



# LOGOS ACADEMY

## Faith and Values

Logos Academy is a private K-12 school in York, PA, accredited by the Middle States Association, and registered with the Pennsylvania Department of Education. Since its founding in 1998, Logos Academy has built a tradition of providing an excellent education that is affordable for all families in York, reserving two-thirds of classroom seats for students who live below or near the federal poverty line. In the 2019-20 academic year, the full per-student tuition rate was \$9,530, but due to the generosity of our local community, the average student paid \$2,041 to attend Logos Academy. Last year, 99% of our students received tuition assistance. Founded in 1998 with 14 kindergarten and first-grade students, Logos Academy has grown to over 270 students. Logos Academy provides an ideal learning environment in small class sizes through the following five core values.

**CHRIST-CENTERED:** We seek to know Jesus, be led by His Word and Spirit, and be shaped by the Gospel. We recognize Jesus as the King of all creation. This reality gives meaning and purpose to everything we do. We commit ourselves to showing respect (for God, people, education, and creation), taking responsibility, and seeking to repair the brokenness in our lives and in our world.

**CULTURALLY DIVERSE:** We recognize and celebrate diversity as a gift from God and a demonstration of God's love for us. We value diversity in our students, families, staff, and city. God has brought us together from various cultural, socioeconomic, denominational, and educational backgrounds. Divided, we all become weakened and impoverished. Together, we are empowered and enriched, building bridges of brotherhood through the love of Christ.

**COMMUNITY MINDED:** We foster intentional community between our students, families, and staff. Logos Academy also strives to be a good neighbor to our broader community. Jesus commands us to love our neighbors and to seek the peace and prosperity of our city.

**CLASSICALLY EDUCATED:** We cultivate students in the Classical tradition of education to become people of wisdom, grace, and virtue in service to God's Kingdom. This time-tested approach to human formation fosters students who are effective communicators and creative, critical thinkers. As students develop a biblical worldview, they learn to love truth, beauty, and goodness.

**COLLABORATIVE FAMILY PARTNERSHIPS:** We believe that a participatory family is critical to what we do during the school day. Parents and families are an essential part of the Logos Academy community, and we value each person's involvement.

## Annual Commitment of Faith

At the end of each fiscal year, every employee being asked to return to Logos Academy the following year will receive a covenant with the following information: upcoming fiscal/school year, job title, job description, hourly rate or salary, and the number of hours scheduled to work (if less than 40 hours).

In addition to signing in agreement to work for Logos Academy throughout the upcoming fiscal/school year, employees are asked to sign stating their commitment to their continued assent to the Christian faith as articulated in the Apostle's Creed and Nicene Creed. Additionally they are asked to sign stating their continued commitment to Christian living as articulated in the Community Rule of Life and list the name of the church in which they are involved. The language found on the covenant is below.

## Assent of Belief

Logos Academy is a Creedal school. As such, we recognize and honor the historic Christian beliefs articulated in the Apostles' Creed and Nicene Creed. We recognize that a diverse majority of Christian denominations assent to these creeds of the historic Church of Jesus Christ and therefore maintain a multi-denominational approach to the Christian faith. The board of directors, faculty, and staff include a broad range and diversity of Christians from a spectrum of denominations, including Protestants (mainline, evangelical, Pentecostal, Anabaptist), Roman Catholics, and Orthodox. These Christian board members and employees express commitment to, and are bound together by their faith in Christ and creedal commitment (Apostles' and Nicene) per the Logos Academy board bylaws.

All employees of Logos Academy must submit a faith statement (submitted with application) articulating their Christian faith. Each employee (not including substitute teachers) must give assent to the Christian faith as articulated in the Apostles' and Nicene Creeds. Affirmation of continued assent to these beliefs is required annually prior to an offer of an employee Covenant. If an employee finds themselves out of accord with these beliefs, they are required to notify HR. Assent to the Creedal beliefs is a condition for ongoing employment at Logos Academy.

## Apostles' Creed

*I believe in God, the Father Almighty, the Maker of heaven and earth, and in Jesus Christ, His only Son, our Lord: Who was conceived by the Holy Ghost, born of the virgin Mary, suffered under Pontius Pilate, was crucified, dead, and buried; He descended into hell. The third day He arose again from the dead; He ascended into heaven, and sitteth on the right hand of God the Father Almighty; from thence he shall come to judge the quick and the dead. I believe in the Holy Ghost; the holy catholic church; the communion of saints; the forgiveness of sins; the resurrection of the body; and the life everlasting.*

## Nicene Creed

*I believe in one God, the Father Almighty, Maker of heaven and earth, and of all things visible and invisible. And in one Lord Jesus Christ, the only-begotten Son of God, begotten of the Father before all worlds; God of God, Light of Light, very God of very God; begotten, not made, being of one substance with the Father, by whom all things were made. Who, for us men for our salvation, came down from heaven, and was incarnate by the Holy Spirit of the virgin Mary, and was made man; and was crucified also for us under Pontius Pilate; He suffered and was buried; and the third day He rose again, according to the Scriptures; and ascended into heaven, and sits on the right hand of the Father; and He shall come again, with glory, to judge the quick and the dead; whose kingdom shall have no end. I believe in the Holy Ghost, the Lord and Giver of Life; who proceedeth from the Father and the Son; who with the Father and the Son together is worshipped and glorified; who spoke by the prophets. I believe in one holy catholic and apostolic Church. I acknowledge one baptism for the remission of sins; and I look for the resurrection of the dead, and the life of the world to come. Amen.*

