



# Policy on Pastoral Supervision for Ministers (stipendiary and non-stipendiary) and paid Church Workers

## Moravian Church (British Province)

In order to safeguard and support the well-being of the Ministers (stipendiary and non-stipendiary) and paid Church Workers who serve the province, the Provincial Board (British Province) has implemented this policy of Pastoral Supervision.

Pastoral Supervision has been defined as:

“a relationship between two or more disciples who meet to consider the ministry of one or more of them in an intentional and disciplined way. Such an arrangement allows each person being supervised to give an account of their work, to explore their responses, review their aims and develop their strategies and skills. Pastoral supervision is practised for the sake of the supervisee, providing a space in which their well-being, growth and development are taken seriously, and for the sake of those among whom the supervisee works, providing a realistic point of accountability within the body of Christ for their work as chaplains, local church ministers, spiritual directors, pastoral counsellors or youth workers”<sup>1</sup>

Pastoral Supervision is an exploratory and reflective process in which one or more ministry practitioners meet together with a *trained, resourced and approved supervisor/facilitator* to reflect on their vocation and practice. The intention of such regular and focused reflection on practice is to support a change of culture in the life of the Church from one which is often one of isolated and vulnerable practice, to one of support and more safety for ministers, and for those amongst whom they work. *Pastoral supervision is not performance management nor ministerial oversight.* Pastoral Supervision has three main functions:

- to support the Minister and Church Worker in their vocation and practice and their development;
- to safeguard the interests of those amongst whom ministry is practised, including those of children and vulnerable adults;

---

<sup>1</sup> Leach, J. and Paterson, M., (2<sup>nd</sup> Edition) (2015). *Pastoral Supervision: A Handbook*. London: SCM Press. p.1.

- to ensure that the ministry offered in the name of the denomination is collegially and accountably reflected upon in the light of God’s mission and the purposes of the Church.

Effective supervision in this context rests on three pillars:

Normative:

- shared theological reflection on the practices and vocation of ministry;
- the shared identification of risks to self and others and the identification of steps to ameliorate those risks.

Formative:

- support for lifelong learning, formation and development in ministry through shared reflection;
- the exploration of creative approaches and strategies to demanding issues of ministry and relationships as they arise.

Restorative:

- ensuring that the vocation and work of the Minister and Church Worker is shared, valued and nurtured;
- ensuring that health and well-being issues for Ministers or Church Workers are addressed.

Over time, a series of Pastoral Supervision sessions should provide for rounded attention to the whole ministry practice of the supervisee(s) including:

- the vocation and vision of ministry of the practitioner;
- the Minister’s and Church Worker’s aims and priorities in the ministry context;
- key relationships in the ministry context and the Minister’s or Church Worker’s approach to them;
- the health, resilience and well-being of the Minister or Church Worker;
- equality and diversity issues;
- learning, development and support needs<sup>2</sup>.

The Provincial Board requires each serving Minister (stipendiary and non-stipendiary) and paid Church Worker to be in Pastoral Supervision for the duration of their ministry or employment in the British Province.

Each Minister (stipendiary and non-stipendiary) and paid Church Worker will be assigned a Pastoral Supervisor by the Provincial Board, who will meet with the Minister or paid Church Worker, either face-to-face, by Zoom/Skype/Teams, or telephone, for 1½ hours per calendar month (date, time and location to be negotiated between the Pastoral Supervisor). This will be funded by the Provincial Board. The amount of recompense will be reviewed each financial year.

Pastoral Supervisors will be those who are accredited by the Association for Pastoral Supervision and Education, or who are trained, qualified and accredited as Supervisors by a professional body (e.g. BACP/UKCP) in Counselling/Clinical Supervision, and who have an

---

<sup>2</sup> Much of this material is taken directly from The Methodist Church (2017). *Responsible Grace: Supervising in the Methodist Church*. London: Methodist Publishing. Section 1.3.

appropriate theological background and training, and appropriate experience of Church or Chaplaincy service.

The Provincial Board will nominate an appropriate person from among themselves, or appoint an appropriate person (hereafter known as the 'Pastoral Supervision Co-ordinator'), to oversee the assignment of Ministers (stipendiary and non-stipendiary) and paid Church Workers to appropriate Pastoral Supervisors. That person will be the point of contact if issues (except safeguarding issues) arise within the Pastoral Supervision.

Once Pastoral Supervisors have been approached by the Pastoral Supervision Co-ordinator, and agree to work with the Minister or paid Church Worker with whom they have been assigned, Ministers and paid Church Workers will be given the contact details of their Pastoral Supervisor, and will be responsible for setting up the date and time of their first meeting. They will also inform the Pastoral Supervision Co-ordinator that Pastoral Supervision has begun.

Ministers and paid Church Workers will be expected to prepare for their Pastoral Supervision sessions and commit to reflective practice in the sessions. Pastoral Supervisors will be expected to keep personal notes of the sessions for their own benefit and accountability (should the need arise). The Provincial Board will not be informed of what is discussed in the sessions or see the notes that are kept. The Provincial Board will only require the Pastoral Supervisor, at the end of each financial year, to confirm the date and time of each meeting and confirm that the meeting took place, when the Pastoral Supervisors submit their invoices to the Provincial Board. Should any safeguarding issues arise, the supervisory covenant will require the Pastoral Supervisor to break confidentiality in order to report their concern to the Provincial Safeguarding Officer. This will only be done after the Minister or paid Church Worker has been informed by the Pastoral Supervisor.

If the Pastoral Supervisory relationship breaks down, the Minister or paid Church Worker can make a request to the Pastoral Supervision Co-ordinator to change their Pastoral Supervisor, but only after some attempt has been made to rectify the relationship breakdown. Once, it is established that reconciliation is not possible, or that the Minister or paid Church Worker would benefit from working with another person, a further Pastoral Supervisor will be assigned.

Each Pastoral Supervision relationship will be collaboratively reviewed annually, by both the Pastoral Supervisor and the Minister or paid Church Worker with whom they are working, to establish that the supervisory relationship remains satisfactory to both parties, and beneficial to the Minister or paid Church Worker.

Signed:

Date: