PROFESSIONAL SUPERVISION OF CHRISTIAN LEADERS
(Summary of Plenary Session at Australian Clergy Caregivers Conference – February, 2003)

1) AIM:
• To facilitate appropriate professional behaviour

2) WHAT IS INVOLVED:
• Control (a 'fear word')
• Accountability
• Role model exercise
• Spiritual, personal & professional growth
• Encouragement
• Support
• Validation and Direction
• Expectation that theological and pastoral reflection takes place
• Empowerment
• Personal Growth
• Confrontation – challenge
• Educatve
• Intentional — regular

• Interpersonal – relational
• Intensive
• Should involve a covenant
• Scheduled reviews
• Not a passing relationship
• Can be undermined by conflict of interest
• Permission to terminate if not working (initial trial)
• Need to connect with each other
• Different for different people (Clarify mutual expectations)
• Not a program – always a process
• Safe context to reflect

3) TASK:
• Promote health and growth
• Facilitate spiritual growth
• Help examine boundaries (relationships, compliance)
• Debrief critical incidents
• Enable reflection upon, and analysis of experiences and planning for future (Experienced Based Education)
• Aid theological reflection – on role
• Examine pastoral practice, behaviour and actions and flaws for future action in similar structures

4) RECIPIENTS SHOULD NOT EXPECT:
• Hierarchical oversight
• Overly directive supervision
• Counselling (disguised therapy)
• Third party counselling (someone absent)

5) PEER SUPERVISION IN GROUPS
• Supplemental to individual supervision in groups
• Not seen as good as one on one
• Deals with a few issues
• Not advice-giving
• Individual and collective reflection