



Chairo
Christian School

Serving as a Director

Last Revision: June 2024



ARE YOU CONSIDERING BECOMING A DIRECTOR?

Maybe someone has asked you to think about becoming a Director of Chairo Parent Governed Christian Education Limited, or even indicated that they would like to nominate you for election.

Perhaps you see the importance of maintaining and even improving the Christian education that Chairo offers and feel that God is prompting you in this direction ... or you simply value the education being provided for your children and feel that you should volunteer to contribute in some way.

Many Christian men and women have served on the Chairo Board since before the school commenced in 1983, and we are indebted to them for their commitment, vision and sacrifice.

It is essential—for the future of Chairo and Christian education in the region—that current and future Chairo parents follow in their footsteps.

WHO SHOULD SERVE AS A DIRECTOR?

Those considering becoming Directors should have a high degree of passion for Christian education, a heart to serve the Lord in this capacity, and a desire to see young people being thoroughly prepared to serve Him in the world.

Directors need to be prepared to serve the whole-school, to give due attention to all business of the company, and to seek the best for all students.

While previous experience as a Director or Board member and relevant professional experience and/or qualifications are highly desirable, they are not essential.

Generally, Directors are company members who are elected at the annual general meeting of the company. To be eligible for election, it is necessary to be a current Chairo parent or guardian and not be employed by the company. The majority of Directors at any time must be current Chairo parents or guardians.

Note: one or two people who do not meet the requirements for company membership (e.g. not current Chairo parents or guardians) but who are considered to be suitable may also be appointed to serve as Directors.

Directors should have or be able to develop a clear understanding and acceptance of accountabilities; possess problem-solving, decision-making, interpersonal and communication skills; and be able to manage matters of a sensitive and confidential nature.

WHAT IS THE LEVEL OF COMMITMENT?

Serving as a Director is a privilege and presents a wonderful opportunity to contribute to the direction and success of the school, and to the cause of Christian education.

However, it is also a responsibility that should not be entered into without serious thought, discussion and prayer. Being a Director is a voluntary position and entails a significant commitment of time, effort and energy.

It requires individuals to contribute their personalities, interests, gifts, training and experience to the collective Board of Directors, and to be willing to grow in wisdom, knowledge, understanding and capacity as they serve.

Becoming a Director will probably require a review of other discretionary commitments in the interests of maintaining a good life-balance.

HOW MUCH TIME IS REQUIRED?

The Board of Directors generally meets nine times each year on Thursday nights for approximately three hours, plus there is several hours of reading to be completed in the week leading up to each meeting.

In addition, there is a whole-day meeting for development and planning on one Saturday each year (usually early in Term 3), plus the annual general meeting of the company is held in late May. There are various other events that Directors are asked to attend when possible, including early in the year at each campus with new parents or families in general (arrangements vary across campuses).

Most Directors serve on at least one committee, while some Directors may also be asked to sit on interview panels for executive level positions or other ad-hoc committees or panels, or they may be asked to conduct interviews with applicants for company membership.

WHY SERVE AS A DIRECTOR?

In addition to the obvious benefits for the Chairo community of Christians with a commitment to Christ-centred education serving as Directors, there are also various potential benefits for those who sit on the Board of Directors.

Serving the Lord as a Director provides the following opportunities:

- Using your skills and experience, obtaining training and developing your gifts
- Gaining a greater insight into how Chairo is governed and managed
- Increasing your own thinking and awareness of Christian education
- Helping establish the strategic priorities and direction of the school
- Serving alongside others in unity to achieve the school's purposes
- Working in partnership with teachers, other parents and the school leaders
- Attending conferences and learning about (and from) other Christian schools

A WORD FROM A PAST BOARD MEMBER

Kerrie Jackson joined the Board at the start of 2017 and believes that serving on the Board is an excellent way of supporting and partnering with staff members in their roles.

'I now understand so much more of what happens to enable the school to run so well', explained Kerrie, 'and I have learned (and am still learning) about good governance.'

'Because of my Board involvement, I am realising more deeply how blessed we are in this country to have the freedoms that we do to have a school like Chairo, and how careful we need to be to keep and defend those freedoms', said Kerrie.

Kerrie also commented that it has been wonderful to learn more about the other campuses, and to witness the way they are so valued by their families and communities.

In addition, she has appreciated hearing about why families choose Christian education, and this has helped further develop her appreciation for what Chairo provides.

HOW CAN I FIND OUT MORE?

There are multiple steps that you can take in order to make an informed decision regarding serving as a Director. This document is a good starting point and having conversations with one or more current Directors will also be helpful.

If you don't personally know any of the current Directors, the best way to ask questions or initiate a conversation about directorship is to email the Company Secretary at board@chairo.vic.edu.au.

There are also multiple policy documents and Board-related publications that will all help to build a picture of what the Board of Directors does, and the level of commitment involved for individual Directors.

Books and booklets *On Board!* by Christian Education National, *Community Governance* by Resolve Consulting, *The Cause of Christian Education* by Richard Edlin and *Surviving & Thriving as a Safe, Effective Board Member* by Our Community.

Policies include *Board Responsibilities Policy*, *Board Conduct & Professional Practice Policy* and *Finance Policy*.

SOME BACKGROUND INFORMATION

Chairo is a non-denominational, not-for-profit, independent Christian school with 1,800 students from Kinder to Year 12 attending campuses at Drouin, Drouin East, Leongatha, Pakenham and Traralgon. Chairo has well over 300 employees, assets of more than \$80 million and an annual turnover in excess of \$40 million.

Over the years, many families have embraced Chairo's approach to education, partnership and community. While spread across multiple campuses, Chairo is one school with one mission, one vision, one set of values, one governing board and one leadership team.

The Warragul District Parent Controlled Christian School Association Incorporated operated Chairo Christian School until 2022, when a change from incorporated association to company limited by guarantee occurred. All Chairo campuses are now operated by Chairo Parent Governed Christian Education Limited in accordance with our Constitution.

