



**VERITAS ACADEMY**  
CLASSICAL ▼ CHRISTIAN ▼ COVENANTAL

## **BYLAWS**

Approved May 1, 2003

Revised December 19, 2013, September 16, 2015, September 25, 2017,  
October 29, 2019, October 26, 2021, and October 24, 2023

### **ARTICLE I**

#### **NAME AND LOCATION**

##### Section 1.1

###### NAME:

The name of this incorporated organization shall be VERITAS ACADEMY, INC., hereinafter called the "Corporation".

##### Section 1.2

###### LOCATION:

The principal office of the Corporation shall be at such place or places as the Board of Directors shall from time to time designate. The Corporation shall at all times maintain a registered office in the State of Georgia and a registered agent at that address.

### **ARTICLE II**

#### **MEMBERSHIP**

##### Section 2.1

###### MEMBERSHIP:

All members of the Board of Directors shall be members of the Corporation.

### **ARTICLE III**

#### **PURPOSE AND PRINCIPLES**

##### Section 3.1

###### PURPOSE:

The purpose of the Corporation is to maintain a Christian school for the instruction of children. Such instruction is to be in accordance with the infallible and inerrant Word of God set forth in the Scriptures of the Old and New Testaments; the system of biblical doctrine of which is essentially summarized in the Westminster Confession of Faith and the Westminster Larger and Shorter Catechisms. Such instruction is to be directed toward the end that these children may occupy their places worthily in the church and society.

The Corporation has the power to do all things incidental to the accomplishment of the foregoing purpose.

The Corporation does not contemplate pecuniary gain or profit, incidental or otherwise.

##### Section 3.2

###### PRINCIPLES:

The principles of the Corporation are as follows:

- A. The Corporation shall be governed by the following biblical principles:
  - (i) All things have been created to the end that the Triune God may be glorified in and through them;
  - (ii) God by His wise covenant arrangement has appointed the parent to be responsible for the training of the child to the end that God and His glory shall be central and supreme in life's total experience; and
  - (iii) The training of children continues under the parent's responsible supervision whether that education takes place primarily at home or in a school.
- B. The Corporation shall not be an ecclesiastical body, nor shall it be subject to any ecclesiastical organization. The Corporation shall be autonomous.
- C. The mission statement of Veritas Academy, the Corporation, is to assist parents in the education of their children by cultivating truth, goodness, and beauty in students through a distinctly Christ-centered, classical, and covenantal education
- D. The Corporation shall be committed to the following educational principles:
  - (i) Christian education has its foundation in the Creator-creature relationship taught in the Scriptures. It is understood as a process wherein a child's personality is formed by instruction in the truth of God and human knowledge leavened with that truth;
  - (ii) The responsibility for education rests upon the parents (Deut. 6:6-9, Eph. 6:1-4). They may delegate a part of this responsibility to an institution which is able to carry forward their God-given task. The authority of the teacher in discipline and character training is derived from the fact that he stands in loco parentis; and the teacher has authority in his subject matter in so far as he accurately understands and applies the revelation of God in Scripture and nature.
  - (iii) Children are spiritual-physical creatures created in the image of God, capable of learning, knowing, and obeying the truth of God's Word and the laws of His creation. They are also social creatures standing in relation to their fellow man, having moral, intellectual, and social faculties.
  - (iv) The curriculum of the Veritas Academy is designed to provide a classical, Christian education, enabling Christian children to view the academic disciplines and all of life from the perspective of Scripture, taking every thought captive to the obedience of Christ (II Cor. 10:5).

