

## Supervision Reference Group

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<b>Resolutions</b>	<p>16/1. The Council receives the report.</p> <p>16/2. The Council adopts the policy recommendations in Section 3 of the report.</p> <p>16/3. The Council approves the principles set out in Section 4 of the report.</p> <p>16/4. The Council commissions the research outlined in Section 7 of the report and expects to receive a report of this research and recommendations on the basis of this research by the Council of January 2021.</p> <p>16/5. The Council approves the ongoing arrangements for the continued oversight of supervision in the life of the Church.</p>

### 1 Introduction

This policy report is presented to the Methodist Council by the Supervision Reference Group. It contains:

- an update on the implementation of the policy for the information of the Council;
- policy recommendations as required by the Conference to be brought to the Council for decision and integration into the Interim Supervision Policy;
- a timeline for the implementation of these policies; a proposal for research into the implementation and impact of the Interim Supervision Policy;
- a proposal to bring an amended policy in the light of this research to the Conference of 2021;
- an indication of the resources needed to present a final policy to the Conference in the light of this research and of the resources needed to form part of the Church's ongoing implementation of that policy.

### 2 Initial Implementation Update

#### 2.1 The training and approval of supervisors continues. At the end of December 2018:

- 341 people have received initial training since the 2017 Conference thanks to a collaboration between external professional trainers, experienced Methodist supervisors and members of the Learning Network.
- The feedback from learners has been very positive; all participants were encouraged to complete a feedback form and the average rating has been 4.68 (out of 5).
- Of the 341 people who have been through the initial training 85 have been approved to supervise and have begun supervising.
- Of the 341, seven were recommended not to proceed to approval or withdrew from seeking approval.
- A further 85-100 people are expected to train between January and May 2019.
- We have now integrated the training of supervisors for probationers into the training programme and those who received probationers in September 2018 were trained under the policy at Queen's in April/May 2018. The training team is grateful to Deacon Eunice Attwood and the Revd Dr Jonathan Dean for their expertise. From September

2019, probationers' supervisors will have been trained under the policy and will have been briefed by tutors at The Queen's Foundation on the particular expectations of supervising a probationer.

- Training events are now planned for March and May for those matched with appointments from September 2019 where there is an expectation that the minister will offer supervision.
- Training events are planned for the summer for those entering stationing in 2019-20 who anticipate supervising in their next appointment. This will enable the follow up training to happen as part of Superintendents' induction for those who will supervise as new Superintendents.

## 2.2 Implementation in Districts

- Since January 2018 ministers in the pilot districts (Liverpool and South East) have been in supervision under the Interim Policy following some call back training and assessment.
- The following districts have supervisors trained, approved and ready to supervise from January 2019: Chester and Stoke, East Anglia, Plymouth and Exeter, Southampton, and the Wales Synod.
- The majority of those nominated to supervise in the remaining northern districts have been trained and should themselves now be in supervision.
- Those nominated to train from the remaining southern districts have either already been trained during the first quarter of 2018-19 or are entering training now.
- It is anticipated that by September 2019 in most districts supervision will be in operation in most circuits.
- There remain some pockets where it will take longer to implement the policy due to an unwillingness amongst some nominated supervisors to undertake training, staffing problems in particular circuits (which mean there is not an obvious candidate to be trained to offer supervision), or a failure to identify sufficient alternates early enough to be ready to supervise supervisors. There is a need to identify supervision capacity and financial resources to enable supervision to take place where this is the case.
- In some Districts there has been good planning and a proactive approach to implementation enabling learners to enter supervision immediately following the training but in others there has been a considerable time delay (up to 9 months). In some cases this has led to some demotivation and frustration amongst superintendents that skill sets are becoming rusty and that promised support in the guise of supervision has been delayed. Other trainee supervisors have taken a more proactive approach and organised themselves into practice triads. It may be that where there have been delays in people's learning journeys that trust in supervision needs to be rebuilt and skills refreshed as these people enter supervision in the next six months. Conversations with district chairs and trainee supervisors are underway to try to support this.

