CONTINUOUS PROFESSIONAL DEVELOPMENT CLASSIFICATION TABLE   
(Last Updated 23 September 2024)

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|  | **Formal Mentoring** | **Professional Supervision** | **Practice of Ministry**  **(professional development)** | **Faith and Ongoing Formation** |
| **Recently ordained clergy**  **(0-5 yrs)**  ***Min. 40 hrs per annum*** | The parish leader where the cleric is appointed.  Based on formal mentoring agreement with annual review and report for Bishop’s Office and on completion of cleric’s appointment to the parish  Mentoring time is not counted to CPD total | Professional supervision activities includes:   * individual supervision * group supervision * professional coaching or mentoring sessions   ***Min. 6 hrs per annum*** | Requires individual development plan (‘Plan’):   * developed with assistance of mentor * lodged with and certified by the Bishop’s Office   The Plan identifies the person’s agreed foci for development. Activities include:   * formal tertiary studies * vocational training courses * attendance at recognised conferences, symposiums etc. * min. 2 hrs safeguarding (in addition to annual online module)   **(Introduction must be redone every six years)**  ***Min. 15 hrs per annum*** | Activities identified and approved by the Bishop’s Office for the ongoing spiritual formation and wellbeing of those in ministry, including:   * spiritual supervision * attendance at the diocesan clergy retreat * pilgrimages * retreats   ***Min. 10 hrs per annum*** |

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|  | **Formal Mentoring** | **Professional Supervision** | **Practice of Ministry**  **(professional development)** | **Faith and Ongoing Formation** |
| **Recently appointed lay leaders**  **(0-5 yrs)**  ***Min. 40 hrs per annum*** | Appointment of mentor, drawn from ‘Experienced Clergy’ or external appointment (approved by Bishop’s Office)  Based on formal mentoring agreement with annual review and report for Bishop’s Office.  Mentoring time not counted to CPD total. | Professional supervision activities includes:   * individual supervision * group supervision * professional coaching or mentoring sessions   ***Min. 6 hrs per annum*** | Requires individual development plan (‘Plan’):   * developed with assistance of mentor * lodged with and certified by the Bishop’s Office   The Plan identifies the person’s agreed foci for development. Activities include:   * formal tertiary studies * vocational training courses * attendance at recognised conferences, symposiums etc. * min. 2 hrs safeguarding (in addition to annual online module)   (Introduction must be redone every six years)  ***Min. 10 hrs per annum*** | Activities identified and approved by the Bishop’s Office for the ongoing spiritual formation and wellbeing of those in ministry, including:   * spiritual supervision * attendance at the diocesan clergy retreat * pilgrimages * retreats   ***Min. 10 hrs per annum*** |

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|  | **Formal Mentoring** | **Professional Supervision** | **Practice of Ministry**  **(professional development)** | **Faith and Ongoing Formation** |
| **Recently arrived international clergy**  **(0-2 yrs)**  ***Min. 40 hrs per annum*** | Appointment of mentor, drawn from ‘Experienced Clergy’ or external appointment (approved by Bishop’s Office).  Based on formal mentoring agreement with annual review and report for Bishop’s Office.  Mentoring time not counted to CPD Total | Professional supervision activities includes:   * individual supervision * group supervision * professional coaching or mentoring sessions   ***Min. 6 hrs per annum*** | Requires individual development plan (‘Plan’):   * developed with assistance of mentor * lodged with and certified by the Bishop’s Office.   The Plan identifies the person’s agreed foci for development. Activities include:   * formal tertiary studies * vocational training courses * attendance at recognised conferences, symposiums etc. * min. 2 hrs safeguarding (in addition to annual online module)   (Introduction must be redone every six years)  ***Min. 10 hrs per annum*** | Activities identified and approved by the Bishop’s Office for the ongoing spiritual formation and wellbeing of those in ministry, including:   * spiritual supervision * attendance at the diocesan clergy retreat * pilgrimages * retreats   ***Min. 10 hrs per annum*** |

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|  | **Formal Mentoring** | **Professional Supervision** | **Practice of Ministry**  **(professional development)** | **Faith and Ongoing Formation** |
| **Experienced Clergy (+5 yrs)**  ***Min. 30 hrs per annum*** | Not applicable | Professional supervision activities includes:   * individual supervision * group supervision * professional coaching or mentoring sessions   ***Min. 6 hrs per annum*** | Requires individual development plan (‘Plan’):   * self-developed or with assistance of professional supervisor * lodged with and certified by the Bishop’s Office.   The Plan identifies the person’s agreed foci for development. Activities include:   * formal tertiary studies * vocational training courses * attendance at recognised conferences, symposiums etc. * min. 2 hrs safeguarding (in addition to annual online module)   (Introduction must be redone every six years)  ***Min. 10 hrs per annum*** | Self-identified activities that demonstrably contribute to the ongoing spiritual formation and wellbeing of those in ministry, including:   * spiritual supervision * attendance at the diocesan clergy retreat * pilgrimages * retreats.   ***Min. 10 hrs per annum*** |

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|  | **Formal Mentoring** | **Professional Supervision** | **Practice of Ministry**  **(professional development)** | **Faith and Ongoing Formation** |
| **Lay leaders  (+5 yrs)**  ***Min. 30 hrs per annum*** | Not applicable | Professional supervision activities includes:   * individual supervision * group supervision * professional coaching or mentoring sessions   ***Min. 6 hrs per annum*** | Requires individual development plan (‘Plan’):   * self-developed or with assistance of professional supervisor * lodged with and certified by the Bishop’s Office.   The Plan identifies the person’s agreed foci for development. Activities include:   * formal tertiary studies * vocational training courses * attendance at recognised conferences, symposiums etc. * min. 2 hrs safeguarding (in addition to annual online module)   (Introduction must be redone every six years)  ***Min. 10 hrs per annum*** | Self-identified activities that demonstrably contribute to the ongoing spiritual formation and wellbeing of those in ministry, including:   * spiritual supervision * attendance at the diocesan clergy retreat * pilgrimages * retreats   ***Min. 10 hrs per annum*** |

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|  | **Formal Mentoring** | **Professional Supervision** | **Practice of Ministry**  **(professional development)** | **Faith and Ongoing Formation** |
| **Clergy +70 yrs or clericswithout appointments but who provide supply to parishes**  ***Min. 5 hrs per annum*** | Not applicable | No formal obligations to undertake supervision or professional development. However, more senior clergy may obtain benefit from having access to a professional supervisor to address emerging and complex issues (e.g., the rapidly changing social norms around gender identity) | * Undertaking self-identified activity that demonstrably provides the cleric with relevant updated information necessary for their ongoing ministry * min. 1 hrs safeguarding   **(Introduction must be redone every six years)** | Self-identified activities that demonstrably contribute to the ongoing spiritual formation and wellbeing of the cleric, including:   * spiritual supervision * attendance at the diocesan clergy retreat * pilgrimages * retreats   ***Min. 4 hrs per annum*** |

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|  | **Formal Mentoring** | **Professional Supervision** | **Practice of Ministry**  **(professional development)** | **Faith and Ongoing Formation** |
| **Clerics who are genuinely retired**  i.e. undertake no public ministry | Not applicable | Not applicable | Not applicable | Not applicable |