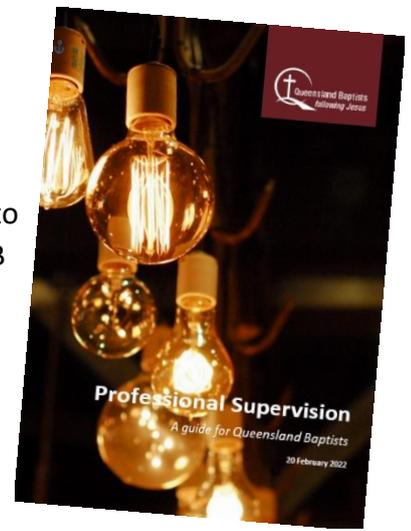


# Pastoral Supervision (PS)<sup>\*</sup> for QB Pastoral Leaders

With the approval from the QB Special Assembly on 13<sup>th</sup> September 2022, to implement Pastoral Supervision (PS) by a Professional Supervisor for all QB Pastoral Leaders, QB services are seeking to implement this policy for our Pastoral Leaders in QB. This document seeks to outline some of the steps being taken in this regard.



## Is this relevant to me?

This policy is relevant to QB Pastoral Leaders which includes ...

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.

Churches may also have other local pastoral leaders who are not accredited with QB but need PS also. These people fall outside the current scope of this policy and are the responsibility of the local church.

## Developing an Implementation Plan

We have assembled a great team of pastors and supervisors who have begun working hard at developing a set of resources and tools that will enable the implementation of Pastoral Supervision from March 2023. Key items in this plan with anticipated target dates will be

- 1) Compiling a **List of recommended Pastoral Supervisors.** (ongoing)
  - All supervisors who wish to Pastorally Supervise a QB will need to go through an approval process which will include submitting an application, showing that they meet minimum requirements and completing an induction.
  - A list of recommended list of Pastoral Supervisors will be developed and published on our Website. This will specifically be a list of approved supervisors who have particular relevant experience in Baptist or Pastoral contexts.
- 2) Developing an **Induction Package for Pastoral Supervisors** of QB Pastors (by end of Jan 2023). This induction will cover things such as
  - The Requirements of our QB Policy,
  - Who are QB Pastoral Leaders and what makes them unique?
  - What makes a church a Baptist Church and how is it structured?
  - What are QB's expectations and standards for PS
  - An introduction to QB Code of Ethics and Ministry Practice.
  - Points of Contact for questions / concerns.
- 3) Requesting all Supervisors to go through the induction and inviting them to become a recommended QB Pastoral Supervisor (Campaign to begin in Q1 2023)

4) Producing a series of **Training Videos for QB Church Leadership Teams and Pastors** (End of Feb 2023)

These videos will be accessible on demand and will cover topics such as

- What do church leadership teams needs to know?
- What is the QB PS Policy and how will it affect me?
- What is PS and how can I find a good supervisor?
- How can I get the most out of PS?
- What if I feel my PS is not working?

5) Updating and creating the **PS Systems** to support this change (End of Jan 2023). These include a

- a. Database management tool to support pastors and supervisors
- b. Reporting systems and templates
- c. Modifying Registration and Re-registration processes
- d. Update documentation related to Pastoral Services Processes.
- e. Preparing a communication plan and all communication templates

6) Creating a **Communication Plan** to help pastors transition into PS (End of Feb 2023)

7) Scoping out a **Review Process** that can help us measure the effectiveness of PPS. (End of March 2023). We have identified an independent researcher who is currently looking at the effectiveness of Supervision internationally and will be engaging in a dialogue to see if they might be able to provide a service to QB and potentially other denominations throughout Australia to conduct a study to measure the effectiveness of Pastoral Supervision for our ministers.

If you have any questions about any of these items or would like to be involved in assisting us develop these, please contact David Elvery, the Director of Pastoral Services.

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\* It is noted that "Pastoral Supervision" is simply a specialty subset of the broader discipline of "Professional Supervision," applied to ministers of religion. In this document, when mention is made of Pastoral Supervision (PS) it assumes this is facilitated by a qualified professional supervisor."