

Supervision Agreement



Supervision is a joint endeavour in which a Minister, with the help of a supervisor, develops themselves in relation to their ministry and wider context; attends to the people they minister to; and by developing their own practice; feeds back into the knowledge and effectiveness of the wider Churches of Christ Movement. While skills coaching is additionally valuable, it does not replace the personal development of the Minister.

Period

Supervisee and Supervisor will work together for a year commencing _____, with a review in _____ to decide whether to renew for a further year.

Frequency

Four sessions annually is the recommended minimum level of Supervision. We suggest ministers negotiate frequency of meeting and duration of Supervision with their employer and Supervisor, dependent on their situation.

Supervisee and Supervisor will meet once every _____ month/quarter for _____.

When and Where

PROPOSED DATES	FORM OF MEETING (Zoom, face to face etc.)

Supervisors contact details and declaration:

Name: _____

Phone: _____ Email: _____

Primary Vocation: Coach/Mentor Counsellor Psychologist Spiritual Director
 Supervisor-clinical Supervisor-pastoral

Qualification: _____

Professional Body: _____

I declare that I am in active Supervision – supervisor to sign: _____

Costs

Fee for sessions - \$_____ per session.

Supervisor will supply an invoice to Supervisee to pass on to their employer if required.

Initiative

It will be the responsibility of the Supervisee to make and confirm arrangements with Supervisor for Supervising sessions, and to keep the Supervisor aware of developments in Supervisee's life.

Agenda/Focus

Each session should include agreeing on the agenda, reviewing actions from earlier supervision, listening, exploring and reflecting, agreeing on future actions, and reviewing the Supervision process itself. Confidentially (no need to record on this agreement) discuss what areas special consideration may be given to when you meet.

Pastoral supervision sessions typically cover a range of topics aimed at supporting and reflecting on the supervisee's ministry practice. Here are some common areas of focus:

1. **Reflective Practice:** Supervisees reflect on their ministry experiences, discussing what went well, what challenges they faced, and what they learned from these experiences.
2. **Relational Dynamics:** Exploring relationships with congregants, colleagues, and the broader community. This includes discussing any conflicts, pastoral care issues, and ways to improve these relationships.
3. **Theological Reflection:** Integrating theological insights with practical ministry. This involves reflecting on how their faith and theological understanding inform their ministry actions and decisions.
4. **Self-Care and Wellbeing:** Addressing the supervisee's personal wellbeing, including stress management, work-life balance, and spiritual health.
5. **Ethical and Professional Issues:** Discussing ethical dilemmas, professional boundaries, and maintaining confidentiality in pastoral care.
6. **Vocational Development:** Focusing on the supervisee's ongoing professional development, including identifying areas for growth, setting goals, and planning for future ministry challenges.
7. **Case Studies:** Reviewing specific pastoral cases or incidents to gain deeper insights and develop better strategies for handling similar situations in the future.

Supervision notes

All Supervision sessions should be recorded by both the Supervisor and Supervisee including dates and duration as well as areas covered and discussion points. The benefits of Supervision by its nature are difficult to identify and examine. Keeping a record of the Supervisory relationship enables Supervisors and Supervisees to track the relationship and any progress made. Recording meeting dates and content gives structure and accountability to the relationship. Supervisor and Supervisee agree to store these notes in a secure and confidential location.

Confidentiality

The maintaining of confidentiality for all Supervisors and Supervisees will be in accordance with Churches of Christ's *Code of Conduct*.

- I, the supervisee, have discussed with my spouse my commitment to this covenant with my Supervisor.
- I, the supervisee, declare that I have completed a current Wellbeing Plan and discussed it with my supervisor.
- We acknowledge and agree to honour our ethical and legal obligations specified in this Supervision Covenant to the best of our ability. We pledge to comply with *Code of Conduct* and practise these standards within the Supervision relationship. If we breach this covenant or the *Code of Conduct*, we agree that Churches of Christ, in its sole discretion, may hold us accountable for doing so, in accordance with the Procedure, if necessary.

Supervisee

Print Name

Supervisee Signature

Date

Supervisor

Print Name

Supervisor Signature

Date