



Diocesan Professional-Pastoral Supervision

DOCUMENT NUMBER	DRS002
TYPE	Protocol
SUBJECT	Professional-Pastoral 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 October 2023

Preamble:

The Royal Commission into institutional responses to child sexual abuse section 16.5b states: '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... **undertake mandatory professional/pastoral supervision**'. The Anglican Diocese of the Northern Territory (ADNT) is additionally convinced that a program of quality Professional-Pastoral Supervision in the ADNT will help ministers be more effective in their work and ministry (**MWD25-27**). This protocol references the 'Policy, Guidelines and Resource Document 'Ministry Wellbeing and Development' (General Synod: Safe Ministry Commission 2021) as a guiding document (**MWD23**).

Policy:

All *ministers* in the Diocese of the Northern Territory, as defined in the Key Terms, are encouraged to participate in individual *Professional-Pastoral Supervision (PPS)* with an *approved supervisor*. PPS may be undertaken face-to-face, by telephone or online video technology. For *ProDRAS Participants*, as defined in the Key Terms, a minimum of 6 sessions per annum of 60-90 minutes duration is mandatory. (**MWD24**)

A *ProDRAS Participant* mandated under this policy will bear the costs of PPS. However, they may apply for up to 2/3 reimbursement from the ADNT and/or their *ministry unit* as defined in the Key Terms. Reimbursement will be limited for up to 8 sessions p/a. Supervision sessions charged above \$200 per session requires preapproval from the ProDRAS Co-ordinator. **To allow for budget planning, all PPS costs will be underwritten 100% by the ADNT for two years from the date this policy comes into effect, subject to the above limits.**

Approved Supervisors and *ProDRAS Participants* will have Supervision Agreements or Covenants (**MWD28-29**).

Approved Supervisors will provide *ProDRAS Participants* with an Annual Certificate of Supervision Hours by the 1st of December each year for upload to their *ProDRAS file*. This certificate will not detail in any way topics discussed.

To qualify for reimbursement the Professional-Pastoral Supervision must be facilitated by an *Approved Supervisor* (See *Schedule 1*). A transitional reimbursement arrangement for existing coaching, mentoring or similarly deliberate and structured conversations will be honoured until 31/5/2024.

The *ProDRAS Co-ordinator* shall maintain a list of *Approved Supervisors* for the purpose of referral for *ProDRAS Participants* if requested. **(MWD29-30)**.

Key Terms:

As per Key Terms in DRS001- Professional Development, Reviews And Supervision Policy.

Guidelines:

The ADNT is blessed to have, throughout the Northern Territory, Aboriginal Anglican Christians as gospel leaders and organisational stake holders. They will lead, inform, and direct a culturally and linguistically sensitive approach to PPS for Aboriginal clergy **(MWD33-34)**.

The ADNT is blessed to have, throughout the Northern Territory, *ministry partners* that have existing, informed, and evolving processes of PPS. The ADNT is open minded and open handed about how appropriate level of PPS might be provided via *ministry partner* programs and initiatives.

The ADNT is blessed to have, throughout the Northern Territory, *ministry volunteers* who, while not mandated under this protocol, may through the bishop’s discretion be considered as ProDRAS Participants for the purposes of this protocol.

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 – Nov 21 interim procedure.	Bishop, Ministers, Wardens, Registry, MDT	n/a		
V.2.0 – Nov 22				



Schedule 1:

Criteria - Diocesan *Approved Supervisor*

An ***Approved Supervisor*** means a person that meets the following minimum requirements:

Holds ONE of the qualifications below; and meets ALL other criteria below.

Qualifications: (To be approved, a Supervisor must hold ONE of the following Qualifications)

- a. Graduate Certificate or Diploma in Professional Supervision from St Marks National Theological Centre; University of Divinity; Stirling Theological College etc; or
- b. other formal accredited training in Professional Supervision such as two subjects in Professional Supervision from School of Theology Charles Sturt University, Moore Theological College, Australian College of Theology; or
- c. an equivalent qualification;

or, be recognised as:

- d. a CPE Acting Level 1 Supervisor or higher; or
an accredited Supervisor with a relevant Professional Association e.g. AAOS, CCAA, Chaplaincy Australia, Transforming Practices, PACFA, AASW, APS, or equivalent¹.

Other Criteria (a Supervisor must satisfy ALL of the following criteria)

a Professional Supervisor will also:

- a. hold current professional membership with a relevant professional association; and
- b. hold adequate professional indemnity and public liability insurance covering working as a professional supervisor; and
- c. be receiving regular continuing professional development in Supervision (minimum of 5 hours per annum); and
- d. Be receiving their own professional supervision for their supervision practice; and
- e.
- e. Have a suitable respect for and understanding of the context and framework in which the minister works; and
- f. Have a degree of independence from the institution within which the supervisee is in ministry

¹ AAOS = Australian Association of Supervision; CCAA= Christian Counselling Association of Australia; PACFA = Psychotherapy and Counselling Federation of Australia; AASW = Australian Association of Social Work; APS = Australian Association of Psychology.