**Supervision, training incumbents and curates**

**Training Incumbent – or Supervising Minister?**

**PASTORAL SUPERVISION IS:**

* **a regular, planned, intentional and boundaried space** in which a practitioner skilled in supervision (the supervisor) meets with one or more other practitioners (the supervisees) to look together at the supervisees’ practice
* **a relationship**characterised by trust, respect, confidentiality, support and openness that gives the supervisee freedom and safety to explore the issues arising in their work
* **spiritually/theologically informed**– works within a framework of spiritual/theological understanding in dialogue with the supervisee’s world view and role
* **psychologically informed**– draws on relevant psychological theory and insight to illuminate intra-personal and inter-personal dynamics
* **contextually sensitive**– pays attention to the particularities of setting, culture and world-view
* **praxis based**– focuses on a report of work and /or issues that arise in and from the supervisee’s practice
* **a way of growing** in vocational identity, role competence, self-awareness, spiritual/theological reflection, quality of presence, accountability, response to challenge, mutual learning
* **attentive** to issues of fitness to practice, skill development, management of boundaries, professional identity and the impact of the work upon all concerned parties.

Association of Pastoral Supervision & Education – [www.pastoralsupervision.org.uk](http://www.pastoralsupervision.org.uk)

The specifics of the Curate/TI relationship

Multiple roles – including assessment and evaluation

An uneven power dynamic

Balancing encouragement and assessment, reflection, development and authority

**What’s involved?**



Giving of :-

* Time
* Feedback
* Self - being unthreatened

Coaching, mentoring and more

What it is and what it isn’t

Boundaries and other avenues

**Meeting up – how often and how?**

Keep talking to us…

Scans taken from

* Rick Simpson, *Supervising a Curate* – Grove P128 (out of print)

Other resources:-

* Helen Dixon Cameron *Living in the Gaze of God: Supervision and Ministerial Flourishing*
* Jon J Marlow *Thriving in Curacy* – Grove L42
* Keith Lamdin & David Tilley *Supporting New Ministers in the Local Church*
* Jane Leach & Michael Patterson *Pastoral Supervision – A Handbook*
* 3D Coaching’s Youtube channel

There are various resources on John Truscott’s website that are relevant, but one potentially helpful one is the one on working with a “number 2” (even if it does start by explicitly saying this is NOT the same as having a curate, which is a training situation). [TN101 Working with a No. 2 / Training Notes index / Resources / Welcome! - John Truscott (john-truscott.co.uk)](https://www.john-truscott.co.uk/Resources/Training-Notes-index/Working-with-a-No.-2)

**From Herbert & Nash Supervising Youth Workers (Grove P105, 2006)**

**ESTABLISHING A SUPERVISION CONTRACT**

**It can be helpful to devise a contract for supervision, so that both parties are working to the same understanding and expectations.**

1. Purpose
Identify management, education, support and mediation issues for the specific context. (A fuller outline of the importance and meaning of these terms for supervision is found in chapter 5 of this Grove booklet)
2. Confidentiality
Trust is important, but need to bear in mind accountability. Good practice suggests that confidentiality is never broken without informing the supervisee.
3. Boundaries
What can or cannot be discussed in sessions?
4. Timing
How frequently does supervision happen? How long are the sessions?
5. Place
Where is it appropriate to hold supervision?
6. Cancellation
Supervision should have a very high priority. Cancellations should only happen rarely and the session should normally be rearranged.
7. Preparation
What preparation will each party make? Does anyone need any information in advance, if so, how much in advance?
8. Format
What shape will the supervision session take?
9. Recording
Who will take notes of decisions made in supervision? Who will keep them? When/how will they be shared? Where are they stored?
10. Review
When and how frequently will supervision be reviewed?

**A POSSIBLE AGENDA FOR SUPERVISION SESSIONS**

1. How are things generally?
Open question to help both parties get into the session.
2. Looking at the work
Share information, identify problems, plan ahead
3. Specific issues
Either party may have specific issues they wish to discuss
4. Relationships
Are there any relationship issues that need addressing?
5. Priorities
What are the priorities for the next period of time?
6. Training
Have any training needs been identified?
7. Anything not covered elsewhere in the session
Opportunity for either side to raise something they need to
8. Recording
Agree and note action points and priorities
9. Next meeting
Arrange or confirm next meeting