

Owner's Guide

for Nebraska Christian Schools' Advisory Members



**Nebraska
Christian**
SCHOOLS

Building Lives For Eternity



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Policy Governance Overview





Who are the Owners of Nebraska Christian?

Legal Owners are the people who, according to our bylaws, have the right to vote at general or special meetings. I.e. Advisory Members.

Moral Owners are those who care about Nebraska Christian's long-term future.
I.e. Who was the organization created for?

For the purposes of Nebraska Christian Schools ...

Moral Owners are parents, former parents, and others, who care deeply about the provision of a distinctly Christian Education that fosters a love relationship with Jesus Christ and helps in equipping students with a Biblical worldview so that they may stand on Truth.



Advisory Member (Owner) Expectations

This tool is designed for sharing with the owners to help them understand their role and the expectations of them in their role as Advisory Members (owners).

As the board of Nebraska Christian Schools, we are committed to responsibly governing your organization. Here are some ways that Advisory Members, our owners, can help us do a good job on your behalf.

Care for the Whole Organization

Owners must care for our organization as a whole. If you have suggestions or concerns, it will be extremely helpful if you can express them in relation to care of NC as a whole.

Care for Yourself and Others

Owners must care for our organization (on behalf of themselves and others) by providing input with consideration and submission to the board's final authority on behalf of the best interests of all owners.

Engage as an Owner

Responsible owners engage with the organizations they own—for example, by attending annual owners' meetings, standing for board election, responding to board communications, or raising overall issues and concerns. We hope you will engage with us in helping to make NC as successful as possible.

Keep the Owners' Communication Channel Open

Responsible owners do not block ownership communication channels with questions and issues that are about individual customer (parent) concerns. The board needs to approach its job from the perspective of ownership and therefore cannot allow itself to be dominated by individual customer concerns.

The board regularly monitors the organization's performance against policy and handles any issues of noncompliance. If you have any complaints or concerns about the treatment of your own customer concerns or those of anyone you know, please contact the school for day-to-day operational issues.



The Board of Directors

The Whole Board

The Board of Nebraska Christian Schools acts as the representative of the organization's legal and moral ownership to ensure that the mission and vision are carried out in an effort to ensure that the school continues to equip students to stand on Truth.

As such, the board has three main tasks:

1. Being accountable to the organization's owners
2. Producing written policies that provide comprehensive direction and control
3. Ensuring the organization's performance against the board's governing policies

The current board consists of 6-9 members who each serve a 3-year term. Meetings are generally held the second Monday of each month. Advisory Member (owner) meetings are held in June and December, while the annual board retreat is normally held in July.

Board Member Role

In order to ensure that the diversity of the ownership is reflected as fully as possible in our work, we govern as a full team. We occasionally use committees to research issues or undertake specific tasks for us, but they are never used to substitute for the full board's authority. The role of the board member is to contribute to the work of the team as fully as possible. Thus, their work involves

- Seeking to reflect the wishes of the ownership (as defined above)
- Defining the organization's future direction
- Defining the organization's values in regard to ethics and prudence
- Monitoring organizational and board performance



The Board of Directors (cont.)

Board Member Contribution

Your contribution is expected to take the form of

- Being part of our collective effort to link with our ownership
- Helping to determine, collect, and analyze decisions and monitoring information
- Participating assertively in deliberation at board meetings
- Abiding by established policies

Board Member Desired Qualities

We are looking for people who

- Are committed to Christian education, specifically Nebraska Christian
- Tend to think in terms of systems and context
- Enjoy dealing with values, vision, and the long-term
- Are willing to share power in group process
- Are willing to delegate substantial amounts of decision-making to others

Board Recruitment Process

- Three board members cycle out, or choose to rerun, in any given calendar year.
- Board Members are nominated from Advisory Council Officers and approved by the Nebraska Christian Board of Directors in the fall.
- Please contact any Board of Director or Advisory Officer to learn more.



