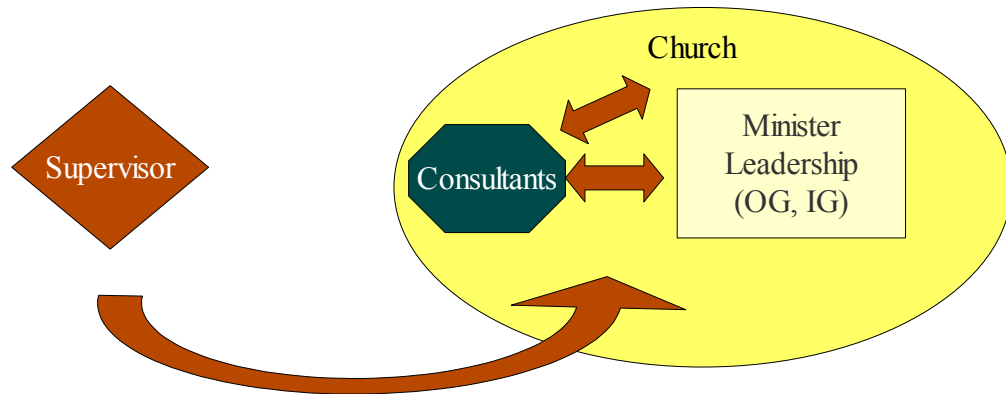


Supervision



Supervision is **overseeing** the relationship and process between the coaches and the church, in particular the relationship with the minister and the leadership team.

Differences between a mentor/or support person and a supervisor

- A mentor / support person focuses personally on the consultant
 - A supervisor looks beyond the consultants to the relationships they are part of in the church and the ministry they are engaged in.
 - Supervision seeks to reflect objectively on the outcomes for the parish that are part of the ministry of coaching provided by the consultants.

Issues for the supervisor

- : What is happening for you as you serve in this church?
- : Are there any personal or professional issues impacting your objectivity, relationships or your capacity to serve well in this situation?
- : Do you need debriefing, pastoral care and or counselling as an outcome of your work?

Consulting

- : How well prepared are you for your sessions with the church?
- : How is the overall consulting process going?
- : Are there issues and concerns about process? Unexpected events? Conflict?
- : How is the implementation of the recommendations?
- : Do you have resources at hand to give appropriate input?
- : What skills are you gaining and what are you learning about coaching and consulting?

Consulting and your overall life and ministry

- : Where does this consultancy training fit in the wider picture of your life and ministry?
- : How will you continue to grow as a consultant beyond the training?

Supervision Guidelines

1. While consultancy is intentionally a **learn as you go** training program, you are not on your own. As you gain confidence in the process you will have a fair amount of freedom to learn on the job. However it is important while in training to remember you are under supervision. Please do not make major recommendations or to hand in reports without your supervisor advising on them and reading drafts.
2. The trainers take primary responsibility for supervision.
3. Supervision usually occurs at the request of the consultants.
4. Due to supervisors' schedules and your own, planning or requesting a standard supervision session well in advance is helpful. 2-3 days minimum - ideally 4-5 days.
5. Most supervision takes place over the phone using a 3 way chat teleconference so both consultants can be connected at the same time (Internet teleconferences are also possible in some circumstances)
6. Do some preparation before the actual session. E.g Have your own draft of what you think an oversight meeting agenda will look like, or how the congregational meeting might run, or how you would handle a situation you are seeking advice on. If possible send this to the supervisor by email in advance so she/he can look at it with you.
7. Allow ~20 - 30 mins for phone supervision.
8. Crisis calls can be made anytime to the trainers.
9. Email can be used for follow up notes, draft reports, etc. Or you can leave a phone message to let us know how things are going. Please allow 5 days turn-around for draft reports to be critiqued. This is important especially for your first 3 reports to allow for suggested alterations.
10. A normal session will involve the supervisor asking about how you are doing, checking on consultancy process, and talking through any issues that have arisen.