

CREATING A NEW CULTURE IN SUPERVISION

A culture of Pastoral Support and Ministry Review

Stressors in Ministry

Role ambiguity

Role overload

Role conflict

Lack of clear boundaries between work and non-work

Isolation

High effort, but little or no feedback

A strong sense of responsibility

Churches often attract people with challenging and complex pastoral needs

Empathy and compassion fatigue

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What is Pastoral Supervision? Definition

Estadt-Barry defines it as: *“A process of attending which involves, awareness, exploring, insight, and a personalized view.”*

Peter-Hawkins states that: *“Supervision is a joint endeavour in which practitioners with the help of a supervisor, attends to their clients and themselves, as part of their client practitioner relationships and the wider systemic context.”*

According to James-Leach: *“Supervision is planned intentional, bounded space to look at, A relationship with trust, confidentiality, support and openness that gives the supervisee freedom and safety to explore issues arising, spiritual, theologically rich, supervisees world view.”*

David Steele describes supervision as *“an extended relationship in which supervisor and supervisees agree to meet at regular intervals for systematic reflection upon the concrete practice of pastoral care in which supervisees are engaged in order to focus all available resources on each supervisee’s personal growth in the pastoral role.”*

Estadt, *The Art of Clinical Supervision*, 13.

Hawkins, *Supervision in the Helping Professions*, 5.

Leach, *Pastoral Supervision*, 269-270.

Steele, *The Supervision of Pastoral Care*, 66.

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Managing Change (John Kotter)

Establish a sense of urgency

Create a guiding coalition

Develop a vision and strategy

Communicate the change vision

Empowering people for broad-based action

Generating short-term wins

Anchor new approaches in the culture

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Ways of promoting professional supervision

Differences between spiritual direction and supervision

Ways in which we are actively working to change the culture within the church - Research

Three tier:

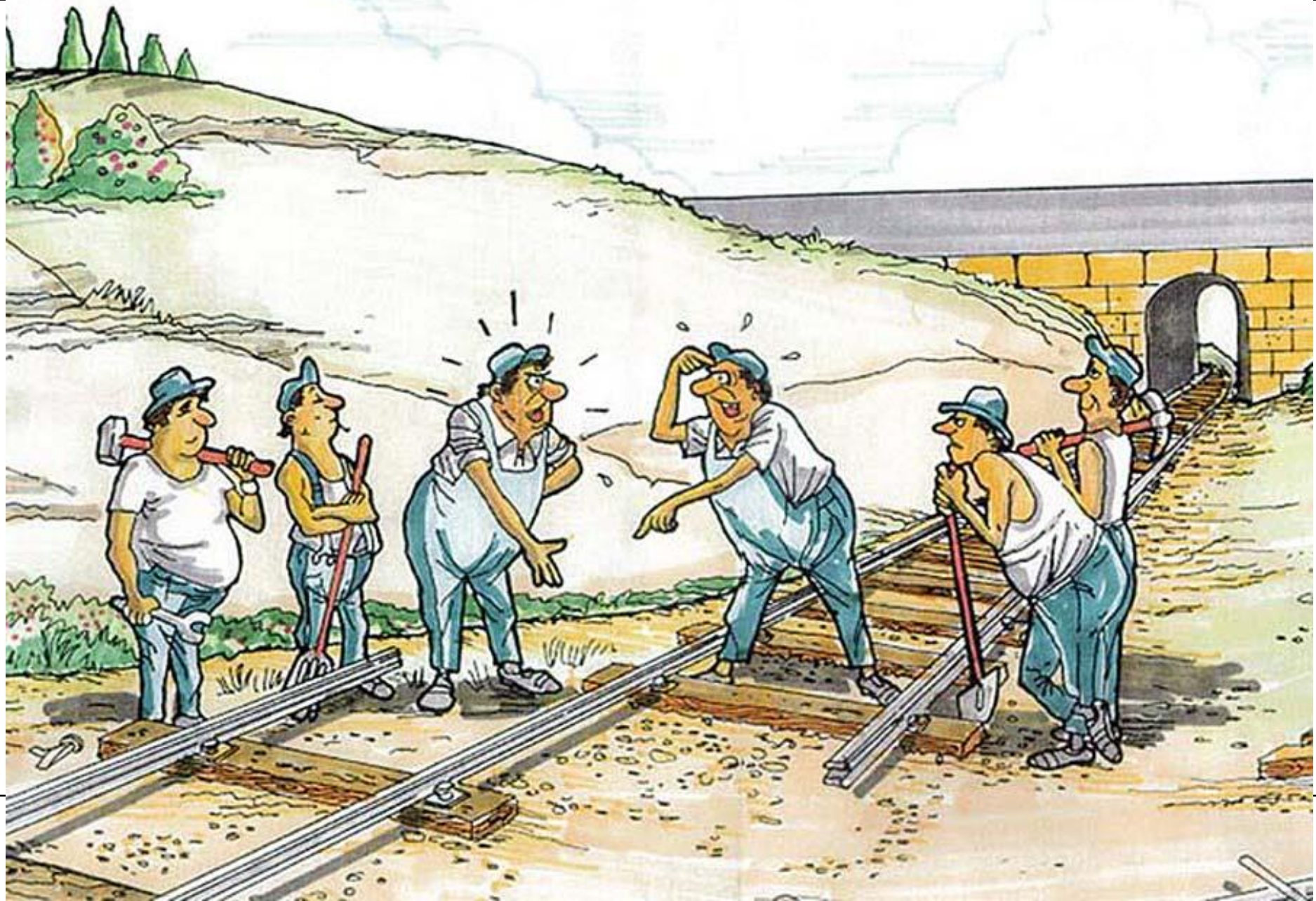
- Educating/Training Clergy – Ongoing Support
- Educating congregation – Expectations
- Church Hierarchy – Professional Development