Board Operations

The board has three main tasks:

1. Being accountable to the organization's (moral) owners
2. Producing written policies that provide comprehensive direction and control
3. Ensuring the organization's performance against the board's governing policies

Accountability

The Nebraska Christian Board of Directors has a responsibility to listen to the moral owners of the school, who are deeply invested in providing a Christian education that nurtures a love for Jesus Christ and equips their children with a Biblical worldview. These moral owners, including parents and other stakeholders, are vital partners in the school's mission. By actively listening to and engaging with these moral owners, the Board can make informed decisions, ultimately fostering a stronger and more impactful Christian educational experience for all students.

Policies

Under the Policy Governance model, the Nebraska Christian Schools Board of Directors holds the crucial responsibility of crafting written policies that offer comprehensive direction and control for the school. These policies act as a roadmap, ensuring alignment with the school's mission, vision, and core values. The Board's dedication to creating clear, effective policies is essential in guiding the school's operations, fostering a consistent and transformative educational experience for all students. This commitment to policy development underscores the Board's role as stewards of the school's future, ensuring its continued success in providing a Christ-centered education.

Monitor for Accountability

The Nebraska Christian Board of Education bears the vital responsibility of actively monitoring the school to ensure its adherence to all established board policies. This involves the implementation of effective monitoring systems and processes that allow the Board to assess the school's performance and identify any areas of non-compliance. By overseeing the school's operations and holding the administration accountable to the established policies, the Board helps to ensure that the school remains aligned with its mission, vision, and core values.



Policy

Board Policy

With policy governance, there are four sections, or tenets, of board policy. All board-level policy can and should fit into one of these four sections.

I. Ends II. Executive Limitations	The first two tenets of policy revolve around the instructions to the Head of School.
III. Governance Process IV. Board Management Delegation	Tenets III and IV are the Board's instructions to itself.

Nebraska Christian Schools' governance resources such as our Articles of Incorporation, NC Bylaws, NC Board Policy Manual, and other resources can be viewed by going to <https://www.nebraskachristian.org/about/governance>.

School Policy

The Head of School has the responsibility of carrying out the mission and vision of the school within the bounds of the Board policy. That includes creating school-level policy within the bounds of Board policy. The only vehicle(s) for school-level policy are the Staff & Student Handbooks, respectively. Nebraska Christian Schools' handbooks can be viewed by going to <https://www.nebraskachristian.org/about/governance>.



Issues & Concerns

For the purposes of this manual, any concern or issue will fall into the category of either operational or governance.

For Everyday Concerns and Operational Issues:

Contact the School Leadership (Head of School, Principal, Teachers, Staff) if you have questions or concerns about day-to-day school operations, your child's individual academic progress, classroom activities, or specific incidents. They are your primary point-of-contact for matters directly related to the daily educational experience.

When addressing concerns, we always suggest that you start with the person closest to the work. For example, if there is an issue in the classroom, it is appropriate to speak with the Teacher of that classroom. If it is not resolved, one should address it with the Principal. If the Principal is unable to resolve the issue, it may be brought to the Head of School.

For Broader Policy and Governance Issues:

Contact the Board of Directors if you have concerns about the overall direction of the school, its adherence to its mission and values, or broader policy matters. The Board is responsible for setting the overall framework and direction for the school, and they should be informed of any concerns you have about how the school is fulfilling its mission. The Board should be especially involved if you believe there is a *system* or *policy* issue that may be addressed to help the school operate more fully in its mission to provide a Christian education and equip students to stand on Truth.



Our Commitment

Nebraska Christian Schools' Board of Directors is accountable to the Advisory Board (legal owners) as well as to parents, former parents, and others (moral owners) who deeply value a distinctly Christian Education that fosters a love relationship with Jesus Christ and equips students with a Biblical worldview so they can stand on Truth. Ultimately, this accountability should magnify the ministry of Nebraska Christian Schools.

Resources

Getting Started with Policy Governance: Bringing Purpose, Integrity, and Efficiency to Your Board. Copyright © 2009 John Wiley & Sons, Inc. All rights reserved.