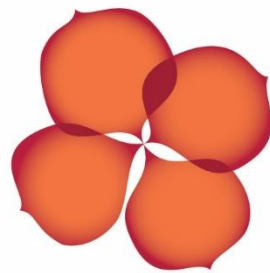


POLICY **Stewardship**



NT
CHRISTIAN
SCHOOLS

DOCUMENT INFORMATION

Document Title: BO-Stewardship Policy v3.0
Policy Category: BO - Business Operations
Policy Monitor: CEO
Contact: policy@ntchristianschools.com.au
Approved by: Board
Approval date: 17 December 2024
Review date: Mar 2026
Access Level: Parent

Policy
Feedback



AMENDMENT HISTORY

Version	Date	Changes Made
1.0	06/2014	Version history not recorded
2.0	10/2021	Version changes not recorded
3.0	12/2024	Review due. Inclusion of new preamble following amendments to Antidiscrimination Act 2023. Presented on new policy template. Restructure to improve flow, remove repeated statements and inclusion of additional statements and reference of other policy.

1 Preamble

NT Christian Schools is a Christian organisation that exists to advance the Christian religion through the provision of education and religious instruction.

Across the full complement of occupations found within our staff community, every member plays a crucial role in demonstrating the outworking of an authentic Christian life to the wider NT Christian Schools community.

As representatives of NT Christian Schools, it is a genuine occupational requirement that staff and company members hold and act consistently with the religious beliefs of NT Christian Schools, articulated in, but not limited to, its Statement of Faith.

To facilitate the religious ethos of NT Christian Schools, all staff will be required to deliver or contribute to religious education (including by modelling and teaching the Christian faith), to lead and otherwise assist in religious observances (including, but not limited to delivering religious instruction, reading scriptures, partaking in communion, leading prayers or devotions and sharing their testimonies) either with fellow staff or students. These actions are to be performed in a manner that is consistent with the beliefs of NT Christian Schools, including as articulated in its Statement of Faith¹.

The Bible exhorts us to pursue godliness and to model Biblical standards of behaviour to our peers and the wider society in both word and deed. It also calls Christian believers to abstain from all appearances of evil and to be active members of a local Church and meet together regularly as a body so that we may encourage one another.

Every staff member represents the dramatic outworking of the Christian faith through the testimony of their acceptance of Jesus Christ as Lord and through an ongoing daily transformation towards Christ's likeness. We believe that the Christian faith cannot be authentically conveyed by a person whose words are inconsistent with their actions. Accordingly, actions can inform the content of one's faith.

NT Christian Schools aims to spread and strengthen the teaching of the Christian religion, as articulated in the Statement of Faith, the maintenance of the doctrines upon which that religion rests, and the observances that promote and manifest that religion. In the context of Christian schooling, conduct that is inconsistent with the Christian beliefs of NT Christian Schools can impact detrimentally on:

- a) The ability of NT Christian Schools to be conducted in conformity with its Christian doctrines, tenets, beliefs or teachings;
- b) Its ability to maintain its religious ethos;
- c) Its ability to model a Christian standard of conduct to each individual student, the student body and the wider society,
- d) Its ability to nurture and model a Christian standard of conduct to peers and to the staff body.

¹ Draft Daily Hansard (Legislative Assembly of the Northern Territory), 22 November 2022, 70, 104-5

The use of NT Christian Schools facilities or property in a manner that is inconsistent with its religious doctrines, tenets, beliefs or teachings can have the same impact. Such conduct can remove the ability of the NT Christian Schools to act in conformity with its doctrines, tenets, beliefs or teachings and can incur injury to the religious susceptibilities of adherents of its religion.

Our Statement of Faith informs our understanding of the lifestyle values which staff who work in the school are required to respect and maintain. All staff of NT Christian Schools, regardless of their role, are required to be seen to conduct themselves in a manner consistent with our Statement of Faith and Code of Conduct, and in accordance with the Christian ethos of NT Christian Schools, providing a specifically Christian role model and example to all the families associated with NT Christian Schools.

Employees and those a policy applies to are fully supported by NT Christian Schools in ensuring compliance with these documents.

2 Purpose

All property and resources of NT Christian Schools belongs to the Lord and are to be managed with responsibility and generosity to further the work of NT Christian Schools.

Property and resources includes the natural and build environment we care for, tangible property (such as tools and equipment) and intangible property (such as intellectual property).

There may be occasion where it is appropriate for employees and others to apply to use certain NT Christian Schools property and resources for personal use.

3 This policy applies to

This policy applies to all members of the NT Christian Schools organisation, all staff and anyone who has occasion to use NT Christian School's property or resources.

The policy is available to all staff via the NT Christian Schools Canvas *Policy and Advisory Library* and on request from the NT Christian Schools Business Services Office as required.

4 Policy

NT Christian Schools seeks to balance its stewardship responsibilities with a spirit of generosity towards all stakeholders. The principles expressed in this policy are to permeate all aspects of NT Christian School's operations in seeking to emulate the characteristics of God and be a witness, whilst maintaining responsibility for all that has been entrusted to NT Christian Schools.

