

Clergy¹ Professional Supervision Program

The goals of this program are to:

- enhance the well-being and health of clergy, and the development of self-care
- promote the development of clergy in their professional role and competence
- assist clergy to minimize the risk of burnout and achieve a healthy work/life balance
- provide a safe, supportive and independent environment for clergy to debrief on ministry experiences and reflect on professional practice
- encourage clergy to be continually challenged to learn, and to develop their practice of ministry in the context of their Christian faith
- assist clergy to establish appropriate boundaries in providing care for parishioners
- contribute to an open, honest and supportive internal culture within the Diocese
- form part of the Church's response to heightened community expectations for greater transparency, accountability and professionalism in all its practices

Professional Supervisors listed on the Diocesan Register are expected to:

- be a current and active member of a related Professional Body with accreditation as a Supervisor, and therefore in supervision and ongoing professional development themselves
- hold all appropriate forms of insurance including professional indemnity and public liability, and provide a notation of that insurance to the Diocese, noting that the Diocese does not provide any form of insurance for professional supervisors on the Diocesan Register
- provide a current Working with Children Check, a Criminal History Check, and consent to a Professional Standards check to be undertaken by the Director of Professional Standards. Evidence of Safe Ministry training would also be welcome (although not essential)
- can acknowledge and support the distinctively Christian nature of the supervisee's ministry
- ensure they do not have any dual relationship with their supervisees (including pastoral, worshipping or other working relationship). Any real or potential conflict of interest must be disclosed immediately to the program coordinator
- be aware of the mission and vision of the Diocese by reading the publications forwarded to supervisors by the Diocese

¹ In the context of supervision, within the Diocese of Maitland Newcastle, the term clergy also includes the non-ordained men and women who are appointed by the bishop to lead a parish. This may be as individuals or as a team. The supervisor may wish to suggest that those operating within a leadership team undergo some sessions together. Updated 30/9/2021

- be familiar with the document 'Integrity in Ministry', which will be provided to supervisors by the Diocese, and enable clergy to reflect on their practice in the light of that document. If someone has been or is being harmed by an officeholder, the supervisor has an obligation to raise that concern firstly with the supervisee, before informing the Bishop and Director of Professional Standards
- maintain strict confidentiality of all interactions with the supervisee, in compliance with legal and professional requirements. In the event the supervisor has serious concerns about the wellbeing of the supervisee, the supervisor has an obligation to discuss this with the individual to ensure the concern is reported to the Bishop
- attend a professional supervisors' forum in the Diocese each year
- offer a supervision framework that is consistent with the goals of the program as listed above
- provide the Diocese with a short description of their professional qualifications and approach to Professional Supervision which would be available to be viewed on the Diocesan website
- encourage the clergy being supervised to be involved in ongoing learning and ministry development
- challenge the clergy to reflect on their approaches to ministry in specific situations and offer alternative ministry strategies
- ensure issues raised fit within the scope of supervision, or refer to counselling/spiritual direction as appropriate
- provide an invoice following each supervision session, addressed to the Diocese of Maitland-Newcastle, and emailed to the Diocesan Accounts Department at **domn@lightyear.cloud**

Participating clergy are expected to:

- select a Supervisor from the Diocesan Register, and enter into an arrangement with that Supervisor for regular supervision. This arrangement would include details as to when and where Supervision would take place and an agreed charge for the sessions
- allocate preparation time prior to each session of supervision in order to identify specific issues of focus to be discussed in that session
- ensure that, each calendar year, they undertake a minimum of six sessions of supervision². It is preferred that the six sessions be face to face, however, depending on the needs of the clergy, arrangements can be made between parties to meet via zoom. As per footnote 1, group supervision can be arranged with up to four clergy present.
- understand that the standards outlined in 'Integrity in Ministry' are those that they are upholding in their ministry and form the background to the supervision sessions
- be open to engaging in new ways of dealing with ministry experiences
- consult with their Professional Supervisor in matters of concern or emergency between sessions
- be committed to ongoing learning and ministry development

² Please note the number of sessions that clergy will be required to attend is a minimum of 6 and the maximum is 10. The diocese will fund up to 10 per year. Updated 30/9/2021