## **ARTICLE IV**

### **STATEMENT OF FAITH**

#### Section 4.1

#### PURPOSE FOR ADOPTING A STATEMENT OF FAITH

- A. The ultimate basis of the Corporation shall be the infallible and inerrant Word of God set forth in the Scriptures of the Old and New Testaments and the system of biblical doctrine of which is essentially summarized in the Westminster Confession of Faith and the Westminster Larger and Shorter Catechisms (collectively, "the Westminster Standards").
- B. The mission, commitments, approach, and goals described above flow from the faith commitments of Veritas Academy. The program at Veritas is the direct consequence of its theological convictions.
- C. Our statement of faith does not exhaust the extent of our beliefs. The Bible itself, as defined by the 66 canonical books of the Old and New Testaments, is the inspired and infallible Word of God that 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 the purposes of Veritas Academy's faith, doctrine,

practice, behavioral standards, policy, and discipline, our board of directors is the final interpretive authority on the Bible's meaning and application.

## Section 4.2

### STATEMENT OF FAITH

A. The Corporation's Statement of Faith is for convenience divided into three sections:

- (i) Veritas Academy's primary doctrinal foundation is the Westminster Standards (2007, ISBN 978-0-9793770-0-6). We believe this historic confession is a faithful, comprehensive, and reliable exposition of Biblical teaching. The theology of the Westminster Standards is the bedrock of our Christian worldview and gives shape and substance to the entire curriculum.
- (ii) Because for purposes of Christian brotherly love and unity the Bylaws allow exceptions for some board members (*see* section 5.1(B)) and some directors, teachers, and staff members (*see* section 10.1(c)) to serve without affirming all the doctrines of the Westminster Standards, this section of the Statement of Faith describes the beliefs that those board members and staff members must affirm. These beliefs are also contained within the Westminster Standards.
  - (a) We believe in God the Father Almighty, Maker of heaven and earth; and in Jesus Christ His only Son, our Lord. Jesus Christ was conceived by the Holy Spirit, and was born of a virgin, Mary. He suffered under Pontius Pilate, was crucified, died, and was buried. He descended into Hades, and on the third day He rose again from the dead. He ascended into Heaven, where He sits at the right hand of God the Father Almighty. From Heaven He shall come to earth again to judge the living and the dead. We believe in the Holy Spirit, one holy catholic church, the communion of all true saints, the forgiveness of sins, the resurrection of the body, and the gift of everlasting life. (Apostle's Creed)
  - (b) We believe that God reveals Himself through the creation, preservation, and government of the universe. We believe that God makes Himself more clearly and fully known through the Scriptures, which are the only inerrant and infallible Word of God, our ultimate and final authoritative rule for faith and practice. These Scriptures are made up of 66 books, from Genesis to Revelation, the authority of which depend not upon the testimony of any man or church, and are all to be received as the Word of God.
  - (c) We believe that there is but one living and true God, eternally existent in three Persons of one power, substance, and eternity—Father, Son and Holy Spirit. He is perfectly wise, the overflowing fountain of all good. He is omnipotent, omnipresent, and omniscient. In all things He is limited by nothing other than His own nature and character. We believe the God we serve is holy, righteous, good, loving, and full of mercy. He is the Creator, Sustainer, and Governor of all that has been made.
  - (d) We believe in the true deity and full humanity of our Lord Jesus Christ, such that two distinct natures, divine and human, were inseparably joined together in one person, without conversion, composition, or confusion. We believe in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father and in His personal return in power and glory.
  - (e) We believe that Adam was made from the dust of the ground and formed after God's image and likeness, which was good, righteous, and holy. Because of Adam's sin all mankind is in a state of rebellion against God. For the salvation of such lost and sinful men, regeneration by the Holy Spirit is absolutely necessary.