NT Christian Schools' approach to Stewardship is anchored on its biblical beliefs and ethos. Stewardship is about:

- Actively honouring the calling and trust that God has given us to look after His creation and all that He has given us;²
- Acting honestly and fairly in our dealings with others;³
- Being forthright and faithful in proclaiming the hope we have in knowing the Gospel of Jesus Christ;⁴
- all for the glory of God.⁵

NT Christian Schools acknowledges God's generosity to his world and recognises that good stewardship is a corporate and individual privilege and responsibility.

4.1 As Individuals

NT Christian Schools recognises that the most important thing to steward is our relationship with God. As we care for this relationship in our personal lives, it will shape stewardship in the rest of our lives as we live under His headship and authority.

All people are accountable to God for how they use their time, their talents and abilities, their finances, their education, experience, interests and their whole being.

NT Christian Schools is thankful for the abundance of resources we have been given by God, and we choose to manage all our resources with care. As a community we therefore expect everyone to:

- Show consideration for NT Christian Schools property and ensure it is properly used, maintained and serviced as directed;
- Use NT Christian Schools property and funds judiciously and only for the purpose for which it was designed;
- Adopt an attitude of sustainability in the development and maintenance of all our resources;
- Not remove NT Christian Schools property from its premise or designated storage place

² Genesis 1:28, 2:15; Deuteronomy 8:17-18; Luke 12:48, Psalm 24:1

³ Leviticus 19:35-36, 2 Kings 12:15

⁴ 1 Peter 3:15-16; Mark 16:15; Galatians 2:20

⁵ 1 Corinthians 4:1-5, 10:31; Colossians 3.:23-24

without the permission of the relevant Line Manager or Principal;

- Follow relevant policies and procedures and obtain written approval from the Principal or resource manager if an employee wishes to use NT Christian Schools property for non-work-related purposes.
- Accept responsibility for any NT Christian Schools property entrusted to them.

4.2 As an Organisation

As an organisation, NT Christian Schools is responsible and accountable to God for how it manages the resources it has been so richly blessed with for the glory of God and the furthering of His Kingdom such as:

- The people who work within NT Christian Schools;
- The property God has given to NT Christian Schools;
- All resources within NT Christian Schools.

As an organisation we must exercise the highest standard of accountability in the use of our resources and funds. This requires efficiency and effectiveness, measuring our impact and managing risk carefully.

We will provide transparency through:

- clear documentation of policy and procedures,
- record keeping,
- assessing and responding to outcomes,
- reporting to staff and company members and
- meeting statutory requirements.

5 Roles and responsibilities

Evidence of Compliance	
Directors of the Board	
Act honestly, in good faith and in the best interest of the company, diligent to their duties and responsibility of their role.	
Provide governance oversight to ensure operational stewardship is maintained	Board Reports Board Meeting Minutes
NTCS and Campus Leadership	
Implement the Stewardship Policy across NTCS / campus operations	Implementation of relevant NTCS policies and procedures

Evidence of Compliance	
Equip staff with resources and training to the best of our ability to enable them fulfill the duties of their role.	
Manage resources and facilities responsibly and promote ethical conduct	Maintenance schedules for facilities Hazard / Safety Checks etc Adhering to budgets Establishing whole school expected behaviours of students when on school grounds
Report activities and financials to the Board as required	Board reports Annual Schools Reports
Finance and Business Services	
Oversee budget adherence and financial integrity	Financial records and reports
Conduct external audits and reviews as required	Audit reports
Provide financial reporting to leadership and the Board as required	Financial records and reports
All Staff	
Act honestly, in good faith and in the best interest of the company, diligent to their duties and responsibility of their role.	
Practice responsible use of resources and facilities	Managing classroom budgets Establishing classroom norms ensuring students understand about caring for their learning environment and resources
Encourage a culture of integrity and transparency	
Users of Facilities and Resources	
Ensure facilities and resources are properly cared for and handed back in the condition they were received.	
Report any maintenance and repair issues or damage.	Written Communications TRIP maintenance tickets

6 Definitions and acronyms

The following terms used throughout this policy are defined as follows:

Term	Definition
Resources	Staff, talent and skills, support, material items, money, assets and other things we can use and draw down on in order to function properly.

Stewardship

Utilising and managing all resources God provides for the glory of God and the betterment of His creation.

7 Related legislation and policy

7.1 NT Christian School policies and procedures

- Statement of Faith
- Staff and Board Code of Conduct
- Human Resources Policy Suite
- Finance Policy Suite
- Business Operations Policy Suite
- NT Christian Schools Constitution

7.2 Other relevant resources

- Boa, K (2005) 'Stewardship' www.bible.org
- 'Our World Belongs to God: A Contemporary Testimony' (Adopted by Synod 2008), Christian Reformed Churches in North America
- 'Keeping Faith' by Stephen Judd, John Swinton, Kara Martin