

MOVING FORWARD

OUR PURPOSE
OUR DIRECTIONS
OUR DECISION-MAKING

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This booklet has been written by Pastor Bill Vasilakis, Senior Minister of CFC Churches. It has been endorsed and amended by the CFC Board over the years and Version 12 (February 2023) is the official governance and directional document of CFC Churches Ltd., along with the Christian Family Centre Churches Constitution.

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Our Purpose

The following statements of the Christian Family Centre that have been published over the years, accurately express the purpose of our Church and guide all of our ministry and mission endeavours.

The “I Have a Dream” statement was presented in November 2005 by Pastor Bill Vasilakis and passionately shares our heartfelt aspirations and faith vision.

I have a dream for the Christian Family Centre...

...That we will be a Bible-based, Christ-centred and contemporary Australian church; grace-filled local church communities where people of all races and ages, fully devote themselves to following Jesus Christ.

It's a dream we all share ...

...A dream of being a truly authentic New Testament church.

...A people who fervently love Jesus, who genuinely love each other, and who passionately love the un-reached of our world;

...A people who influence our world for good, by living Christ-like lives wherever we are and whatever we do.

Imagine our church...

...With thousands of on-fire disciples, who energetically embrace Jesus' Great Commandment, worshipping God with full abandon and selflessly ministering to humanity's deepest needs.

Imagine this united army...

...Wholeheartedly committed to obeying the Great Commission; constantly reaching out to spiritually lost people with the miracle- working Gospel of Jesus Christ;

...Local bodies of believers who know, deep down, that the church has been entrusted with Christ's life-changing message. Jesus' Church, *really is*, the only hope for our world.

I see many hundreds of men and women, young and old, being taught, trained and mentored to fulfil Jesus' leadership call on their lives. What an awesome vision!

...Hundreds of leaders being powerfully equipped and led by the Holy Spirit, to go throughout Australia and the nations, changing worlds.

I see CFC Ministers, Missionaries and Church Planters birthing new churches, establishing new people-helping ministries and developing new humanitarian ventures...

...Ordinary people, empowered by the Holy Spirit to accomplish extraordinary things in Christ's Name.

I see hundreds of thousands, perhaps millions of people in heaven, welcoming us into the very presence of the Father.

...Can you hear them cheering wildly at our homecoming?

...All because we allowed Jesus to soften our hearts and expand our vision to match His very own.

This is not just my dream! This is God's heart for the Christian Family Centre. And it really *is* possible!

...As we prayerfully unite and purposefully work together, **uplifting Christ's Name** and **doing Christ's will** here on earth, Jesus promises us, *"I will build my church and all the powers of hell will not conquer it."* (Matt 16:18 NLT).

...**O Lord, build your church and let this dream become reality!**

WHO WE ARE

This statement has evolved over the decades and it reveals our deepest convictions.

Our Unique Identity

The Christian Family Centre *has been raised up by God to express our beliefs and ministry* with a set of core values and a purposeful ministry strategy that *fits squarely within the mainstream of historic Christian belief and practice*; and which we believe is very appealing and relevant to 21st Century culture and its various social needs.

Our Biblical Foundation

As with other churches, we accept and rely on the Bible as God's Word, and we express normally accepted *Biblically-based Christian beliefs, values, ethics and behaviour*; and hold an attitude of friendship and cooperation with other Christian denominations.

Our Christ-Centred Worldview

Our view of the Christian life is that it should be *centred around a personal relationship with Jesus Christ* and therefore will be loving, joyful, supportive and productive *in all of its expressions*.

We help people rest in the finished work of Christ's death on the Cross and His resurrection on their behalf; and in the reality of Christ in us through the person of the Holy Spirit.

We place our trust in the doing and dying of Christ on our behalf and depend on Christ's living presence to initially save us and to continually sustain us in our Christian walk.

Our Passion For All People

We affirm that Jesus Christ can *transform all people by His love and grace*; and that He will always enrich people's lives, enabling them to

fully develop their God given potential and to live with meaning, purpose and dignity.

OUR CORE VALUES describe what we stand for and guide all that we do for Jesus. They express the culture of the Christian Family Centre, centring us on the person of Jesus and are fundamental to our personal lives and how our church functions.

