



PASTORAL SUPERVISION

March 2023



DIOCESE OF TRURO
DISCOVERING GOD'S KINGDOM
GROWING THE CHURCH

In the Diocese of Truro, recognising the joys and challenges of ministry in the 21st Century, we are committed to supporting the wellbeing and flourishing of our clergy. As part of this commitment, we offer clergy in active ministry, the opportunity to engage in Pastoral Supervision, with an experienced and qualified supervisor.

Pastoral Supervision is a structured process of reflective learning in which a supervisor meets with an individual, or small group (no more than 3 or 4) of clergy to develop and support learning skills, understanding, and good practice. It takes place within a context of spiritual understanding and prayer, care, trust, and openness.

IS PASTORAL SUPERVISION FOR ME?

The purpose of pastoral supervision is to provide a safe and confidential environment for you to reflect on and discuss your work and your personal and professional responses to your work. The focus is on supporting you in your personal and professional development and in reflecting on your experience and practice of ministry.

This may include:

- Reflecting on and reviewing your work in a parish, benefice or diocesan role;
- Discussing issues, casework, challenges or situations, in depth;
- Changing or modifying your way of working and identifying training and continuing development needs;
- Reviewing professional standards, with particular focus on safeguarding; and
- Ensuring that you are working within professional codes of conduct and boundaries.



WHY PASTORAL SUPERVISION?

Pastoral supervision has a many benefits:

- It can help you to manage the personal and professional demands created by the nature of your work. This is particularly important for those who work with people who have complex and challenging needs – supervision provides an environment in which you can also explore your own personal and emotional reactions to your work.
- It can enable you to reflect on and challenge your own practice/how you work - in a safe and confidential environment, with support, understanding and encouragement. You may also receive feedback on your skills.
- It can be one part of your professional and vocational development, and also help to identify developmental needs.
- Supervision can help ensure that all who are part of our church and wider communities receive high quality care from clergy (and others) who are able to manage the personal and emotional impact of ministry.

Supervision has been associated in many studies within the Church and other structures, with higher levels of role satisfaction, improved wellbeing, reduced stress and an increase in ministerial effectiveness.

Effective supervision also helps in the managing of risks, by increasing accountability.

WHAT IS BEING OFFERED?

You are being offered the opportunity to meet with a professional, suitably qualified Supervisor, either 1-2-1 or with a small 'closed' group of up to three clergy colleagues. The frequency of the meetings will be agreed between you and your supervisor, and the other group members (if relevant), and will be detailed in a supervision agreement or contract.

WHO ARE THE SUPERVISORS?

Supervisors may not always have the same experience or understanding of ministry as you. But more importantly, they will have the skills, qualifications and experience, and sufficient knowledge of ministry to undertake their role effectively. They will be supported within the structure of the diocese, and through having their own personal supervision.

WHAT ARE THE EXPECTATIONS?

For you to get the maximum benefit from pastoral supervision, it will be helpful if you:

- Prepare for each session with your supervisor, by identifying issues from your practice for discussion;
- Take responsibility for making effective use of the time, and for the outcomes and actions to be taken as a result of the supervision; and
- Take an active role in your own personal and professional development.

CONFIDENTIALITY & SAFEGUARDING

- Your meetings with your supervisor are confidential - apart from any Safeguarding issues or concerns which are raised. These must be dealt with according to the **Diocesan Safeguarding Policy**.
- Any Safeguarding issues/concerns must be recorded on the appropriate forms.
- Apart from Safeguarding issues, your supervisor will not divulge the content of your discussions, without your express consent. However, if they have a serious concern about your own wellbeing or the safety of someone else, they will agree with you what they will report.
- Additionally, you may ask them to report on a matter on your behalf. They will record your request and ask you to sign to confirm your agreement before doing so.

PLEASE CONTACT

For more information, to explore whether 1-2-1 or Small Group supervision would be most helpful for you, or to request a supervisor:

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