or similar platforms.
2. Members are expected to refrain from immoral practices as defined in, but not limited to, the following scriptures:
 - a. 1 Corinthians 6:9-11
 - b. Galatians 5:19-21
 - c. Ephesians 5:5
3. Conflict resolution shall be based on the following scriptures:
 - a. Matthew 5: 7
 - b. Matthew 7:1-5
 - c. Matthew 18:15-17
 - d. 1 Thessalonians 5:14

Additional information on conflict resolution is found in Article VII.

4. Members are expected to show respect for doctrinal differences in biblical belief, backgrounds, and methods of homeschooling.
5. Each family is responsible for their own safety and well-being during GBACH activities. Members acknowledge the risks of attending, traveling to and from, and participating in social, athletic, service, educational, and all other activities and hereby assume all risks.
6. All parents, chaperones, and students are expected to represent GBACH with the highest standards of integrity and Christian character. Therefore, at all GBACH-related functions, the following standards are to be observed:
 - a. No profanity
 - b. No smoking/vaping
 - c. No drugs or alcohol
 - d. No physical or verbal threats or fighting
 - e. No slander
 - f. No inappropriate messages, pictures, or symbols are to be worn
 - g. No illegal weapons
 - h. No physical or verbal insults
 - i. Modest and appropriate dress and behavior.

7. GBACH activities are led by an individual or group of individuals from the Membership or by qualified non-members.
8. GBACH encourages veteran homeschoolers to mentor others and volunteer to lead GBACH-sponsored activities. GBACH activities require shared responsibility among the Membership.
9. Volunteering
 - a. GBACH is a Christian, volunteer-run Corporation. In order to maintain the quality of GBACH, all Members are expected to contribute in a manner that reflects what they receive from the group.
 - b. All Member Families are expected to volunteer for an available position or indicate a way in which they will contribute. This can be done by contacting a Committee Coordinator or Board Member, or specifying on the GBACH registration form.
10. Safeguard the reputation and testimony of GBACH

Section 5 Revocation of Membership

1. The Board has the right to revoke the membership of any Member or Member Family if a Member has violated the terms of these by-laws. In the event of a Member's resignation or revocation of membership, said Member shall not have any claim for refund of any monies paid.
2. For revocation, a specific closed session Board meeting is required with the Member invited to attend. Prior to revocation, attempts for Member reconciliation shall have occurred per Article V, Section 3, Part 3. A consensus consisting of 75 percent of the Board is required to revoke a membership.

Section 6 Legal Notices and Liability

1. As a condition of membership in GBACH, all Member Families must sign a waiver of liability.
2. Each Member shall hold harmless all parties connected with the operation of the Green Bay Area Christian Homeschoolers, Inc. from any claim of or for injury or loss which might result from participation, by any or all of the Members and in any of the meetings, activities, or events. "All parties" includes all those serving in group leadership, those leading field trips or other activities, as well as the facilities used for meetings or activities.
3. GBACH shall not as a group lend its name to endorse or finance any outside operations (e.g. political groups or candidates, businesses, etc.)
4. GBACH does not serve the purpose of counselor, lawyer, or social worker.
5. The name Green Bay Area Christian Homeschoolers, Inc. and GBACH shall only be used with the approval of the Board.

Article VI Leadership

Section 1 Board

1. The Board shall strive to safeguard the integrity of GBACH by setting an example of godly character, servant leadership, and sacrifice. (Philippians 2:1-11)

2. Board Members shall be living a lifestyle in accordance with biblical standards. Understandably, failure to conform to biblical principles will occur, but Board Members shall not demonstrate a willful disregard of these principles.
3. Board Members shall conduct themselves and carry out their leadership duties with an attitude and organizational approach that safeguards the reputation and testimony of GBACH.
4. The Board is accountable to the Membership of GBACH.