AUTHENTICITY – We seek to maintain an authentic and growing personal relationship with Jesus Christ

... It's about being real with Jesus

We outwork this:

- by sincerely expressing our personal and collective worship of Jesus Christ as prescribed in the Scriptures; and
- by serving Jesus in a manner that is creative, relevant and contemporary, while always remaining true to our Biblical foundations.

INTEGRITY – We seek to be people who adhere to the highest levels of integrity in our ministry and witness of Jesus Christ

... It's about being genuine about Jesus

We outwork this:

- by living Christ-like lives of moral uprightness;
- by outworking Jesus' miraculous ministry in a manner that is always glorifying the Father, in the interests and welfare of people, and conducted with great sensitivity to the particular needs of people;
- by diligently and responsibly overseeing our financial operations; and
- by maintaining clearly defined levels of accountability and cooperation throughout the relational, ministry and organisational life of our church.

DIGNITY – We uphold the value and worth of all people as special creations of God and for whom Jesus Christ died on the Cross
... It's about being loving like Jesus

We outwork this:

- by creating a safe and supportive environment where people can experience the true love, acceptance, forgiveness and peace of Jesus; and
- by sharing about Jesus' love and salvation with people by our respectful words and consistent lifestyle.

PROACTIVITY – We seek to use initiative, to be innovative and ensure that faith undergirds everything we do for Jesus Christ
... It's about being dependent on Jesus

We outwork this:

- by desiring and expecting Jesus to work miracles through us;
- by operating in the supernatural empowerment of the Holy Spirit with the various free gifts that he gives; and
- by embracing expansive thinking that nothing is impossible with God as we are led by the Spirit to trust and obey Jesus.

STABILITY – We seek to reflect balance and common sense in every expression of our faith in Jesus Christ
... It's about being controlled by Jesus

We outwork this:

- by releasing called, gifted and anointed leaders and teachers who will stay focused on our Biblically-based Purposes;
- by being committed to practically applied preaching that is Gospel centred and Grace pervading; and
- by following a real-to-life, Christ-centred spirituality in our daily life.

EXCELLENCE – We pursue excellence by responsibly doing our very best in everything we do for Jesus Christ and by modelling His servant leadership example
... It's about being a reflection of Jesus

We outwork this:

- in our family life and in our personal work ethics;
- in our public gatherings, ministry of God's Word and our church facilities;
- in our engaging with the cultural, social, economic and civic affairs of our nation; and as we spiritually impact our community.

OUR BELIEFS

The CFC's Declaration of Faith is the same as our denominational family's CRC Churches International statement. The following abbreviated summary, which we use for our CRC Charter, is the version that the Christian Family Centre also adheres to. The complete version is located in our Christian Family Centre Constitution (Appendix 1).

The CRC believes in and presents the following basic truths:

- *In the Bible as the inspired Word of God.*
- *In God, the Creator, who has revealed Himself in the Persons of the Father, Son and the Holy Spirit;*
- *In the Divinity and sinless Humanity of Jesus Christ, and in His miraculous ministry, His suffering and death on the Cross as the only Saviour for the sins of the world, and His resurrection from the dead;*
- *That Jesus will return to the earth as its final Judge of the living and the dead;*
- *That all people fall short of God's perfect standard and can only find forgiveness through faith in the saving work of Jesus Christ;*
- *That all people who have put their faith in Jesus Christ will witness a transformation in their lives, exemplified by repentance and holiness of conduct;*
- *In Christian Baptism, by full immersion in water, of those who have personally placed their faith in Jesus Christ;*
- *In regularly celebrating the Lord's Supper, remembering Jesus Christ's saving work;*
- *In the Baptism in the Holy Spirit, with the normal initial evidence of speaking in unknown languages;*
- *In the miraculous gifts of the Holy Spirit;*
- *That God heals the sick today through active faith in His grace;*
- *In the power of prayer;*
- *In God's community of believers, the church and its responsibility to spread the message of the Gospel to all people and nations.*

OUR VISION AND MISSION centres around three pivotal New Testament scriptures that connect Jesus' words with the timeless example of the very first Church.

