

# Policy Framework

Adoption Date 26 May 2016  
Last Review 26 May 2016  
Next Review 26 May 2019  
Revision Number 1



## 1 REVIEW POLICY

This policy shall be reviewed by Parish Council at least every three years.

## 2 PURPOSE

This policy describes the need and function of the Policy Framework.

## 3 CONTENT

### 3.1 Why have a Policy Framework?

At the time of writing this policy, Anglican Churches Springwood has the following characteristics:

- We are a church of significant size, with a weekly attendance of approximately 500 adults.
- We are a spread out church, with seven congregations meeting across three different sites.
- We are a stable church. We are blessed that there are no major conflicts, divisions, outstanding projects, or other issues that may distract from our primary purpose.
- We are church in plateau. Our church has not seen significant growth for over twenty years. We know that without change our church is likely to shrink and begin to die over the next twenty years.
- Our Rector and Parish Council chair (Steve Young) has tasked the parish council with guiding our church to a new path of growth.
- Our Rector and Parish Council chair (Steve Young) has asked that the Parish Council operate similar to a Board of Directors.
- Our Parish Council and church have no central repository for policy documents.

This Policy Framework exists to provide structure to the Parish Council as we seek to operate like a Board and guide our church.

This Policy Framework is informed by the following articles:

- What do the positions of Parish Councillor and Warden involve? Published by SDS Parish Support Services, 2016.
- Good Governance Principles and Guidance for Not-for-Profit Organisations. Published by Australian Institute of Company Directors, 2013.
- Carver's Policy Governance Model in Nonprofit Organisations by John Carver and Miriam Carver, 2001

Carver (2001) states that a Board should deliver three things:

1. A systematic linkage between our church and those for whom our church exists. (In Carver's language a link between the organisation and the ownership).
2. Written governing policies covering the four areas outlined in section 3.2
3. Assurance of church performance. That is, that our church is doing what it is meant to do.

This policy framework is deliverable number two.

### 3.2 How to Use the Policy Framework

The Policy Framework is divided into four major sections.

Section	Description
1 Ends	Defines what our church exists to do and the direction we must head
2 Limitations	Sets limits on the means which may be used to achieve the Ends
3 Parish Council External Process	Defines interfaces the Parish Council has outside itself
4 Parish Council Internal Process	Defines how the Parish Council operates internally

The Policy Framework is to be used as a reference for the church staff, volunteers and Parish Council itself.

#### 4 REVISION AND REVIEW HISTORY

Revision Number	Date	Changes/Comments
1	26 May 2016	Initial adoption