A. General Board Duties

The Board is entrusted to support the implementation of Articles II (Statement of Purpose) and IV (Goals) of these by-laws in ways specified below:

1. Board Meetings

The Board will set the times, dates, and locations for the Board meetings for the year. It is the responsibility of each Board Member to attend these regularly scheduled meetings. Two-thirds of the Board Members must be present to conduct a meeting.

- a. A Board quorum shall be established when two-thirds of the Board Members are present. Each Board Member is entitled to one vote. A simple majority is required for passage of motions regarding general business and policies.
- b. The regularly scheduled meetings must be open to all adult Members of GBACH. In order to protect individual privacy, portions of regularly scheduled meetings that are of a sensitive nature may be closed at the discretion of the Board.
- c. The Board should meet at least quarterly and as needed to meet the business needs of GBACH.

2. Support Meetings

The Board will set up locations for and facilitate support group meetings for the year. The Board will decide the meeting topics, determine time and locations, and identify speaker(s) as needed. The Board will coordinate the set-up and clean up.

- a. There will be a minimum of two support meetings per year (the annual kick-off meeting and at least one other support meeting).
 - b. Board representation is required at each support meeting.
3. The Board is responsible for recruiting coordinators for the Committees annually to the best of its ability. The Board will make every effort to ensure coordinators have access to any existing policies and procedures associated with their committee.
 4. The Board has the option to approve event procedures, to approve changes to event procedures, and to ensure that event procedures are followed.
 5. The Board holds the following responsibilities in the area of communications:
 - a. Ensure that GBACH is recognized within the community by widely disseminating GBACH contact information;
 - b. Field concerns from adult GBACH Members and the community;
 - c. Ensure clear consistent communications exist with Committee/Event Coordinators and Program Coordinators to maintain a sense of unity;

- d. Publish the minutes of regularly scheduled Board meetings;
 - e. Keep the GBACH Membership informed by disseminating information pertinent to the GBACH Membership;
 - f. Maintain accurate historical information and specific policies and procedures;
 - g. Provide ample notification of scheduled Board meetings.
6. The Board is responsible for maintaining fiscal integrity by fulfilling these duties:
- a. Establish and maintain a budget for the fiscal year;
 - b. Determine dues based upon projected budget and actual costs;
 - c. Disburse funds;
 - d. Submit any documentation and associated fees required by law in a timely manner.

B. Board Composition

Board Members shall be elected by the GBACH Membership. Board positions may consist of, but are not limited to, a Chair, Secretary, Treasurer, and Members-at-Large. To allow for diverse representation of membership and to reduce the workload of each Board Member, GBACH shall strive for a minimum of five Board Members and shall not exceed a maximum of nine. There is no compensation for serving on the Board.

Members of the Board are not elected to hold a special position or office. Once elected, the Board Members shall select from among its membership a Chair, Treasurer, and Secretary. General duties are noted below.

1. Chair

The Chair shall preside at all meetings of GBACH and of the Board. The Chair shall be responsible for scheduling locations and times, and creating agendas of all regularly scheduled Board meetings.

The Board will select a single person from its membership for this position.

2. Secretary

The Secretary shall keep a written record of all regularly scheduled Board meetings, general assembly meetings, and any special meetings of GBACH.

The Board will select a single person from its membership for this position.

3. Treasurer

The Treasurer is responsible for managing all aspects of the GBACH treasury. Duties include keeping accurate records, providing reports on financial activities, distributing funds as necessary, and in conjunction with the Board, providing an annual, working budget. Additionally, the Treasurer is responsible for completing and submitting documents and paying fees related to GBACH's status as a non-stock, not-for-profit, WI charitable corporation with federal 501(c)(3) tax-exempt status.

The Board will select a single person from its membership for this position.

4. Members-at-Large

Additional Board Members will have other responsibilities as determined by the Board and the organization's needs. Board Members-at-Large will perform those Board duties not specifically assigned to other officers.