## Community Rule of Life

All employees of Logos Academy agree to live according to the standards and practices of the Community Rule of Life. The purpose of the Community Rule of Life is faithfulness to living the Christian life in word and action. This Rule of Life is not an expectation of perfection. This pattern is kept in reliance upon the help of the Holy Spirit and in regular repentance. The aim of the Rule is unity among staff and faithful practice of the Christian faith by a

diverse body of believers, and of setting an example for the students we are seeking to form in the Christian faith. This Rule of Life is intended to cover the whole sphere of life, including the hours served in employment at the school, and those considered “private or personal” which equally reflect the Christian testimony. To that end, the Rule of Life seeks to be generous and allows Christian liberty in disputable personal matters. Assent and faithfulness to the Community Rule of Life is a condition of ongoing employment at Logos Academy.

## Church Involvement (regular attendance, fellowship, accountability)

Hebrews 10:24-25 And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.

While Logos Academy is composed of Christian employees, the school is not a “church” technically defined. That is, the school does not administer the sacraments nor exercise spiritual authority. These are the realm of the Church as a God-ordained institution. We consider the school a valuable partner to the work of the Church but not a replacement of it.

All employees of Logos Academy are required to be actively engaged in a Church relationship for the purpose of personal spiritual growth, vitality, and accountability to spiritual authority. The school recognizes that employees go through various seasons in their church involvement. We consider this the exception and not the norm. To that end, we understand that employees may need time in a season of life to search for the right spiritual community. In addition, we understand that there may be times when extenuating circumstances beyond the employee’s control may make participation difficult. Church involvement is a condition of ongoing employment at Logos Academy.

## Spiritual Life of the School

Employees are asked to participate regularly in the spiritual life of the school. This includes practices like the incorporation of prayer in daily organizational life. Employees are always encouraged to pray during the day as an expression of joy, praise, concern, and/or to navigate challenges. A ‘prayer closet’ is available on the first floor in Room 167 for all employees. Involvement in the spiritual life of the school is a condition of ongoing employment at Logos Academy.

## Theological Diversity and Unity

There is a spirit of commitment at Logos Academy to being Christ-centered, a collective unity around the fundamentals of the Faith, a missional engagement with our students and families, and a generous orthodoxy that defers disputable matters to the sphere of Church and family. (Hebrews 10:25).

Employees of Logos Academy are to be in harmony with the doctrinal position as defined in the Apostles and Nicene Creeds. Employees are encouraged to discuss differing theological views in love and grace and should avoid as much as possible highly debatable topics that tend to divide Christians. When debatable topics of a theological nature arise, refer students directly to their parents/guardians or church where they belong for consultation. In areas where opinions vary, employees should seek to be respectful of varying church beliefs, and always seek to be guided by the light of Scripture.

## Christian Conduct

Each employee will manifest by precept and example the highest Christian virtue and personal decorum, serving as a Christian role model in judgment, dignity, respect, and in their daily lives (I Timothy 4:12) both in and out of school, inclusive of social media. In doing so, they serve as an example and testimony of Jesus Christ, and as representatives of Logos Academy, to students (Luke 6:40), parents, fellow employees, and our local community. This includes, but is not limited to, refraining from such activities as the use of excessive alcohol, tobacco (smoking in the presence of students), illicit drugs, the use of vulgar and profane language, and bitter and angry divisiveness. (Colossians 3:17, Titus 2:7-8, I Thessalonians. 2:10, I Thessalonians 5:18, 22-24, and James 3:17-18).

Each employee agrees to abstain from sexual activity that is in violation of, or outside of, a marriage relationship, including cohabitation with a romantic partner, and assents that such behavior violates the bona fide occupational requirement of being a Christian role model. (Romans 12:1-2; I Corinthians 6:9-20; Ephesians 5:3-9; I Thessalonians 4:3-8; I Timothy 4:12; II Timothy 2:19-22; I Peter 1:15-16, I John 3:1-3).

Teachers and employees are leaders, mentors, and role models for students, and demonstrate their faith and obedience to Jesus Christ by their participation with His bride and body, the Church.

In the event that an employee is not living as a Christian role model (as outlined above), disciplinary measures may be taken and will be made on a case by case basis.

Should an employee be unable to sign stating their continued assent to the Christian faith as articulated in the Apostle's Creed and Nicene Creed or a commitment to Christian living as articulated in the Community Rule of Life, they are choosing to voluntarily resign their position due to a change in commitment of faith.

Employees who are not currently attending a church should state that on their covenant. The following year, Logos Academy expects the employee will continue to search for a church that meets their needs. If an employee states that they are not attending a church two years in a row, the employee will be asked for a meeting with their supervisor and Human Resources. This meeting will be an opportunity for further communication and to set clear expectations for the employee to seek engagement at a church. If the employee states they are currently not attending a church three years in a row, this will be seen as choosing to live outside of the parameters of a commitment of Christian living as explained under church involvement and they will voluntarily resign their position.