## 2.3 Initial Learning from the Implementation

- The quality of the training is making a significant impact not only to participants' competence and confidence to supervise under the policy but on their confidence to address a range of issues in ministry including conflict situations, boundary and role confusion, line management relationships, pastoral relationships, oversight responsibilities.
- Those receiving supervision report that it is improving their wellbeing, reducing anxiety, improving sleep patterns, offering them accompaniment to change patterns of working for the better including: the implementation of insights gained on other training courses; tackling difficult problems earlier; being able to cope better with expectations without trying to fix the unfixable. It was also noted that supervision is providing support for healthy risk taking and for more proactive engagement and it was observed that

accountability through supervision is being experienced as a positive support for shared ministry.

- The quality of the supervision offered affects its effectiveness. Whilst assessment and feedback is offered at the end of the training and a recommendation is sought from a supervisor we have realised that it is important to assess supervisors not only after the training but after a period of practice. We intend to change the training pattern for initial training from 2019-20 to allow for a call-back assessment day. Capacity issues have prevented us making this change immediately so in the meantime we are encouraging approved supervisors to be rigorous in their assessment of colleagues' readiness to supervise under the policy and have offered a range of tools for this purpose.
- It is a significant task to manage a supervision plan. This is a constantly changing document because of stationing, sabbaticals and other personnel factors. We are looking into ways in which a supervision plan can be held locally but also audited centrally without documents needing to be sent. The induction of new District Chairs includes instruction on the management of a supervision implementation plan and a role description for this task has been produced.
- To change a culture takes time and significant investment from all parts of the system. This requires patience, resilience and repeated communication as officers learn a new system. It is important that feedback enables problem-solving and learning from mistakes. A demonstrated consistent commitment is necessary to resource the work over time and, where problems emerge, to support those asked to invest considerable time and effort in the new system.
- Interest is being expressed in the Methodist Church's supervision implementation by a number of other church bodies in the UK and elsewhere including: the Moravian Church, the Royal Air Force, the Salvation Army, the Methodist Church in Kenya, the United Methodist Church and the United Church of Zambia.

### **3 Policy Recommendations**

- 3.1 It is the remit of the Supervision Reference Group to undertake the development of some key areas of policy in order to fulfil the Interim Supervision Policy as adopted by the 2017 Conference. In order to make it possible for all presbyters and deacons to be covered by the Policy a number of policy recommendations is made here. Criteria are also offered concerning those lay roles that should be covered by the Policy.
- 3.2 Section 4 of this report offers principles in relation to ordained ministers and probationers in other than circuit and district roles and lay office holders or employees who either hold significant public representative roles, have significant pastoral contact, bear responsibilities in which there are significant risks to them, those amongst whom they work or the health of the Church, that would benefit from exploratory supervision, or are engaged in supervision under the policy.
- 3.3 Detailed policy recommendations are made in Section 5 that apply these principles; the schedule proposed at Section 6 outlines the prospective implementation of these recommendations.
- 3.4 It is intended that the principles outlined and the policy recommendations made here supplement those in the Interim Supervision Policy (ISP) and not replace them. Matters not covered in this report are considered already to be covered by the ISP.
- 3.5 It has been clear since the 2017 report that there will be some lay people (often employees) whose ministry should also be supervised under the policy. However, the process of defining the criteria by which those people should be identified has proved to be complex,

particularly given some of the contractual questions involved. The Supervision Reference Group will give the matter further thought and consultation and bring a short report on this question to the Council in April. That report will also propose any changes that might need to be made to the principles in section 4 when lay employees or office holders are included in the policy.