C. Terms

Board Member terms shall be one year. Board Members can serve a maximum of three consecutive terms and must be re-elected each year. Members can serve additional terms beyond the three consecutive years after stepping down from the Board for a minimum of one year. The term will run from June 1st through May 31st.

D. Election Process

1. The Board shall request nominations in March or April. Adult Members may nominate themselves or another adult GBACH Member.

The Election Committee shall consist of two past Board Members and two adult Members-at-Large who have affirmed, in writing, their personal agreement with, belief in, and acceptance of the GBACH Statement of Faith. The members of the Election Committee are required to maintain strict confidentiality in all committee processes and shall ensure the nominees meet the following requirements:

- a. Must have affirmed, in writing, their personal agreement with, belief in, and acceptance of the GBACH Statement of Faith;
 - b. Must be able to perform the general duties of the Board;
 - c. Must have homeschooled for at least two years and have been a Member of GBACH for at least one year;
 - d. Shall be living a lifestyle in accordance with biblical standards. Understandably, failure to conform to biblical principles will occur, but Board Members shall not demonstrate a willful disregard of these principles;
 - e. Shall not serve together with spouses on the Board.
2. Elections will be a closed voting event. The nominee(s) receiving the greatest number of votes will be awarded a Board position(s).
 3. In each election, each Member Family is entitled to one vote.
 4. The Election Committee may be called upon to coordinate other votes as noted in these by-laws. Special Elections will follow the same format and procedures as a General Election.

E. Vacancies

Upon a Board Member's resignation, the Board may decide to hold a Special Election to fill the vacancy or to appoint a past Board Member to serve the remainder of said Board Member's term.

F. Removal of Board Members

Two methods may be used to remove a Board Member from office:

1. A Board Member may be removed from office, if, in the opinion of the remainder of the Board, that person fails to carry out his/her required duties and/or his/her attitude or conduct damages the reputation and testimony of GBACH and/or said Board Member displays a gross violation of biblical principles.
2. A petition signed by 25 percent of the GBACH Membership may initiate a recall election. A simple majority of votes cast determines removal.

In either situation, attempts for reconciliation shall have occurred per Article V, Section 3, Number 3.

Section 2 Committees

Committee Leadership shall strive to safeguard the integrity of GBACH by setting an example of Godly character, servant leadership, and sacrifice. (Philippians 2:1-11)

Committee Leadership shall be living a lifestyle in accordance with biblical standards. Understandably, failure to conform to biblical principles will occur, but committee leadership shall not demonstrate a willful disregard of these principles.

Committee Leadership shall conduct themselves and carry out their Committee Leadership duties with an attitude and organizational approach that safeguards the reputation and testimony of GBACH.

Committee Leadership is accountable to the Board.

A. General Committee Duties

Committees are formed to distribute the workload among the GBACH Membership for particular events or functions. Committees are entrusted to implement Articles II (Statement of Purpose) and IV (Goals) of these by-laws as specified below:

1. Field concerns from adult GBACH Members;
2. Keep the GBACH Membership informed by disseminating information pertinent to the GBACH Membership;
3. Ensure clear, consistent communications exist with the Board and the GBACH Membership to maintain a sense of unity;
4. Submit to the Board an annual written report detailing Committee activity.

B. Committee Composition

Committees are composed of a Committee Coordinator, possibly a Committee Co-coordinator (depending upon the work load) and Committee Members-at-Large. A Committee of one shall be designated as a Coordinator.

1. Coordinator/Co-coordinator

The Committee Coordinator/Co-coordinator have/has the responsibility and authority to ensure that, if board-approved procedures exist for their event, those procedures are followed. If it is necessary or desired to deviate from or revise the Board-approved procedures, Board approval must be

obtained. If Board-approved procedures do not exist for a particular event, the Committee Coordinator/Co-coordinator may determine procedures for their event. The Committee Coordinator/Co-coordinator also have/has the responsibility and authority to ensure their Committee is abiding by the GBACH by-laws.