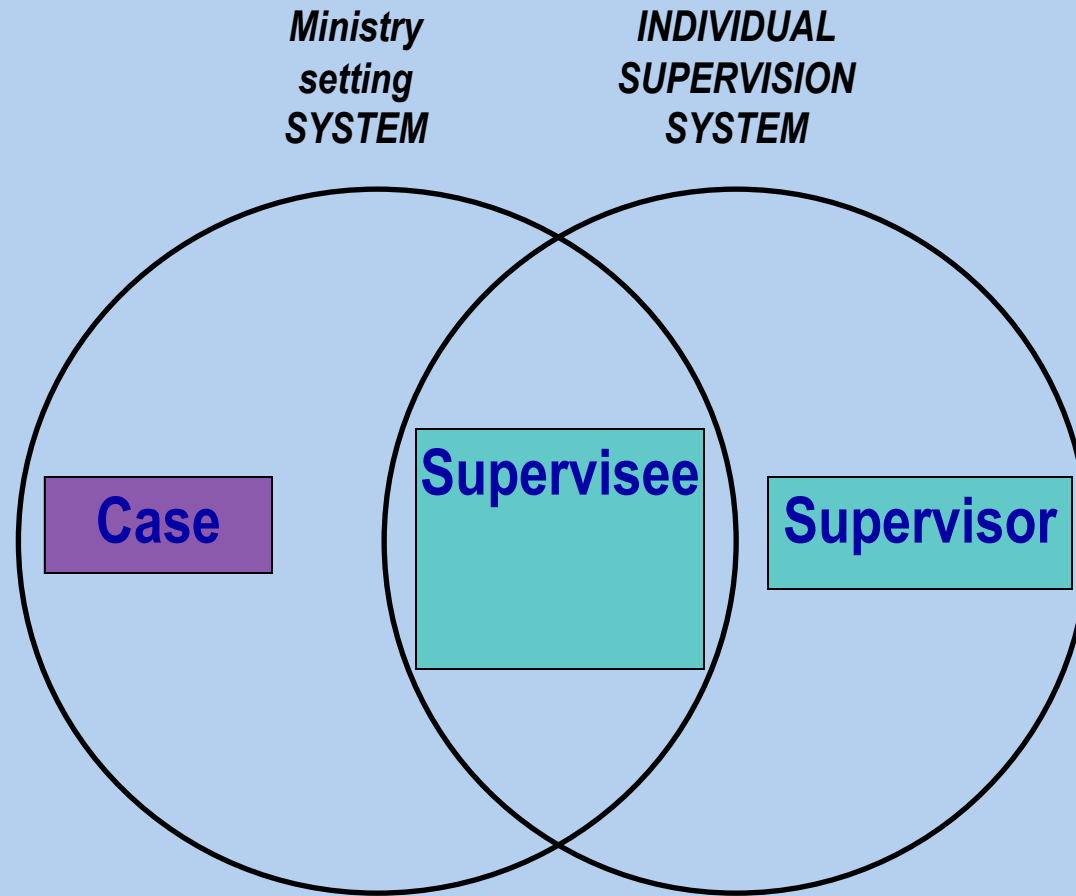
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Say, Fenner, have we ever told you how much your support means to us?

