



Professional Development, Reviews And Supervision

DOCUMENT NUMBER	DRS001
TYPE	POLICY
SUBJECT	ProDRAS - Professional Development, Reviews And Supervision
AUTHORISED BY	Diocesan Council in accordance with the General Synod policy for Ministry Wellbeing and Development Policy 2021
DATE AUTHORISED	05/11/2022 to come into effect 01/01/2023. As amended 11/01/2023
TO BE REVIEWED	By 29 th Oct 2023

Preamble:

Following the Royal Commission into institutional responses to child sexual abuse, the Anglican Church of Australia has been working to implement The Commission's recommendations; particularly in section 16.5 and states:

Recommendation 16.5

The Anglican Church of Australia should develop and each diocese should implement mandatory national standards to ensure that all people in religious or pastoral ministry (bishops, clergy, religious and lay personnel):

- a. undertake mandatory, regular professional development, compulsory components being professional responsibility and boundaries, ethics in ministry and child safety.*
- b. undertake mandatory professional/pastoral supervision*
- c. undergo regular performance appraisals.*

Accordingly, during 2021 the Safe Ministry Commission of General Synod drafted a policy for ministry wellbeing and development. The Anglican Diocese of the Northern Territory (ADNT) is committed to best practice in moving towards these standards, for the sake of ministers and those they serve. On the 1st of January 2023 the DNT initiated its own **Professional Development, Ministry Review and Professional/Pastoral Supervision (ProDRAS)** project to deliver these standards appropriately to our unique context. It is acknowledged that the costs of mandating the recommendations of the Royal Commission and General Synod policy are significant. In recognition of the relative benefits to 1/ *ProDRAS participants*, 2/ *Ministry Units* and 3/ the *ADNT* as an organisation, the costs will be shared in equal thirds. However, in order to allow for budget planning costs will be underwritten 100% by the ADNT for two years from the date this policy comes into effect. This policy references the 'Policy, Guidelines and Resource Document 'Ministry Wellbeing and Development' (General Synod: Safe Ministry Commission 2021) as a guiding document.

Policy:

All *ministers* in the ADNT, as defined in the Key Terms of this policy, are encouraged to participate in Professional Development (PD), Ministry Reviews (MR) and Professional-Pastoral Supervision (PPS). It is mandatory for all *ministers* who are *ProDRAS Participants*, as defined in the Key terms of this policy, to actively participate in the ProDRAS Program as outlined in this policy and allied protocols.

Key Terms:

ADNT is an acronym for the Anglican Diocese of the Northern Territory.

Approved Supervisor means a *professional supervisor* or *pastoral supervisor* as referred to in Recommendation 16.45 of the Royal Commission and according to *DRS002 - Professional-Pastoral Supervision Protocol, Schedule 1*.

Ministry Partner means a Christian organisation that sends ministry workers to the Diocese who operate within the diocese or a diocesan parish setting.

Ministry Reviews (MR) mean documented annual ministry reviews as prescribed in DRS004 – Ministry Review Protocol. MR in this context will be ministry and sector specific and may have a mix of external and internal review elements.

Ministry Unit is the body from which a ProDRAS Participant's stipend or pay originates, this could be a parish, a ministry partner, or the ADNT itself.

Ministers mean all people in religious or pastoral ministry (bishops, clergy, religious and lay personnel):

- a. clergy who are licenced or hold a bishop's authority; and
- b. lay church workers providing pastoral care or service, including:
 - children's and families' workers;
 - pastoral care workers;
 - youth ministers;
 - generations ministers;
 - music ministers; and
 - chaplains in hospitals, the ADF, aged care facilities, and prisons.

For the purposes of this policy, a *minister* does not include a person exclusively involved in administration.

MWD(##) means reference to the: *Policy, Guidelines and Resource Document 'Ministry Wellbeing and Development'* (General Synod: Safe Ministry Commission 2021) and page number as the guiding document.

ProDRAS is an acronym of **Professional Development, Reviews, And Supervision**.

ProDRAS Coordinator is an executive level staff member in the bishop's office appointed by the bishop to implement this policy and allied protocols.



ProDRAS File is a centralised ADNT electronic file and database jointly maintained by *ProDRAS Participants* and the *ProDRAS Coordinator*.

ProDRAS Participants mean all *ministers* who are stipendiary, or paid, all Aboriginal licenced Clergy and, at the discretion of the bishop, volunteer clergy who are bearing the leadership responsibility for a parish or ministry in the ADNT.

Professional Development (PD) means a program of professional development prescribed, documented, and reported as per *DRS003 – Professional Development Protocol*. PD in this context will be a mix of prescribed units and reading, continuing development days, personal learning, personal development programs, and personal reading. Some aspects of PD will be ministry and sector specific.

Professional-Pastoral Supervision (PPS) means intentional, contracted or covenanted, regular conversation between a qualified professional supervisor and a minister as prescribed in *DRS002 - Professional-Pastoral Supervision Protocol*. PPS is intended to help ministers to focus on their ministry and any issues arising from that ministry. It has a strong emphasis on the wellbeing of the minister and the way that ministry is conducted faithfully, ethically, and compassionately. In this document, and all DRS Protocols, professional-pastoral supervision includes ‘*professional/pastoral supervision*’ as referred to in Recommendation 16.5 of the Royal Commission.

Guidelines:

While this policy prescribes mandatory participation for *ProDRAS Participants* as defined in the Key Terms, it will be proportionally adapted for those in part-time stipendiary or paid ministry, including locum ministry. Advice is given about how to do this in the allied protocols.

At the Bishop’s discretion, a reduction of the required hours of ProDRAS may also be allowed in the case of a minister suffering extended illness, leave, reduced working hours, or in the case of a new worker commencing mid-way through a calendar year.

A culturally and linguistically sensitive ProDRAS program will be designed in parallel for all Aboriginal clergy.

Policy and Protocol Suit:

ProDRAS will be governed by this policy (**DRS001**) and the following 3 protocols, approved by ADNT Diocesan Council, that will be progressively rolled out in 2023 and 2024:

DRS002 - Professional-Pastoral Supervision Protocol provisionally scheduled to become active in the ADNT on 01/01/2023.

DRS003 – Professional Development Protocol provisionally scheduled to become active in the ADNT on 06/11/2023.

DRS004 – Ministry Review Protocol provisionally scheduled to become active in the ADNT on 04/11/2024.

For completion when document supersedes and existing policy, procedure or protocol.

VERSION NUMBER OF THIS DOCUMENT	IDENTIFIED STAKEHOLDERS	DATE OF PREVIOUS DOCUMENT	SUMMARY OF CHANGE	REASON FOR CHANGE
v. 1.0	Bishop, Business Manager, ProDRAS Coordinator Ministers, Wardens, MDT.	n/a		