The Committee Coordinator/Co-coordinator will determine the members of their Committee. Names of potential Committee Members may be obtained from the volunteer registrations, from personal communication, and via other communication methods. In the event of having more volunteers than positions, the Coordinator/Co-coordinator will make the final determination of Committee Members.

2. Committee Members-at-Large

Committee Members-at-Large are responsible for performing Committee-related functions as determined by the Committee Coordinator/Co-coordinator in accordance with the principles of GBACH.

C. Formation

Committees can be formed at the request of the Board or by the initiation of any adult GBACH Member.

Committees initiated by GBACH Members are required to inform the Board of their intent. The Board reserves the right to ensure that any activity or committee abides by Articles II, III, and IV of these bylaws.

Article VII Conflict Resolution

It is essential that Board Members, Coordinators, and Co-coordinators maintain a high standard of discernment, discretion, and good judgment in relationships with the GBACH Membership. All matters should be discussed with mutual respect and a desire to benefit the GBACH Membership.

Matthew 5:7⁵, Matthew 7:1-5⁶, Matthew 18:15-17⁷, and 1 Thessalonians 5:14⁸ are the guidelines to be used when dealing with problems affecting GBACH. (Ref. Article V, Section 4, Number 3)

Conflicts between the Board and Committee Members shall involve meetings with all Board Members and the relevant Committee Member(s) and Coordinator(s). Ample time shall be allowed for presentation of concerns and understanding of different viewpoints. Consultation with mature Board alumni and past Coordinators is strongly recommended whenever possible. Concerns should be weighted according to reasonableness and fairness.

The desired outcome is consensual resolution. If after a reasonable time of prayerful consideration this is deemed impossible the following steps shall be taken for conflict resolution:

1. Mediation:

A fair and impartial mediator acceptable to all parties shall be chosen to review the conflict. All parties are required to submit to the mediator written statements outlining their viewpoints. The mediator shall review the information and make recommendations accordingly.

2. Board Decision:

In the event an agreement is still not reached, the Board shall be regarded as the final authority. A consensus consisting of 75 percent of the Board is required to decide the issue.

3. Recourse for a Committee/Coordinator:

If all other methods of resolution have not resolved the issue to the satisfaction of the Committee or Coordinator, a petition to the GBACH Membership is allowable. This process will involve the following steps:

- a. Each party shall prepare a written statement to be presented to the GBACH Membership.
- b. A special closed voting event representing the two viewpoints will be called.
- c. The Election Committee will oversee the voting, and the final decision will be in favor of the party with the majority of favorable votes.
- d. This decision will be binding and no further deliberations can occur.

Article VIII Amending the By-laws

Recommendations for changes in the by-laws can be made by one of two processes:

1. Any GBACH Member (including Board Members) can propose by-law changes in writing to the Board. The Board shall review the proposed changes and either submit the proposed changes for voting to the GBACH Membership or reject the proposed changes.
2. Proposed changes can also be submitted in writing to the Board by a contingency consisting of 15 percent of GBACH Member Families. The Board shall automatically submit the proposed changes for voting to the GBACH Membership.

Any proposed by-law changes must be accompanied by a proposed implementation date.

Two notifications of the proposed changes shall be made, followed by a town hall meeting to discuss the changes prior to voting by the GBACH Membership. The two notifications must occur no less than a week apart, and the town hall meeting must occur at least three weeks after the first notification.

A voting quorum consisting of at least 50 percent of the GBACH Member Families is required to amend the by-laws. Closed voting shall be used. The Election Committee will oversee the voting. The by-laws shall be amended by a simple majority (more than 50 percent) of the votes cast.

The following actions shall require the approval of two-thirds of the GBACH Member Families:

1. Adoption of a plan of merger or consolidation;
2. Change in the Statement of Faith or Statement of Purpose;
3. Change from GBACH's current structure to an organization-wide cooperative. (In an organization-wide cooperative, all activities are organized by a board of directors who oversee all families' participation with mandatory volunteer responsibilities.);
4. Dissolution of GBACH.