- (f) We believe that salvation is by grace through faith alone, and that faith without works is dead. We believe that God freely justifies His own, not by infusing righteousness into them, but by pardoning their sins, and by accounting and accepting their persons as righteous, for the sake of Jesus Christ alone.
  - (g) Justification is by grace alone through faith alone and through it the undeserving sinner is clothed with the righteousness of Christ.
  - (h) We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life, as the Spirit of Christ within us enables us to do freely and cheerfully what the will of God revealed in Scripture requires to be done. We believe that good works are only those which arise from true faith, conform to God's Word, and are done for His glory.
  - (i) We believe God has appointed a day when He will judge the world in righteousness through Jesus Christ. We believe in the resurrection of both the saved and the lost; those who are saved to the resurrection of life, and those who are lost to the resurrection of damnation.
  - (j) We believe in the spiritual unity of all believers in our Lord Jesus Christ. All who are united to Christ as Head of the Church are united to one another in love, and have communion in each other's gifts and graces.
  - (k) We believe that God defined marriage as the life-long covenant between one man and one woman, and that all forms of sexual activity outside of marriage are sin.
  - (l) We believe that God immutably creates each person to reflect His image as male or female.
- (iii) The following section of the Statement of Faith contains Veritas Academy's Beliefs on the Sanctity of Life, Marriage, Gender, and Sexuality, which shall be affirmed and adopted by all board members, administrators, directors, teachers, and staff.
- (a) We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically and mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life.
  - (b) We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complimentary genders and sexes together reflect the image of God (Gen 1:26-17). Rejection on one's biological sex is the rejection of the image of God within that person.
  - (c) We believe that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gen 2:18-25). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (I Cor 6:18; 7:2-5; Heb 13:4). We believe that God commanded that no intimate sexual activity be engaged in outside of marriage between a man and a woman.
  - (d) We believe that any form of sexual immorality (including adultery, fornication, homosexual; behavior, bisexual conduct, bestiality, incest, and use of pornography) is contrary to the Bible's teaching, is sinful, and offensive to God (Matt 5:18-20; I Cor 6:9-10).
  - (e) We believe that in order to preserve the function and integrity of Veritas Academy as a Christian school under the authority of the Scriptures, and to provide a biblical

role model to our students and school community, it is imperative that all persons employed by Veritas Academy in any capacity, or who serve as volunteers in any capacity, agree to and abide by this Statement on the Sanctity of Life, Marriage, Gender, and Sexuality (Matt 5:16, Phil 2:14-16, I Thes 5:22).

- (f) We believe that every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are not allowed, are to be repudiated, and are not in accord with Scripture and the beliefs of Veritas Academy.

## **ARTICLE V**

### **BOARD OF DIRECTORS**

#### Section 5.1

##### **GENERAL PRINCIPLES AND QUALIFICATIONS:**

The Board shall consist of permanent members and may consist of term members as outlined in section 5.2.

- A. All permanent members of the Board of Directors and all the term members except one (1) or two (2) term members shall:
  - (i) Give evidence of agreement the Statement of Faith, Section 4.2.A. Any exceptions to the Westminster Standards must be stated in writing, and if such exceptions are determined to be of a serious nature, undermining the integrity of Reformed Theology, service on the Board shall not be allowed; and
  - (ii) Be members in good standing of a Presbyterian and Reformed church which embraces the doctrines of the infallibility and inerrancy of the Word of God, the Scriptures of the Old and New Testaments, and the system of biblical doctrine set forth in the Westminster Standards.
- B. A maximum of two (2) term members of the Board of Directors shall be exempted from the full requirements of 4.1.A(i), and shall give evidence of agreement with Section 4.1.A(ii), 4.1.A(iii), and also be members in good standing of a local Evangelical church that is in essential agreement with the doctrinal statement in section 4.1.A(ii) and 4.2.A(iii).

#### Section 5.2

##### **COMPOSITION AND AUTHORITY**

The government of the Corporation, the general policies concerning its work and the property, shall be vested in the Board of Directors, hereinafter called the "Board". The Board shall consist of seven (7) to nine (9) members. All members of the Veritas Academy Corporation shall be members of the Board. The Board shall consist of permanent members and may consist of term and ex-officio members. Permanent members shall be classified as active and inactive. Board members holding permanent membership may, by their own intentions or the collective intentions of the Board, assume inactive status, while still maintaining their designation as permanent members of the Board; inactive permanent members of the Board shall, by definition, be ex-officio members and shall not be counted in the number of seven (7) to nine (9) members. Only those Board members holding either active permanent memberships or term memberships shall have the right to vote on issues affecting the corporation; these seats shall be called voting seats. The minimum number of active permanent members on the Board shall be four or a number greater than the number of term members, that is, the number of active permanent members on the Board shall always constitute a majority of the board. The number of term members on the Board shall be less than the number of active permanent members. At any time, the Board may open and close seats at its discretion, in conformity with this section. Husband and wife may choose to serve together on the Board and shall constitute one (1) board member and one (1) vote on Board actions.