- 3.6 Once adopted by the Methodist Council the policy recommendations made here shall be integrated into the Supervision Policy to be reported to the 2020 Conference.
- 3.7 These policy recommendations have been developed in consultation with the Secretary to the Forces Board, the Director of Education, the Connexional Ecumenical Officer, the Learning Network, the Senior Management Meeting, the Chair of the Stationing Advisory Committee, the Director of Global Relationships, and the Ministries Committee.

#### **4 Principles**

The Supervision Reference Group recommends that the following principles guide the implementation of the policy:

- 4.1 That all ministers in the active work in (or Recognised and Regarded as being in) Full Connexion, all probationers, those supernumeraries undertaking significant pastoral responsibility under a letter of understanding (SO 792(2)) and all those authorised to exercise ministry on behalf of the British Methodist Conference (under SO 733 or 733A) should be in supervision as a means of support for the accountable exercise of ministry.
- 4.3 That engagement in supervision should be proportionate and appropriate to the role being exercised but that no-one subject to this policy engaged in any kind of work should be supervised for less than one hour each quarter.
- 4.3.1 That those engaged to supervise by the Methodist Church as external supervisors or who are offering supervision as the main ministry they offer to the British Methodist Church receive supervision equivalent to 10% of the time they offer as supervisors (eg, if supervising six ministers six times per year for 90 minutes they receive at least 4.8 hours of supervision during the year for this work) but not less than 1 hour per quarter.
- 4.3.2 That those working half time or less within the British Methodist Church receive not less than 1 hour of supervision per quarter. That those working between half and full time should receive between 1 and 2 hours supervision per quarter.
- 4.3.4 That the supervision offered to those in part time roles should be regularly spaced through the working year.
- #### **4.4 Sabbaticals**
- 4.4.1 That any minister on sabbatical is entitled to receive their full quota of supervision but may, by negotiation with their supervisor miss one supervision during that three month period.
- 4.4.2 That any minister on sabbatical who supervises should not undertake all the supervisions for their supervisees during the sabbatical year but should make appropriate and proportionate arrangements for the supervision of their colleagues. This should be by negotiation and should take into account each supervision relationship. In some cases it may be important to prioritise the continuity of the relationship and for the supervisor to conduct all the supervisions in an adjusted timetable; in other cases it may be appropriate for two or three supervisions to be offered by an alternative supervisor in order to balance the workload of

the minister having a sabbatical year. Overall the supervisor should aim to reduce their supervision load in a sabbatical year by a quarter.

#### **4.5 Parental Leave**

- 4.5.1 That any minister on parental leave (SO 807a-c) should normally continue to be supervised on their 'keeping in touch' days.
- 4.5.2 That any minister who supervises who takes parental leave for more than 2 months should notify the keeper of the relevant Supervision Implementation Plan so that alternative arrangements can be made for their supervisees.

#### **4.6 Sick leave**

- 4.6.1 That ministers who are signed off sick may not engage in supervision.
- 4.6.2 That any minister who supervises and is signed off sick may not supervise. Where this persists for more than 2 months, alternative arrangements should be made for the affected supervisees by the keeper of the Supervision Implementation Plan.

#### **4.7 Suspension**

- 4.7.1 Where a minister who supervises is suspended alternative arrangements should be made by the keeper of the Supervision Implementation Plan for the supervision of their supervisees.
- 4.7.2 The supervision arrangements for ministers who are suspended should be reviewed by the keeper of the Supervision Implementation Plan in consultation with their minister in oversight.

#### **4.8 Line Management**

That line management and supervision should be distinguished as having separate functions although both functions might in some circumstances be performed by the same person providing that person has been approved as a supervisor under the policy. It should be noted that these distinctions need to be held within the definitions of oversight used in the Interim Policy where supervision is understood as a contribution to oversight. Line management here refers to employed roles and to ordained ministers as they work in particular roles and teams where such a system of management is in place.