OUR VISION – WHY WE EXIST

To be a Biblically functioning Christian Community that wholeheartedly outworks Jesus Great Commandment and Jesus Great Commission

... ACTS 2: 37-47 ... MATTHEW 22:36-40 ... MATTHEW 28:18-20

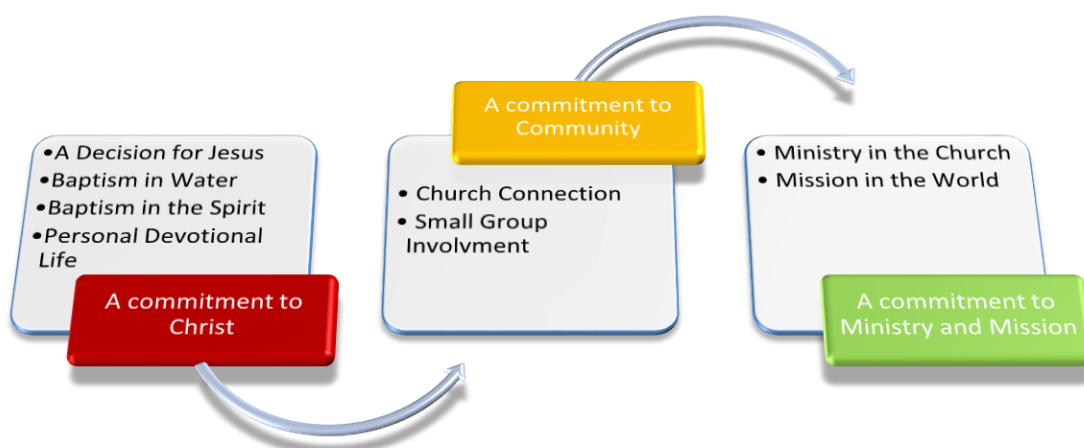
OUR MISSION – WHAT WE DO

To attract people to Jesus Christ, incorporate them into church membership, develop them in Christ-like maturity, and empower them to be fully devoted followers of Jesus, with a meaningful ministry in His church and a life of mission in His world.

The Following Chart frames our mission around the name of our Church and has helped people to better understand and personally align to it.



8 WAYS TO 'MEASURE' HOW WE ARE DOING



OUR MINISTRY STRATEGY – HOW WE DO IT

The following statement details our ministry strategy and how we practically outwork it on a day to day, week by week basis.

We will vigorously and with full dependence on Jesus Christ (Colossians 1:29, Philippians 2:13) seek to fulfil our vision, mission and faith targets by continually outworking a seven-fold ministry strategy.

- 1. To EVANGELISE the unchurched community** *through* communicating the Good News about Jesus Christ and helping people receive Christ as their personal Saviour and Lord.

We will outwork evangelism by all appropriate means, such as personal witnessing, public meetings, the printed page, the mass media and modern technology and in such manner and terms as are currently effective.

- 2. To CELEBRATE God's presence** *by* exalting Jesus Christ in all of our worship and outreach services *and* helping people, through the ministry of God's Word and God's Holy Spirit, to express their faith, obedience, love and loyalty to Jesus.

We will base our ministry of God's Word upon the widely accepted Protestant Evangelical-Pentecostal doctrines as specified in the Christian Family Centre's Statement of Faith.

- 3. To INCORPORATE new believers into our local church family** *by* encouraging and helping them to relationally connect with the community life of our growing congregation.

We will endeavour to align ourselves with the New Testament pattern of church life as exemplified by the first church, described in the Book of Acts and New Testament letters.

- 4. To DISCIPLE Christians and bring them to maturity** *by* teaching them to prayerfully apply God's Word to their daily lives.

We will provide Christian education courses and discipling programmes for all age groups and for all stages of Christian growth and development; and will encourage the training of church planters and Christian leaders for active full-time ministry service in Australia and abroad.

- 5. To EQUIP and empower Christ's followers to serve others** *and thereby* become a part of the ministry core of our church.

We aim to release in and through our church the full operation of the divinely bestowed ministry-gifts that Christ graciously imparts to people, with all their creativity, skills and talents, as defined in Ephesians 4:11, Romans 12:6-8, 1 Corinthians 12:27-31, 1 Peter 4:10-11.