#### Section 5.3

## TERMS OF OFFICE

The Board shall be a “self-perpetuating” Board. Nominations of persons to serve on the Board shall be made by Board members presently serving. Permanent Board members shall appoint other permanent members and term members from those who meet the qualifications set forth above and have proven that their service would be of benefit to the Corporation. The term of office length for term board members shall typically be two years unless otherwise determined by the Board when the seat is opened. Term members may be re-appointed for up to three consecutive two-year terms. Terms of office of Board members will run concurrently with the fiscal year, defined hereinafter. Except in a case of a lasting hardship that would hinder one’s ability to serve, each sitting Board member shall hold his office until his successor has been duly elected or appointed.

### Section 5.4

## MEETINGS

Regular and/or special meetings of the Board shall be designated by the Board from time to time, or upon petition to the Chairman signed by three (3) or more members of the Board. Not less than six (6) meetings of the Board shall take place each year, with notices being given to each Director by the Corresponding Secretary of the time and place thereof at least three (3) days preceding said meeting.

### Section 5.5

## REMOVAL OF A DIRECTOR

The Board may, at its discretion, remove from the Board any Director who fails to attend three (3) successive meetings (regular or special) of the Board of Directors without adequate written explanation of his absence from such meetings. Removal from office may occur for any other reason deemed sufficient by the Board.

### Section 5.6

## QUORUM

At all meetings of the Board, a quorum shall consist of one-half of the total voting membership plus one and shall include either the Board Chairman or Vice Chairman.

### Section 5.7

## BOARD ACTIONS

All resolutions adopted and all business transacted by the Board shall require the affirmative vote of a majority of the Directors present at the meeting, except as otherwise provided in Article XIV, AMENDMENTS. The Board will be considered as having formally acted when, in a duly constituted meeting, a proposal is moved, seconded, discussed, passed with an affirmative vote of the majority, entered in minutes, and duly approved. Board discussion, consensus, debate, etc. shall not constitute formal Board action. Each Board member shall agree that the authority of the Board is corporate. Individual Board members, in dealing with the Headmaster, staff, faculty, parents, other board members, or in dealing with any matters of the school may not represent the full Board unless specifically instructed to do so by the Board, or required to do so by these by laws.

### Section 5.8

## ACTION IN LIEU OF MEETING

Any action required or permitted to be taken at any meeting of the Board may be taken without a meeting if a consent or consents in writing, setting forth the action(s) so taken, shall be signed severally or collectively by all directors, and such written consent or consents are filed with the minutes of the proceedings of the Board of Directors.

### Section 5.9

## COMPENSATION

The Directors shall serve without compensation.

### Section 5.10

## ENROLLMENT REQUIREMENTS

All children of board members in the 2nd to 12th grade must be enrolled as full-time students at Veritas Academy. Exceptions may be made, per agreement of the board and board member parent, for children of board members whose educational needs cannot be satisfied by the school (e.g. students with diagnosed learning disabilities).

## ARTICLE VI OFFICERS

### Section 6.1

#### ENUMERATION

The officers of the Board shall be a Chairman, Vice-Chairmen, Recording Secretary, Corresponding Secretary, Treasurer, and such officers as the Board may from time to time provide. Officers shall be members of the Board. The Chairman and Vice-Chairman shall be elected from the permanent board members. The terms of office shall be two years. The Chairman and Vice-Chairman shall be elected by the board on a bi-annual basis in May. No elected officer shall serve for longer than two consecutive terms. The Secretary and Treasurer shall be appointed by the Chairman.

