

March 31, 2021

Dear VCS Community,

The VCS Board and I want to update everyone regarding the hiring of a school-wide diversity director. In a September 2020 letter, I reported that we hired a nationally recognized search agency to identify candidates for the newly created position. Hiring a person who senses God's calling is a key component in our long-term strategy to ensure that every child at Valley Christian feels welcome.

After an exhaustive search process, our Executive Team and Board reached the final stages of the position's interview process. Though we had some solid candidates, we were unable to cross the finish line. Though this is a delay, most would agree that it is important to prioritize the right person over an immediate hire.

The VCS Board decided to make a focused effort to create an overarching policy to guide the Executive Team and all at VCS to move our community forward. The Board recognizes the need for continuous improvement and is committed to complete this process expeditiously. VCS strives to serve as an exemplary model for other Christian schools and organizations committed to loving God and our neighbors as ourselves. (Mark 12:29-31) The intent of the Board's deliberation and the resulting policy is to advance biblical justice, goodness, and Jesus's love for all at VCS as we learn to act justly, love mercy, and walk humbly before God (Micah 6:8).

We will post this letter at <https://www.vcs.net/community/dei>, where the school will share any updates and information related to this topic.

Looking forward,



Clifford E. Daugherty, EdD
On behalf of the Valley Christian Board of Elders
President
Valley Christian Schools