- 6 To PLANT new churches** *with* the Christian Family Centre's unique Vision, Mission, Values, Purposes, and Ministry style whenever and wherever the Lord opens the door for us.

We will establish local churches that aim to be self-ministering, self-financing, and self-propagating in every respect, except in those areas that come under the direct authority and ministry

responsibility of the CFC Board of Elders/Directors and that of our denominational family, CRC Churches International.

We want to follow the New Testament pattern of reproducing, autonomous, interdependent local churches that are linked together in loving and accountable relationships and who with unity of purpose will wholeheartedly outwork the Christian Family Centre's Strategic Directions and Faith Targets.

- 7 To be WORLD Christians** by praying, giving, supporting and sending people to reach the nations for Jesus Christ.

We will support missionary enterprise in other nations with a view to establishing indigenous local churches and Christian ministries.

We will make a significant presentation to the church and take up a missionary offering at least once per calendar month.

2. Our Direction

... OUR BACKGROUND AND HISTORICAL CONTEXT

The Christian Family Centre started with a group of predominantly young people in Adelaide's western suburbs on Mother's Day 1976 and has now grown to become many churches and outreaches scattered widely throughout Australia. Our **mission scope and ministry influence** has increased significantly and we now find ourselves with a very different model of church to our early beginnings.

We presently have established local churches in Murray Bridge, Hallett Cove, Blackwood Hills, Lefevre Peninsula, Barossa Valley, Alice Springs, Darwin, Hobart and CFC South (Reynella), with outreaches in Kangaroo Island, Ernabella, Amata and Warnan (WA). We conduct regular outreaches and support ministry groups in other Central Australia communities.

We also have planted other churches and outreaches that have amalgamated (Taperoo with Le Fevre, Aberfoyle Park with Blackwood Hills and Sydney with Community Church Hornsby); and have started and closed others (Palmerston NT; St Kilda VIC; Mitcham, Fullarton, Croydon, Elizabeth, Port Pirie and Murray Flats South Australia).

We are constantly praying, reflecting and strategizing about the direction of the CFC in relation to our **church planting strategy** and how to optimize the **spiritual life and growth** of our local churches/outreaches and their present ministry teams.

I have written three books in recent years titled *The Me I Can Be*, *The Church We Can Be* and *The Leader I Can Be*. They tell in some detail the Christian Family Centre Story and my leadership journey over the half century I've been serving Jesus.

According to our constitution, the CFC Churches Board is directly responsible for the spiritual oversight and governance of CFC Churches, (except for Murray Bridge, Hallett Cove and Sydney, which each now have their own governance arrangements within our CRC movement.). The Board is not directly involved in local church ministry decisions. Each local church is empowered to minister under the leadership of the Lead Pastor and his/her leadership team. Thus, local ministry teams have freedom to contextualise their ministry and mission approach while holding to and outworking our CFC Churches' vision, values and statement of faith.

This present arrangement is working well where the **Church Board** is the authoritative/accountability governance body; the **Local Lead Pastor** being the spiritual leader/director; and the **Local Ministry/Leadership Team** assisting the Lead Pastor in handling the day to day ministry responsibilities and overseeing the various teams that run the departments of each church.

Included in this updated document is the breakdown of our CFC organizational arrangements. We also have another document with a detailed role description of the Church Board's governmental responsibilities which clarifies expectations, procedures and processes.

Our Churches and Outreaches contribute **7%** of their income into a common fund for church planting, church development and church support. We also contribute **3%** to our CRC denominational family as is expected of all CRC Churches and support our overseas CRC missions initiatives.

CRC LEADERSHIP

We framed our first attempt on how we should function organisationally in January 2002 and this has evolved into our present legal/ministry structure. That same year (March 2002) our CRC denominational family called me to lead the movement nationally and

there is no question that some of my best leadership efforts have gone into helping our movement at a very crucial time in our history. I had previously led our South Australian/Northern Territory/Western Australian CRC fellowship from 1988-1997.

It is accepted wisdom today that the CRC has made some pretty significant shifts, from being a movement comprising fairly independent minded ministers and churches, to being a far more interdependent organisation.