### Section 6.2

#### CHAIRMAN

The Chairman shall preside at all meetings of the Board and shall be responsible, with the Board of Directors, for the formation of the general policies of the Corporation.

### Section 6.3

#### VICE-CHAIRMAN

The Vice-Chairman shall preside at meetings at which the Chairman is absent and shall assist the Chairman in carrying out the programs of work and may be assigned responsibility for specific program areas.

### Section 6.4

#### SECRETARY

The Secretary shall keep a record of all meetings of the Board and the other committees of the Board; shall be the custodian of the seal and shall attest to all official paper; shall be sufficiently familiar with legal documents (articles, bylaws, IRS letters, etc.) to note applicability during meetings and shall be the principle contact between the Board and other entities concerning legal and regulatory issues; shall be subject to the administrative supervision of the Chairman of the Board.

The Secretary shall also be responsible for all Board correspondence including thank you notes, responses to communications, and board communications. This shall include notifying members of the Board of all regular and special meetings.

### Section 6.5

#### TREASURER

The Treasurer shall be responsible for all funds of the Corporation and for establishing and administering the necessary financial operations in the administration of the Corporation. The Treasurer shall provide to the Board at least quarterly a financial report of all funds of the Corporation during the preceding quarter.

## ARTICLE VII DEBTS AND OBLIGATIONS

Section 7.1

**CREATION OF**

No debt or obligation whatsoever for the payment of money or other things of value shall be created or incurred by any officer or agent of this Corporation, or other person, and no money shall be appropriated or paid out of the general fund, and no contract or other act whatsoever of any officer or agent of this Corporation, or other person, by the terms or result of which any debt or obligation whatsoever is created, shall be in any manner binding upon this Corporation unless the same is authorized by provision in the budget of the Corporation, or unless the same respectively be authorized and directed or ratified by the Directors in regular meeting or special meeting called for that purpose.

Section 7.2

**DISSOLUTION**

The Corporation shall use its assets and funds only to accomplish the objects and purposes specified in the Articles of Incorporation, and upon dissolution of the Corporation, its assets shall be distributed as provided therein.

**ARTICLE VIII  
PARLIAMENTARY RULES**

Section 8.1

**PROCEDURE**

The proceedings of all meetings of the Board, and any other committee of the Board, shall be governed by and conducted according to the latest edition of ROBERTS' MANUAL OF PARLIAMENTARY RULES.

**ARTICLE IX  
COMMITTEES**

Section 9.1

**ESTABLISHMENT**

The Board shall establish such committees as it may deem necessary to accomplish its objects and purposes.

Section 9.2

**OVERSIGHT**

The Chairman shall appoint individual Board members to oversee the functioning of one or more committees.

Section 9.3

**EX OFFICIO**

The Chairman of the Board shall be an ex officio member of all standing committees.

**ARTICLE X  
ADMINISTRATION AND STAFF**

Section 10.1

**APPOINTMENT OF ADMINISTRATION AND TEACHING STAFF**

The substance of this section shall be made a part of each contract entered into with administration and teaching staff. The general principles governing the appointment of the administration and teaching staff are as follows:



