



# ANGLICAN DIOCESE OF PERTH

Wellbeing and development of clergy and their ministry



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Clergy wellbeing is not a peripheral issue, but essential to the mission and ministry of the Church.

The Anglican Diocese of Perth is committed to enabling and resourcing opportunities which support the wellbeing and development of clergy and their ministry.

Many of these initiatives are rooted in the theological understanding that ministry is not merely a task but a shared calling, sustained by God's grace and shaped within the life of the Church. As Paul writes in his letter to the Galatians, *"Let us not grow weary in doing what is right, for we will reap at harvest time, if we do not give up"* (Galatians 6:9, NRSV). This call to perseverance underscores the necessity of structures that nurture clergy wellbeing, enabling them to serve with faithfulness, joy, and endurance. The Church's responsibility to care for its leaders reflects the biblical imperative to *"equip the saints for the work of ministry"* (Ephesians 4:12), recognising that clergy, too, need enabling and support.

As spiritual leaders, clergy are entrusted with the pastoral care, teaching, governance and sacramental life of congregations, the nurturing of communities within schools, aged care settings, agencies and the wider community, and the Gospel imperative to spread the Gospel beyond these walls. In the course of this work, clergy often face immense emotional, spiritual, and physical demands. In response, over a number of years, the Diocese has established several initiatives which encompass a range of policies, practices, and opportunities designed to sustain vocation, foster healthy boundaries, promote healthy relationships, and encourage lifelong learning. From professional development opportunities and study leave policies to spiritual direction, professional supervision and access to mental health resources, clergy are offered intentional support that acknowledges both the gifts and the pressures of ordained ministry.

Many of our existing policies and statutes contain these initiatives, opportunities and invitations which are intended to support clergy in this work. Sometimes these can be difficult to see or to find. This paper is an attempt to draw them all together in one place.

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## 1. DAY-OFF

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### Encouragement to prioritise your day-off

Fulltime clergy are encouraged to take their day-off. If pastoral emergencies arise, or if it is necessary to work for other reasons, you are encouraged to arrange an alternative day-off, preferably within the same week. If a public holiday falls on your regular day off, an additional day off may be taken in the week in which the public holiday occurs.

## 2. CLERGY LEAVE

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### 2.1 Encouragement to take your annual leave and public holidays

The Anglican Diocese of Perth offers fulltime clergy a generous annual leave allowance. You are encouraged to take your annual leave as soon as practical after you become eligible.

The Diocese has produced an online training module to help you better understand your annual leave allowance. You can access it at: [Clergy Remuneration and Benefits \(perthanglican.tribalhabits.com\)](https://perthanglican.tribalhabits.com). Please contact [learning@perth.anglican.org](mailto:learning@perth.anglican.org) if you need assistance accessing the training platform.

### 2.2 Encouragement to apply for study leave

Members of clergy are entitled to two weeks of study leave after every 12 months of full-time equivalent ministry in the Diocese to further develop and enhance their ministry skills and knowledge in ways that will benefit a parish, allied ministry or the Diocese. Certain provisions regarding reporting of one's learning and the application to one's role are required, and can be found [here](#). Financial grants towards the cost of study can be applied for using this [form](#).

### 2.3 Encouragement to apply for other types of leave as needed

The Diocese of Perth offers personal, compassionate, parental and domestic violence leave to clergy as these needs arise. Please check the [policy](#) to determine what is required and the steps to be taken. Should you require support in determining whether such leave is applicable to your circumstance, please contact the Archdeacon of Perth, your territorial Archdeacon, or the Ministry Wellbeing and Development co-ordinator for a conversation.

### 2.4 Encouragement to take your long-service leave when it becomes available

In addition to annual leave - and to encourage the sabbatical principle of rest and spiritual refreshment, clergy are encouraged to take their Long Service Leave when it becomes available. More information can be found [here](#).

Clergy can check their LSL entitlements on the [Anglican Long Service Leave Fund - Participant Portal](#) at any time using the membership number they have been issued. For more details, please contact the Diocesan payroll officer.

## 3. SPIRITUAL DIRECTION AND AN ANNUAL RETREAT

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### 3.1 Encouragement to take an annual retreat

Part of the Archbishop's Expectations for [Licencing of Clergy](#) include taking an annual retreat. Retreats form part of our personal spiritual wellbeing and development and should be prioritised in our diaries each year. Days spent on our annual retreat do not form part of annual leave.

Each year, the Diocese subsidises the cost of retreats for clergy. Clergy may, however, choose to take their own retreat, and if doing so are encouraged to hold to the intent of retreat – prayer, reflection, and spiritual rest.