The CRC now has a common vision and shared values, and we have unanimously agreed to outwork 5 year strategic plans. A lot has been accomplished in a very short period of time. When you also link this with launching our international strategic directions in 2005 to have “an ongoing ministry presence in every nation of the world and to have 500 CRC churches in Australia by 2045 our centenary”, **the culture shift is quite revolutionary.**

My books *Revival is Our Middle Name* and *Historical Overview 2002-2020* share my CRC leadership journey.

A NEW PARADIGM

Since 2008 we have **re-fired and re-set the parameters** of how we operate as the Christian Family Centre.

My thinking has developed in the light of leading our CRC movement and through being exposed to some of the unique things that God is doing throughout the world. There are some fresh new models of doing church and how to better evangelise and reach into new communities.

Interestingly, the philosophical underpinnings of our thinking is being embraced and outworked in some measure within our wider CRC movement.

BENEFITS OF THE MULTI-SITE CHURCH MODEL FOR THE CFC

One of the exciting developments in the church worldwide is the multi-site model resulting in more people coming to Jesus; and that

these new converts are better disciplined when a strong **mother church** (apostolic base) continues to pour in life and resources.

This model also ensures that there is continual alignment of the outreaches, extension campuses or whatever they are called, with the vision, values, ministry ethos/style and strategies of the apostolic mother church. Growth occurs more rapidly and in a spiritually healthy way with this type of focus, unity and purposeful alignment.

When we look at our CFC daughter churches, we really do rejoice at what God has done and is doing, and our Board of Elders, Lead Pastors and local church leadership teams are all committed to seeing healthy growth in all our local church sites.

There are many factors of course that determine growth and viability and **Gordon Moore's** two little books (*Leadership Styles and Levels of Church; Going to the Next Level*) explain these factors. **Dr Tim Keller's** brilliant essay entitled 'Leadership and Church Size Dynamics' has been very helpful and is loaded with practical wisdom about how strategy changes with growth.

We are more committed than ever to seeing Jesus' kingdom greatly enlarged through our outward oriented church planting strategy and for each new church and outreach to grow to its maximum potential in the location the Holy Spirit leads us to plant in.

I and our CFC Board have a deep commitment to all our CFC Lead Pastors and their partners who have been serving so faithfully with us over a long period of time. Our heart is to resource them and their ministry teams to function better according to their calling, gifting and capacities. We are also committed to helping our long term lead pastors to outwork a successful transition to new Lead Pastors and for them to continue exercising a **future key ministry role in the CFC**.

A COLLECTIVE DIRECTION

We are now taking the best features of the multi-site model in its various expressions, and as the Holy Spirit leads, to contextually incorporate them into how we operate. We work closely together to strengthen and grow our existing churches and to plant new congregations whenever the Holy Spirit leads us.

How are we outworking our ongoing connection?

First, our **local lead pastors** connect together regularly as a group.

Second, I personally meet with **local ministry teams** at least yearly and from time to time they join our Board of Elders/Directors meetings for fellowship, sharing, vision casting etc. Linked with this I, and our other CFC leaders, visit our local churches and make ourselves available for ministry on weekends.

Third, we meet yearly at **CFC Together**. This gathering of our Board, Lead Pastors, Leadership & Ministry Teams is geared to reaffirm our vision and values and to build stronger bonds between us all.

Fourth, we are successfully traversing the important challenge of **succession**. Our Board of Elders/Directors make this most important decision of a new Lead Pastor and this is why we are closely engaged with what is happening in all of our churches.

Fifth, our common constitution and Board of Elders/Directors, is the **organizational framework of our multi-site church structure**. Our Board of Elders/Directors are the governing authority of our churches, which involves a distance from Hobart to Darwin. The great thing about the outworking of the multi-site model (one church in various locations) is its **flexibility**. How Hobart will function will be different to Alice Springs and Blackwood.

Sixth, the membership of our Board is being drawn from across our CFC locations. We have also expanded the Board to include younger leaders with various skill sets as we transition to the next generation.

Seventh, we have constituted an Advisory Council and we reaffirm their individual appointment each year. This body has never been used to adjudicate and resolve a major governance-leadership crisis and we pray it never will; but it is a protective accountability provision for our Board of Elders/Directors if there ever was an unresolvable matter that threatened the unity of the CFC. The Advisory Council's role is in by-law 2 attached to our constitution.