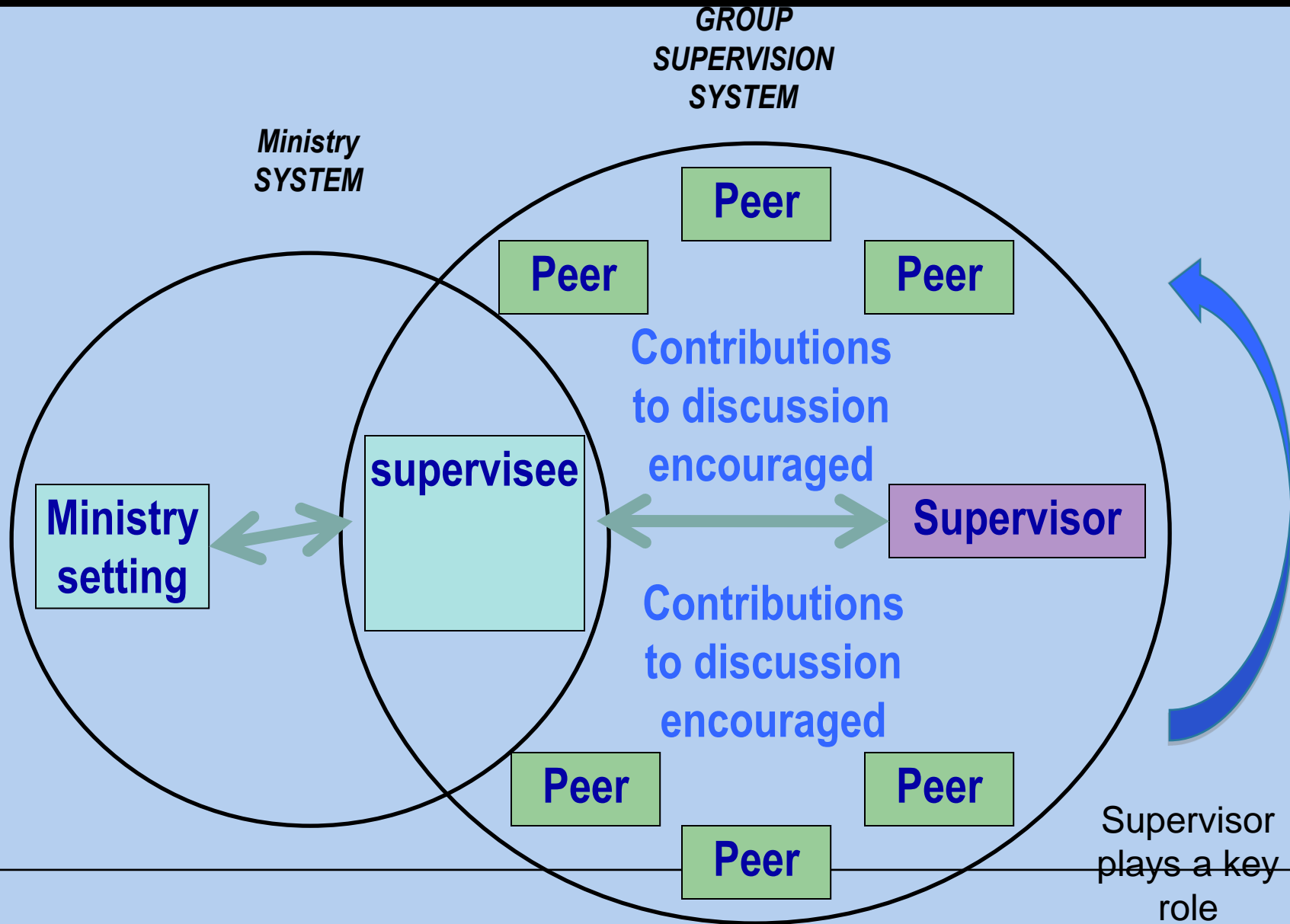
Team Work



Individual supervision (dyadic)



Participative group supervision



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Group Setting:

Appraisal vs effectiveness

Ministry review of effectiveness

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Dealing with resistance – pushback
resistance encountered
not compulsory
two types – old school

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Practical experience of changing the culture
around supervision and ministry review

personal experience – young priests

highlighting the need practically within
the ministry

Why?

How?