- A. All members of the administrative leadership (headmaster, principals, deans, etc.) shall
  - (i) Be appointed by the Board after a careful consideration of their spiritual, academic, and professional qualifications.
  - (ii) Be scripturally sound in their teaching and shall lead exemplary lives.
  - (iii) Give evidence of agreement with the Statement of Faith, section 4.2.A. Any exceptions to the Statement of Faith must be stated in writing, and if such exceptions are determined to be of a serious nature, undermining the integrity of Reformed Theology, employment shall not be allowed.
  - (iv) Be members of a church which embraces the doctrines of the infallibility and inerrancy of the Word of God, the Scriptures of the Old and New Testaments, and the system of biblical doctrine set forth in the Westminster Standards.
- B. All members of the faculty, directors (admissions, athletics, operations, etc.) and staff shall
  - (i) Be appointed by the Headmaster, with the consent of the Board, after a careful consideration of their spiritual, academic, and professional qualifications.
  - (ii) Be scripturally sound in their teaching and shall lead exemplary lives, in accordance with the Christian code of conduct.
  - (iii) Give evidence of agreement with the Statement of Faith, section 4.2.A.
  - (iv) Be members of a church which embraces the doctrines of the infallibility and inerrancy of the Word of God, the Scriptures of the Old and New Testaments, and the system of biblical doctrine set forth in the Westminster Confession of Faith and the Westminster Larger and Shorter Catechisms.
- C. Exceptions for faculty, directors (admissions, athletics, operations, etc.) and staff with respect to agreement with the Statement of Faith (*see* section 4.2.A(i)) may be considered on a case-by-case basis. Exceptions may be applied to less than half of the faculty and department directors, full-time and part-time. Faculty and department directors for whom doctrinal and church membership exceptions are made shall:
  - (i) Give evidence of agreement with Section 4.1.A(ii) and 4.1.A(iii).
  - (ii) Be members in good standing of a local Evangelical church that is in essential agreement with the doctrinal statement in section 4.1.A(ii) and 4.2.A(iii).

## Section 10.2

### WRITTEN CONTRACTS

All members of the administration and teaching staff shall be appointed for such terms and with such salary and other conditions (except as herein expressly provided) as the Board may determine. All members of the administration and teaching staff as well as the Board shall abide by the terms of the contract entered into by both parties. The Board has the authority to dismiss any member of the administration and teaching staff who proves to be unfit for the work because such person's administration, instruction, or personal conduct conflicts with the purpose, basis, or principles of the Corporation.

## Section 10.3

### OTHER MATTERS RELATING TO THE TEACHING STAFF

The Board may, on an annual basis, appoint a member of the administration or faculty to serve on the Board in an advisory capacity. This advisory member shall not have the privilege of voting.

## Section 10.4

### NON-TEACHING STAFF

The Board may appoint non-teaching staff from time to time as necessary for the operation of the school.

**ARTICLE XI  
PARENTAL REQUIREMENTS**

Section 11.1

**THEOLOGICAL COMMITMENT**

At least one parent of each student shall be able to give a credible testimony of a saving relationship with Christ, be a member in good standing of a local church, and be in essential agreement with the doctrines in the Statement of Faith, section 4.2(A)(ii) and 4.2.A(iii).

Section 11.2

**EDUCATIONAL COMMITMENT**

At least one parent of each student shall consent to the Veritas educational commitments.

**ARTICLE XII  
RACIALLY NON-DISCRIMINATORY POLICY**

Section 12.1

**THE POLICY**

The Corporation shall not discriminate on the basis of race, color, national or ethnic origin in the administration of its educational policies, admissions policies, scholarship and financial aid programs, and athletic and other school-administered programs.

Subject to the United States Constitution and all applicable state and federal laws, Veritas Academy does not discriminate in its employment practices.

**ARTICLE XIII  
SEAL**

Section 13.1

**SEAL OF CORPORATION**

Veritas Academy, Inc., shall have a corporate seal of such design as the Board may adopt.

**ARTICLE XIV  
EFFECTIVE DATE**

Section 14.1

**EFFECTIVE DATE**

These By-Laws shall become effective upon adoption by the Board.

**ARTICLE XV  
AMENDMENTS**

Section 15.1

**PROCEDURES**

The By-Laws of Veritas Academy, Inc. may be amended by a 3/4 affirmative vote of the Permanent members of the Board of Directors and 3/4 affirmative vote of the collective Board of Directors (Permanent and Term members) present in person or by proxy at a regular meeting or special meeting called for this purpose, provided the proposed amendments shall have been presented to the Board for approval prior to the meeting. However, amendments to the provisions of Sections 3.1,

3.2, 5.1, 5.2, 10.1 and 15.1 shall require the unanimous affirmative vote of all Permanent Board members and 3/4 affirmative vote of the collective Board of Directors (Permanent and Term members).