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## **Introduction to the Territory Policy and Guidelines Manual**

In conjunction with the Canons of the Anglican Church of Canada, this Policy and Guidelines Manual is intended to help guide us as we do God's work within the Territory of the People.

Policies are like the rules for playing a game - they set the standard of conduct, are meant to guide not punish, yet still allow for individual achievement and flexibility and a certain amount of creativity.

A few suggestions and directions for using and understanding this manual:

- Our policies and guidelines are meant to:
  1. guide us, i.e. statement on gambling;
  2. to set standards for helping us to work together, i.e. travel and catering of events policies;
  3. to help us to meet the requirements of government legislation, i.e. privacy, police records checks and sexual misconduct policies;
  4. to set standards for compensation, i.e. stipend and benefits, housing and utilities policies;
- Some of the proposed policies are specific, i.e. the travel policy.
- Some areas are left open to interpretation, i.e. who from the parish assists the Bishop in setting the initial housing allowance. (During a period when there is no incumbent in the parish, and not all parishes have the same protocols for making decisions such as wardens, treasurer etc.), thus leaving the parish and the Bishop some flexibility to work with.
- Interpretation also allows the parish options regarding business practices, i.e. the way utility bills are paid.
- Policy can and should evolve to meet the changing needs of the day.
- Recommendations for policy improvements please contact the Bishop or the Territory of the People\* office.

*\* Hereafter the Territory of the People will be referred to as the Territory*