

PASTORAL SUPERVISION INFORMATION SHEET FOR SUPERVISORS



This summary has been prepared as a brief guide for potential and approved Pastoral Supervisors of Queensland Baptist (QB) Pastors.

For full details of our Pastoral Supervision policy, please refer to the document – "*Pastoral Supervision – a guide for Queensland Baptists*" 13 September 2022. There are a series of FAQs that have been developed around this topic, and these are available on our website or on request.

Further enquiries may be directed to the Director of Pastoral Services.

A. Background

At the Queensland Baptist Special Assembly on 13th September 2022, it was decided that all QB Pastoral Leaders will be required to seek Pastoral Supervision (PS) by a Pastoral Supervisor as part of the requirements of their registration. The decision was a recognition that our Pastors would benefit from the ongoing support that a trained Supervisor could provide and a recognition that the ongoing health and wellbeing of our Pastors was as important as their ministry effectiveness in both church and community contexts.

This is an outworking of the National Baptist Supervision Framework which defines Supervision as

- regular, structured, and intentional conversations between Supervisor and Supervisee
- focused on work and practice
- paying attention to the Supervisee's current context
- within the framework of a shared theological, spiritual, ethical and legal understanding
- paying attention to issues of fitness to practice, skill development, management of boundaries, professional identity, and the impact of work upon all concerned parties including the individuals and communities the Supervisee serves and leads

In a Baptist context, there is a notion that every church is autonomous and that decisions about Pastoral Supervision should be made by individual local churches. The QB Assembly has taken the view that this is a matter that relates to the registration of Pastors and therefore, has included it as part of the requirements of registration of its accredited Pastoral Leaders. Queensland Baptists have developed systems to manage this on behalf of churches, although there is the ability for individual churches to develop their own policy framework and manage these matters separately if they wish. This information sheet assumes that a church has chosen for QB to manage the Pastoral Supervision process for its Pastors.

B. Definition of Terms.

Pastoral Supervision in its technical sense is understood to be a specialty area within the wider field of Pastoral Supervision. A reading of the Royal Commission's recommendation 16.45 confirms this understanding as it groups 'Pastoral' Supervision under the all-encompassing heading of Pastoral Supervision. We see it as distinct from, though overlapping with, the disciplines of coaching, mentoring, line management, counselling and spiritual direction.

QB Pastoral Leaders include :

1. Registered Ministers,
2. Registered Ministers on Special Services or
3. Retired Ministers who
 - a. are employed in a paid ministry role of more than 0.6 Full Time Equivalent (FTE), and / or
 - b. have a formal Pastoral ministry that includes the provision of Pastoral advice, support, counselling or assistance in times of need.

C. Extent of the Policy

This policy is relevant to all QB Pastoral Leaders. Currently there are approximately 300 Registered Ministers and approximately 30 Retired Ministers who would be considered as QB Pastoral Leaders in Queensland. Pastoral Leaders will be required to seek Pastoral Supervision when their current registration period (typically 4 years) ends. We will be trickling Pastors into Pastoral Supervision over the next 4 years from 1st March 2023.

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Churches may also have other local Pastoral Leaders who are not accredited with QB but who would benefit from Pastoral Supervision also. These people fall outside the current scope of the QB policy and are the responsibility of the local church.

D. Requirement for QB Pastoral Leaders

Each QB Pastoral Leader will be required as part of their ongoing professional development, to have

- At least 4 sessions (4 hours) of Pastoral Supervision per year
- At least 4 sessions (4 hours) of additional support per year (e.g. coaching, mentoring, spiritual direction, counselling, additional Supervision, etc)

Every QB Pastoral Leader is free to find their own Pastoral Supervisor and additional support person, though all Pastoral Supervisors will need to be approved as a QB Pastoral Supervisor. The QB Pastoral Leader is responsible for making appointments with their Supervisor and arranging payment for their services. In most instances, their local church will pay the invoices for a Pastoral Leader's Supervision.

E. Minimum Requirements to be Approved as a QB Pastoral Supervisor

All Supervisors wishing to Pastorally supervise QB Pastoral Leaders, will need to apply and be approved as Pastoral Supervisors.