### **3.2 Encouragement to meet regularly with a Spiritual Director**

The ministry of spiritual direction has a long and revered history in the Christian tradition. Again, part of the Archbishop's Expectations for [Licencing of Clergy](#) includes engagement in spiritual direction.

Should you wish to have a discussion regarding spiritual direction, or seek support in finding a spiritual director, please contact the Archbishop's co-ordinator of spiritual directors. Details can be found [here](#).

## **4. PROFESSIONAL SUPERVISION AND PROFESSIONAL DEVELOPMENT**

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### **4.1 A requirement to meet with a Professional Supervisor**

Professional supervision offers clergy an opportunity to reflect on their ministry, and be supported in their ministry, with a trained and accredited supervisor. Supervision is now required of all clergy in active ministry (see [policy 10.7A](#)). The cost for supervision is borne in equal parts by the Diocese, ministry setting and the clergy person themselves. Further details, as well as a list of authorised supervisors, can be found [here](#).

### **4.2 The provision of Professional Development opportunities**

As disciples, as lifelong learners, attending to our continuing professional development is both our privilege and responsibility. The Diocese offers a schedule of mandatory PD opportunities in each three-year cycle, with additional requirements for professional development falling to the clergy person themselves to arrange. Details of both can be found [here](#). For support or further information regarding either Professional Supervision or Professional Development, please contact the co-ordinator for Ministry Wellbeing and Development.

## **5. DIOCESAN SUPPORT FOR ADMINISTRATIVE, PROPERTY AND COMPLIANCE EXPECTATIONS**

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Increased expectations regarding administration, governance, property and compliance are now part of the daily work of clergy. Church House staff are available to support, guide, and respond in practical ways to support clergy as they go about this part of their work and to ensure that the demand of this work does not detract from the rhythms of prayer, sacramental life, pastoral care and deep engagement with Scripture which are central to ministry. Please reach out to them; they are on hand to support in every possible way.

## **6. FINANCIAL SUPPORT**

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### **6.1 Encouragement to claim working expenses**

Clergy are not expected to personally carry any financial burden for the ministry setting in which they are serving. There is an expectation that parish clergy will – in consultation with their Parish Council – establish the necessary permissions and processes for reimbursement within their context. The responsibility for ensuring that the working expenses of parish clergy are reimbursed in full rests with Parish Councils. Clergy who experience difficulty in obtaining reimbursement of properly incurred working expenses should,

in the first instance, approach their Archdeacon. For clergy serving in schools and agencies, these will have their own budgets and processes for reimbursements in place. Clergy who experience difficulty in obtaining reimbursement of properly incurred working expenses should, in the first instance, approach their Senior Chaplain or line manager.

## **6.2 Salary Sacrifice**

Salary Sacrifice benefits can be used to offset the cost of housing expenses, motor vehicle expenses, professional development, educating children, health and wellbeing (including cultural, sporting and gym memberships), and hospitality expenses. More details can be found [here](#).

## **6.3 Clergy Relief Fund**

The Clergy Relief Fund (CRF) is available to relieve hardship or temporary financial stress. Please talk to the Archdeacon of Perth and/or chair of the CRF with regards to financial assistance in time of need. Details regarding the scope of the CRF can be found [here](#).

# **7. PERSONAL RESPONSIBILITY**

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## **7.1 Seek and create a personal prayer support network**

Intentionally create a sustainable group of like-minded colleagues and friends to meet and pray with on a regular basis, to encourage each other and ask the more difficult questions. In addition to this, you are strongly encouraged to find others who will commit to praying for you on a regular basis for specific needs.

## **7.2 Prioritise your own physical and mental health**

The Diocese offer various opportunities through the [Employee Assistance Program](#) to support you in this work.

The Converge International Employee Assistance Program (EAP) is the Anglican Diocese of Perth's coaching and counselling service, providing confidential and short-term support for home and work. EAP services are available to fulltime and permanent part-time stipended clergy. This program is provided independently to the Anglican Diocese of Perth. When using the Employee Assistance Program, you can speak with a qualified counsellor specifically selected to best support your issue. Their counsellors are experienced across a range of issues including personal and emotional stress, relationship or family matters, work-related stress, sleep concerns, nutrition advice, financial coaching, interpersonal conflict and tension, changes in your work environment, grief and bereavement, career issues, mental health concerns and personal crisis or trauma.

If you require further support, please reach out to your area dean, chaplaincy co-ordinator, archdeacon, ministry wellbeing and development co-ordinator or bishop.

We are all here to serve you as you serve those in your care.