Professional Supervision

**Summary**From 2025, pastors and other endorsed ministering persons will meet with a supervisor at least four times per year. Supervisors are people with an extra level of training in support for people in ministry and will be people who are registered with a professional body. This replaces the requirement to meet with a companion and submit a wellbeing plan, although many will continue to use these tools, or may find their companion already fits the definition of a supervisor.

At least four supervision sessions are funded by the employer each year, with a supervisor who is registered with an external body and in active supervision themselves. Professional supervision could include Professional Coach/Mentor, Christian Counsellor/Psychologist, Professional Supervisor (Clinical or Pastoral), or Spiritual Director. Such supervision is intentionally ministry-focused and it is generally the ministering person who brings topics to the supervisor for discussion and reflection in order to grow.

Our hope is that this will provide increased support to those in ministry to meet the increasing demands of the role and support our diverse church communities.

**What is Professional Supervision?**

Professional Supervision may be 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 discipled 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.” (Leach & Patterson 2015)

At its core professional supervision provides the opportunity to reflect critically with a trained supervisor on one’s work. It enables a pastor to unpack the challenges, dilemmas, disappointments, and achievements in their work and put them back together in ways that will help them grow in self-awareness of who they are and how they act and react. It also gives opportunity for a pastor to learn and grow in competence in their ministry, in theological understandings of their circumstances and God’s influence, as well as in their Christian faith, commitment and practice. A further benefit of professional supervision is that a supervisor will help a pastor to consider their own wellbeing and that of those they minister to, as well as to identify any potential for their wellbeing to be compromised.1

This commitment to our wellbeing of both our pastors and congregations is not only good practice but is confirmed in scripture.

* “For lack of guidance a nation falls, but victory is won through many advisers.”Proverbs 11:14
* "And let us consider how we may spur one another on toward love and good deeds, not giving up meeting

together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching." Hebrews 10:24-25

* "Therefore encourage one another and build each other up, just as in fact you are doing." 1 Thessalonians 5:11
* “Whoever conceals their sins does not prosper, but the one who confesses and renounces them finds mercy.” Proverbs 28:13

**How will this work for endorsed ministering persons?**

Endorsed ministering persons are required to identify a supervisor and arrange to meet with them at least quarterly, commencing from Jan 2025. Churches may offer to provide access to supervision more often, but that is for negotiation between churches and ministering persons.

**What will it cost?**

Depending on the professional vocation of the supervisor, the expected range of fees would be between $60-$200 per session.

**Does this apply to all ministering persons irrespective of the hours of engagement?**

This requirement is for all ministering persons, but the regularity could be negotiated for those who are engaged in regular ministry less than 8 hours per week.

**Where to find a Professional Supervisor?**

If an endorsed ministering person is already seeing someone who meets the as a professional supervisor, they can continue to see them and claim up to the agreed amount once per quarter.

Someone who is an endorsed ministering person from CofC or another denomination but is not registered with an external body, does not qualify as a professional supervisor. Pastors are encouraged to continue to meet with someone like this as well on their own time and cost if they find this to be of benefit as these discussions may be more widely focused than professional supervision, which are intentionally more focused on their ministry role.

Please contact the Church Support Hotline on churchsupport@cofcqld.com.au for more information. Click on our link to our website for a listing of the sites below.

[Affiliate Church Resources | Ministering Persons and Endorsement](https://www.cofc.com.au/churches/church-resources/ministering-persons-and-endorsement)

You may also find a supervisor by searching members of the following professional bodies.

**Coach/Mentor**

* [Australian Christian Mentoring Network – A Community of Practice for Christian Mentors](https://www.mentoringnetwork.org.au/member-directory/)

**Professional Supervision**

* [Australasian Association of Supervision](https://supervision.org.au/find-a-supervisor/)
* [Chaplaincy Australia](https://chaplaincyaustralia.com/supervision-2/)

**Spiritual Director**

* [ANSD – Australian Network for Spiritual Direction](https://ansd.org.au/spiritual-directors-directory-listing/)
* [CSD Australia | Conference of Spiritual Directors Australia](https://csdaustralia.com/find-a-director/)