Eighth, our organisational arrangements are under Australia wide legislation in how we are structured, as it offers us the best protection and freedom of operation throughout the nation.

The Christian Family Centre is a Not-For-Profit Company limited by guarantee. We are now accountable to the Australian Charities and Not-For-Profit Commission (ACNC) which is under the Corporations Act 2001 administered by the Australia Securities and Investment Commission (ASIC).

LOOKING FORWARD

The CFC turns 47 in May 2023 and I've been its Senior Minister since 1978; and some of our Pastors and members of our Board have been working together since the early 1980's.

The Holy Spirit has confirmed to us many times the rightness of our multi-site ministry approach and to intentionally work towards the succession to younger leaders. We are doing this in a way that will greatly strengthen and better secure the CFC, and set us up for rapid church planting and a more fruitful future over the next 40 years and beyond.

What a joy to be able to do this to the best of our ability as we consider the best interests of our good people, the harvest of souls yet to be reaped and the extension of Jesus' kingdom here on earth. It's a never ending spiritually invigorating journey.

3. Our Decision Making

... CFC ORGANISATIONAL ARRANGEMENTS

BOARD OF ELDERS/DIRECTORS (AUTHORITY)

This is the governance/accountability body of the CFC that handles the big picture areas of vision casting, values clarification, leadership appointments, big property purchases and finances including remuneration of salaried staff through its Salaries Sub-Committee who are not employees of the church.

As a loyal and committed member of CRC Churches International, we outwork the presbyterian model of church government as stated in our CFC constitution and we follow the guidelines that our CRC movement has in place entitled “The Role and Authority of Senior Ministers and Church Eldership Boards”.

We are all accountable to our **Advisory Council** in the event of an unresolvable matter that could threaten the CFC. They are authorised to resolve the matter in consultation with the Australian National Executive of our CRC denominational family.

LOCAL LEAD PASTORS (LEADERSHIP)

They are responsible to provide spiritual and pastoral leadership for our local churches and outreaches in the Christian Family Centre way i.e. common vision, values, ministry purposes and style, governance structure and financial processes etc.

We outwork our leadership roles under the trust and delegated authority of the Senior Minister and the CFC Board of Elders/Directors, and we are fully accountable to them and cooperate in a close fashion to outwork our multi-site church model.

LOCAL LEADERSHIP/MINISTRY TEAM (MINISTRY)

This team is appointed by the local Lead Pastor to assist him/her to oversee and manage the various ministry departments and teams that operate in the local church site.

The local Lead Pastor is to follow the principles about appointments, team members, qualifications etc., of our CRC Senior Minister/Eldership Board Guidelines (as it applies to our unique CFC governance context.)

They are to loyally function in clearly defined ministry roles under the local Lead Pastor's leadership to ensure the congregation is cared for and led in a way that results in spiritual health and growth. They are team builders, implementers, doers and have a different role to the Local Lead Pastor. They, like the Lead Pastors, serve under the overall spiritual direction/vision casting role of the Senior Minister and the Board of Elders/Directors; and can call upon them for help when needed.

LEVELS OF RESPONSIBILITIES AND ACCOUNTABILITY BETWEEN THE THREE DECISION MAKING BODIES IN THE CFC

BOARD OF ELDERS/DIRECTORS (Authority)	LOCAL LEAD PASTOR (Leadership)	LOCAL LEADERSHIP MINISTRY TEAM (Ministry)
<p>1. Set the spiritual vision, mission, values, corporate ministry strategies and overall policies and directions of the CFC.</p> <p>2. Monitor the spiritual health of our local churches and outreaches and be committed to praying for them.</p> <p>3. Appoint the senior minister/chairman of the board, the local church lead pastors and the advisory council.</p> <p>4. Approve appointment of nominees for CRC ministry credentials.</p>	<p>1. Provide Spirit-led leadership and prayerfully ensure the spiritual health and growth of the local church.</p> <p>2. Set the ministry direction and strategic plan of the local church.</p> <p>3. Set the preaching and teaching menu of the local church.</p> <p>4. Appoint the local leadership ministry team, salaried staff and departmental leaders. *See footnote 4</p>	<p>1. Personally support the local lead pastor in the outworking of his/her leadership and ministry responsibilities and are to be committed to pray for him/her, the local church and the CFC.</p> <p>2. Help the local church lead pastor in setting the ministry directions and strategic plan of the church</p> <p>3. Outwork the local ministry direction of the church under the supervision of the local lead pastor.</p> <p>4. Oversee or run the various ministries and departments of the local church.</p>