There are two important aspects needed for Pastoral Supervisors – formal training and experience. We recognise that there are several pathways to obtaining the appropriate training for Pastoral Supervisors. Therefore, Supervisors working with QB Pastors, will be required to satisfy the following requirement :

A Supervisor must be trained and hold a recognised qualification in Pastoral Supervision or an equivalent discipline that provides them with the necessary skills for a Supervisor. This would typically be a qualification that would satisfy the academic requirements for membership in the Australasian Association of Supervisors or other equivalent professional body as a Pastoral Supervisor.¹

Given that Pastoral Supervision is a specialised discipline, we believe it is important to ensure any proposed Supervisor has appropriate training and holds the relevant qualifications. If you have any questions about this, please feel free to contact the Director of Pastoral Services for a conversation.

They will also be required to be able to demonstrate that they are competent and experienced in supervisory practice, be regularly supervised themselves and hold appropriate professional indemnity insurance. In addition, Supervisors must not be a member or attender of the same local church as or have a close relationship with the QB Pastoral Leader that would compromise their independence.

All Supervisors who are to Supervise QB Pastors, must complete an induction which will outline some of the expectations of Supervision for QB Pastors including the *QB Code of Ethics and Ministry Practice for QB Ministers*. Once completed, Approved Supervisors will be added to a list which will be made available to all QB Pastoral Leaders which will look similar to the entry in Figure 1.

The process of application to be an Approved QB Supervisor is detailed in *Appendix 1 – Process for Approval of Pastoral Supervisors for QB Pastoral Leaders*.

F. Recommended Supervisors for QB Pastoral Leaders

While we believe that any Supervision can be beneficial for our QB Pastoral Leaders, we believe that normally, there will be enhanced benefits that come from someone who has some appreciation of the role of a Pastor and the unique functioning of a Baptist church.

¹ From the Minimum Standards for Pastoral Supervision from *Pastoral Supervision – A Guide for Queensland Baptists*.

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Figure 1. Example Supervisor entry on the Approved Supervisor List.

SUPERVISOR	Qualifications / Membership / Experience	Location	Phone / Email	Significant Experience in	Denominational Affiliation
DOE, JOHN (recommended)	<p>Qualifications: B.Th., M.A. (Min), Grad. Cert. Prof. Sup.</p> <p>Professional Memberships: AAOS</p> <p>Biographical: John has 20 years experience as a Baptist pastor (Associate and Senior) and has experience in city and regional ministry in both small and large churches. He has been providing pastoral supervision to pastors, chaplains and leaders across denominations.</p> <p>Relevant Background: Pastoral (Baptist), Baptist Church Leadership</p>	Northern Suburbs of Brisbane face to face or via Zoom	0412 123 123 john.doe@gmail.com.au	<input checked="" type="checkbox"/> Pastoral Ministry (Baptist) <input type="checkbox"/> Pastoral Ministry (non-Baptist) <input checked="" type="checkbox"/> Church Leadership (Baptist) <input type="checkbox"/> Church Leadership (non-Baptist) <input checked="" type="checkbox"/> Other Not-for-Profit Leadership <input type="checkbox"/> Mentoring <input type="checkbox"/> Coaching <input type="checkbox"/> Spiritual Directing <input type="checkbox"/> Counselling, Psychology or similar	Baptist

During the assessment of applications, we will seek to identify Approved Supervisors who demonstrate that they :

- 1) Have an active and living Christian faith AND
- 2) Have a good grasp of a Baptist Context AND
- 3) Have significant
 - a) Pastoral experience AND/ OR
 - b) Leadership experience in a Baptist church

Supervisors who satisfy these criteria will be identified on our Approved Supervisors list as Recommended Supervisors. Pastors will be encouraged to consider these Recommended Supervisors when evaluating who might be a good Supervisor for them. Alternatively, they will be free to consider any Supervisor on the Approved Supervisor list or another supervisor who is willing and able to submit to an approval process.

G. Minimum standards regarding the nature of Supervision

Our Guidelines note that Pastoral Supervision of QB Pastoral Leaders should meet the following minimum standards².

- 1) Pastoral Supervision should focus primarily on work related issues and challenges. For other support, the Pastor should be referred to another support worker.
- 2) The topics of Supervision discussion should be determined by the Pastoral Leader, not the Supervisor. They should be topics that will help their development and growth.
- 3) The goal of Supervision is for the Pastoral Leader to grow in self-awareness, ministry competence, theological understanding as well as reflective and ethical practice.
- 4) Supervision should consider the wellbeing of the Pastoral Leader together with the wellbeing of those they relate to in their work (inclusive of their Leaders, peers, congregational members and community members).
- 5) Supervision should regularly monitor ministry boundaries that might be laid down in codes of conducts, role descriptions, local church policies or broader requirements (e.g. legal or government regulations).³

It is expected that a Supervisor will develop a contract / covenant⁴ with the Pastoral Leader early on and that this agreement will govern the delivery of the Supervision service. Details such as fees, reviews and meeting frequency, location and duration are matters for negotiation between the Supervisor and Supervisee.

