

## Grid for Various External Support and Development Models

<b>Dimension</b>	<b>Spiritual Director</b>	<b>Mentor</b>	<b>Coach</b>	<b>Supervision</b>	<b>Counselling</b>
Nature of relationship	Informal but structured	Informal but structured	Informal but structured	Formal, structured and professional	Formal, structured and professional
Timespan	Ongoing <b>and/or</b> occasional	Ongoing	Ongoing or short term	Ongoing for duration of ministry work	Limited timespan
Process	Explores “What is God doing in this?” “Where are you with God?” “How can you grow in Him?”	Sharing of life experiences and learning from a wise, more experienced, and caring advisor	Coach understands a sound coaching process but is not necessarily skilled in that area	Uses a process of reflection that leads the person to taking ownership of what is reflected back to them.	Therapeutic exploration of client’s pain, struggles, and woundedness with a view to greater wholeness in life- function.
Skills	Theological reflection	Listening and analysis skills	Skills in asking good questions to have coachee clarify next steps for development	Supervisor is trained to recognise elements of transference, counter transference and parallel processing	Formal training in therapeutic skills in area of psychology, emotions, thinking and relationships
Workload	Director suggests, leads and guides person in various spiritual disciplines	Sharing and questions from the mentoree, and sharing of experience, suggestions, guidance and clarifying questions from the mentor	Coach works to help person explore options, and take next steps around matters being coached	Supervisor doesn’t do a lot of the work, doesn’t get caught up in content/words/the story	Counsellor works on the process; counselee works on self
Focus	<b>Spiritual</b>  Pastor’s relationship with the Godhead – Father, Son and Spirit	<b>Whole of life</b>  Person’s relationship with others in life and work	<b>Actions and skills</b>  Person’s options and next action steps	<b>Professional role, relationships with others</b>  Working only with the supervisee’s content, focussing on the supervisee’s practice (work)	<b>Personal growth and wholeness</b>  Specific issues from counselee’s content and counsellor’s insights
Accountability	Holds person accountable to God	Encourages person to be accountable to progress in whole of life	Holds person accountable to planned actions	Holds person accountable to legal, professional and biblical standards of the calling	Helps person be accountable to self