

# Aligning Policies and Practices

Rob Watson  
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# What are Policies

- Guidelines, philosophies, principles
  - State a position  
Broad
  - Why & what

# What are Procedures/Practices

Specific steps and  
actions

- Give instructions/  
protocol
- Narrower, focused
- How, when, who

# When to revise Policies and Procedures

- New laws/regulations
- Questions keep coming up
- Frequent errors or mistakes
- Irritation, complaints, frustration
  - Confusion
  - Carelessness
- Unique and varied interpretations

# When to Change or Clarify

New leadership  
New mission/focus  
Irrelevant  
Differing Values  
Crisis

Different “levels” of P&Ps you may need:

- Organization-wide
- Department / Team
- Program-specific
- For program staff/activities
  - For partners/vendors

**Necessary tools**

# Fundamental questions

Identity



It is imperative that you  
know who you are

**What is your camp's  
mission?**

What are your camp's  
values?

Do you believe in your camps  
mission?

Are you passionate about it?

What is your vision for your camp?

Does it align with your organization's  
mission/vision  
for itself?

Yes

Have a clear vision, compelling case and  
Work hard to change or defend policies and  
procedures

Do your homework  
Understand the culture you want to change  
Be prepared

**Trust**



**Examples**

Your vision for your  
ministry is different from  
your organization

Impede growth/advancement  
Adverse to change  
Shut down existing programs

Why?

Fear

Misunderstanding

Uneducated

Culture

Differing priorities

Fundamentally different ideologies

Money

**Examples**

Are you able to adapt and  
change?

Is changing policies  
enough or even possible?

Adapting to change  
Resolve differences  
Sacrifice integrity  
Regain trust  
Who's Problem is it