There is no formal route by which local church or denominational Leaders such as Regional Ministers can feed into the Supervision process. However, it is always possible for them to speak to the Pastor themselves and suggest that issues of concern might be profitably considered in Supervision. It is hoped that Pastoral Leaders will be alert

² All QB Pastoral Leaders are required to adhere to the *QB Code of Ethics and Ministry Practice for Queensland Baptist Ministers*. Copies of this will be made available upon application by a Supervisor and will be discussed as part of the induction for approved Supervisors.

³ From the Minimum Standards for Pastoral Supervision from *Pastoral Supervision – A Guide for Queensland Baptist*.

⁴ A sample contract is contained in Appendix 1 of *Pastoral Supervision – A Guide for Queensland Baptists*.

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to the views of lay leaders and other colleagues about their ministry and bring such comments to Supervision, to reflect on them as part of responsible practice.

H. Reporting Requirements

In the most part, the Supervision that occurs between a Pastoral Supervisor and a QB Pastoral Leader will be confidential and the matters discussed would never be divulged to others. Confidentiality is essential if a safe and trusted space is to be established in Supervision. The contractual arrangement set up at the beginning of the Supervision relationship will make this clear.

There is an expectation for reporting, and this will potentially be on two levels. Firstly, there will be some basic compliance reporting to the responsible body. Nominally this will be to QB who will be overseeing the process for most Pastors. This reporting will take two forms.

- Registration of a Supervision Relationship - When a Supervision relationship is established, the Pastor will need to register this relationship by sending to QB a copy of the covenant or contract that has been established with the Supervisor. This will enable QB to check that the Supervisor has been approved for Supervision of QB Pastoral Leaders.
- Annual Reporting of Sessions - An annual report signed by the Supervisor must be submitted that will document that the required number of supervision sessions have been completed for that year. This will be via a link to a simple online form that will be sent to the Supervisor at the end of each year. The Pastoral Leader will report similarly on the number of supervision sessions received through their re-registration application which occurs on either a 3 or 4 year cycle (depending on their Pastoral Registration status).

Very occasionally a second level of reporting may be required when a Supervisor determines that there is an immediate and real potential for harm to either the Pastor Leader being supervised or another person to whom they are ministering. These would normally relate to the identification of situations where the Pastoral Leader is acting beyond acceptable boundaries of ministry and thus likely breaching a code of ministry. The first response of the Supervisor would be to discuss these matters with the Pastoral Leader in Supervision and seek to elicit a change in behaviour or attitude. If corrective measures were put in place, in most cases, this would mean the issue has been dealt with and no reporting would be undertaken. But if there was not a willingness to correct the behaviour, and the risks for harm continued, the duty of care that a Supervisor carries would require that they report their concerns to the organisation responsible for the Pastor. This will include QB and the local church. Existing policies and procedures for dealing with matters of concern (e.g. Code of Conduct and Ethical Investigation Response Group Procedures) would be followed. It would be normal in such situations that information would be shared and an appropriate response would be decided between QB and the local church Leadership. Mandatory reporting around the abuse of children would fall into this category.

There is no direct relationship between Supervision and a Pastor's internal performance review or between Supervision and the process of re-calling Pastors. Supervisors do not answer to or work for church Leadership and there is no process of feedback to them on their Supervisory work with a Pastor Leader. Matters discussed within Supervision are confidential to the Supervisory relationship and cannot be shared unless approval is given by the Pastoral Leader being supervised.

I. Provision of Group Supervision to QB Pastoral Leaders.

Group Supervision will not be accepted for at least the first 4 years of Supervisory practice for QB Pastoral Leaders while the Supervisory Program is being established. It may be considered appropriate and included in options for Pastors in the future.

Next Steps

General enquiries about registration QB Pastoral Supervisor can be directed to :
Pastoral Services
Email: registration@qb.org.au
Ph: 07 3354 5600

Specific information and questions can be directed to :
David Elvery
The Director of Pastoral Services
Email: david.elvery@qb.org.au
Ph: 07 3354 5682

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Appendix 1. Process for Approval of Pastoral Supervisors for QB Pastoral Leaders