Article IX Dues

1. The annual Member Family dues and Alumni Member dues will be determined each year by the Board.
2. Families joining GBACH at any time shall be required to pay the full year's dues. Dues are not to be pro-rated.
3. Any Member Family who finds the payment of dues to be a financial hardship may submit a request to the Board for waiver of dues.

Article X Dissolution

In the event of the dissolution of GBACH, all liabilities and obligations shall be paid, satisfied, and discharged or adequate provision made therefore.

After all payment of bills and claims are distributed, all cash shall be donated to a charitable tax-exempt 501(c)(3) organization determined by the current Board.

Article XI Bibliography

Scripture taken from the NEW AMERICAN STANDARD BIBLE, Copyright 1995 by The Lockman Foundation.

1. 2 Timothy 3:16

All Scripture is inspired by God and profitable for teaching, for reproof, for correction, for training in righteousness;

2. 1 Corinthians 6:9-11

9 Or do you not know that the unrighteous will not inherit the kingdom of God? Do not be deceived; neither fornicators, nor idolaters, nor adulterers, nor effeminate, nor homosexuals, 10 nor thieves, nor the covetous, nor drunkards, nor revilers, nor swindlers, will inherit the kingdom of God. 11 Such were some of you; but you were washed, but you were sanctified, but you were justified in the name of the Lord Jesus Christ and in the Spirit of our God.

3. Galatians 5:19-21

19 Now the deeds of the flesh are evident, which are: immorality, impurity, sensuality, 20 idolatry, sorcery, enmities, strife, jealousy, outbursts of anger, disputes, dissensions, factions, 21 envying, drunkenness, carousing, and things like these, of which I forewarn you, just as I have forewarned you, that those who practice such things will not inherit the kingdom of God.

4. Ephesians 5:5

For you know this with certainty, that no immoral or impure person or covetous man, who is an idolater, has an inheritance in the kingdom of Christ and God.

5. Matthew 5:7

Blessed are the merciful, for they shall receive mercy.

6. Matthew 7:1-5

1 Do not judge so that you will not be judged. 2 For in the way you judge, you will be judged; and by your standard of measure, it will be measured to you. 3 Why do you look at the speck that is in your brother's eye, but do not notice the log that is in your own eye? 4 Or how can you say to your brother, "Let me take the speck out of your eye," and behold, the log is in your own eye? 5 You hypocrite, first take the log out of your own eye, and then you will see clearly to take the speck out of your brother's eye.

7. Matthew 18:15-17

15 If your brother sins, go and show him his fault in private; if he listens to you, you have won your brother. 16 But if he does not listen to you, take one or two more with you, so that by the mouth of two or three witnesses every fact may be confirmed. 17 If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector.

8. 1 Thessalonians 5:14

We urge you, brethren, admonish the unruly, encourage the fainthearted, help the weak, be patient with everyone.

9. Philippians 2:1-11

1 Therefore if there is any encouragement in Christ, if there is any consolation of love, if there is any fellowship of the Spirit, if any affection and compassion, 2 make my joy complete by being of the same mind, maintaining the same love, united in spirit, intent on one purpose. 3 Do nothing from selfishness or empty conceit, but with humility of mind regard one another as more important than yourselves; 4 do not merely look out for your own personal interests, but also for the interests of others. 5 Have this attitude in yourselves which was also in Christ Jesus, 6 who, although He existed in the form of God, did not regard equality with God a thing to be grasped, 7 but emptied Himself, taking the form of a bond-servant, and being made in the likeness of men. 8 Being found in appearance as a man, He humbled Himself by becoming obedient to the point of death, even death on a cross. 9 For this reason also, God highly exalted Him, and bestowed on Him the name which is above every name, 10 so that at the name of Jesus every knee will bow, of those who are in heaven and on earth and under the earth, 11 and that every tongue will confess that Jesus Christ is Lord, to the glory of God the Father.