<p>5. Approve and monitor the budgets and strategic plans of all local churches and outreaches. Manage the CFC Churches Fund.</p>	<p>5. Develop a discipleship culture that equips people for ministry and mission.</p>	<p>5. Ensure that effective ministry teams are built throughout the church.</p>
<p>6. Approve property purchases/sales and building developments.</p>	<p>6. Determine the parameters for the yearly financial budget and ensure the proper management of the local church's finances, property and assets.</p>	<p>6. Prepare the yearly budget and manage 90% of the local church's finances, property and assets. *See footnote 3</p>
<p>7. Remuneration/salaries re all paid staff through a salaries committee who are not employees of the CFC.</p>	<p>7. Outwork the established vision, values, corporate ministry strategy, policies, guidelines, insurance provisions, duty of care etc. in the local church and be accountable to the senior minister and the board of elders/directors. *See footnote 1.</p>	<p>7. Help align the Church and its ministry leaders & teams to the CFC vision, values, corporate ministry and missions strategy, policy guidelines, duty of care, insurance provisions, governance and leadership framework.</p>

<p>8. Arbitrate serious disputes in local church ministry teams.</p> <p>9. Constitutional matters with the Advisory Council's endorsement.</p> <p>10. Ensure policies, guidelines, clear practices and insurance provisions are in place etc., for all our local church sites.</p> <p>11. Receive minutes of all major local church leadership ministry team decisions and directions. *See footnote 1 & 2</p>	<p>8. Meet regularly and work in cooperation with all our local lead pastors in collective ministry and mission initiatives and particularly in church planting and world missions. *See footnote 4</p>	<p>8. Care for the congregation and work diligently to develop and grow the church.</p> <p>9. Work in love and unity as a team under the Lead Pastor with the right to appeal to the Senior Minister and Board if there is an unrepairable dispute.</p>
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Footnotes

1. The CRC has already developed quite a few policies and processes and we simply adopt and adapt these to fit our CFC context... (i.e.) Senior Ministers/Eldership Board Guidelines; Duty of Care - Children; Duty of Care – Adults (Ministerial Code of Ethics); Salary Guidelines; Employment and Policy Guidelines; Ministry Guidelines; Credential Pathways; Discipline and Restoration of Ministers; Sexual Harassment; Divorce and Remarriage etc.

2 The Board of Elders / Directors have a detailed role description and list of specific responsibilities along with an assessment schedule that ensures they are covering all the relevant governance issues under their oversight.

3 All CFC Churches place 10% of their weekly income into our CRC Churches International denomination (3%) and 7% into our CFC Churches Fund.

4 In large churches with multiple full-time and part-time employees, and as the capacity and competency of staff grows through years of experience, it is envisaged some Senior staff will take on many of the tasks of the Lead Pastor. This is to be done under the Lead Pastor's direction and these leaders continue to be accountable to him/her.

4. Our Constitutional Governance

... Our legal requirements as an Australia-wide group of churches

To fully understand the CFC's Governance structure, one needs to read our Constitution which creates the Christian Family Centre Churches Ltd, as a not for profit company limited by guarantee.

The Constitution is the legal basis for the Christian Family Centre and allows us to operate across all States and Territories in Australia.

Most of the Clauses are standard to all not for profit companies, and the other provisions of our Constitution outline the unique dimensions about our beliefs, and how we operate as a Church organisation.

Included in our Constitution:

- Are statements about our denominational affiliation with CRC Churches International (Clause 1, Clause 11.2, Clause 18:3, Clause 18.5.2, Clause 18.11.7, Clause 21.1.4, Clause 29 & Clause 30).
- A list of our Objects (Clause 5);
- Our criteria of membership for Board members (Clause 13.2);
- Our theological Declaration of Faith (Appendix 1);
- A register that lists the Policy Documents that we comply with (By Law 1);
- And the role our Advisory Council plays in our governance arrangements (By Law 2).



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