Line Management and Supervision are distinguished in the following way:

- 4.8.1 Supervision offers primarily an exploratory and reflective space in which the supervisee is enabled to gain perspective on themselves and their work. It offers support for the accountable exercise of ministry in which the primary responsibility belongs with the minister being supervised. It performs:
  - **Normative functions** that attend to the theological and vocational horizons of the minister in the light of those of the Methodist Church; to ethical practice in the light of the Methodist Church's code of conduct for ministers; to areas of risk in the ministry context and in the practice of the minister.
  - **Formative functions** that provide opportunity for the minister to learn and grow as a practitioner through the regular review of elements of their practice and the rehearsal of future strategies

- **Restorative functions** that explore the impact of ministry and vocation on the practitioner  
NB. Supervision can only be offered by a supervisor trained and approved under the Methodist Church's policy or by an externally qualified and approved supervisor.

4.8.2 Line Management is for the purpose of addressing professional practice and professional development issues in relationship to an employee/office holder's performance and accountability. It should operate in relation to their job description and contract of employment or to a letter of understanding in relation to a deployed minister. It should include:

- Task management and determination of work priorities
- Personnel functions, eg the management of holiday, sick leave, negotiation of revised terms and conditions
- Appraisal (either line management appraisal or Ministerial Development Review)
- Monitoring and meeting of training needs
- Adjustment of working patterns to accommodate welfare needs

4.8.3 Where a line manager is also a trained supervisor the same person may perform both functions though it is recommended that these take place in separate meetings. It may be better in some circumstances for supervision to be offered outside the line management structure.

4.9 That the supervision arrangements for all ordained ministers in (or recognised and regarded as being in) full connexion, in probation or authorised to exercise ministry on behalf of the Conference, and those lay people in roles identified under 2.2 above shall be recorded on the relevant Supervision Implementation Plan(s).

## **5 In Practice**

### **5.1 The Connexional Team**

5.1.1 That there be a Connexional Team Supervision Implementation Plan that is managed by the CDS and approved by the ASC to cover ordained and any identified lay members of the team. Work has begun on this plan and those within the Team who are expected to supervise under it have been trained.

5.1.2 There needs to be consultation with the Secretary of the Conference and others about the detail of the Connexional Team Supervision Implementation Plan; it is planned that this consultation take place in the next few weeks and that the Council will be updated in April.

### **5.1 Independent Schools Chaplains:**

5.2.1 That Schools' Chaplains working in Independent Methodist Schools should be supervised either by a trained Methodist supervisor within the District or by a professional supervisor recognised by the Methodist Church and paid for by the school.

5.2.2 That in either case the Agreed Records of Supervision should go to the District Chair and to the Schools' Pastoral Visitor who shall act as a Nominated Third Party and keep the MIST Supervision Implementation Plan.

5.2.3 That this should include lay chaplains and ministers of other churches as conditions of appointment

- 5.2.4 That the Chair of District be responsible for recording the supervision arrangements of any MIST school chaplain on their Supervision Implementation Plan.
- 5.2.5 That the Schools' Pastoral Visitor manage and update the MIST Supervision Implementation Plan and submit it annually to the Connexional Director of Supervision in order to ensure that supervision is happening and that negotiations between chaplains, schools and districts reach effective conclusions.

### **5.3 Ministers with permission to reside overseas, to serve in an appointment outside the control of the Church or be without appointment**

- 5.3.1 That the Stationing Advisory Committee should stipulate individual supervision arrangements on the basis of the principles articulated above, ensuring that:
- All ministers are named on a District Implementation Plan (including those residing overseas who should be linked with a District for this purpose)
  - Either the minister is supervised within the District or equivalent and external supervision is funded through the employing body
  - The hours of supervision are proportionate to the hours of work undertaken but not less than one hour each quarter.

- 5.3.2 The Secretary of the Forces Board should provide annually to the Connexional Director of Supervision a Supervision Implementation Plan indicating the supervision arrangements for Methodist Chaplains. All chaplains shall be in receipt of a minimum of four supervisions of 90 minutes each year from a supervisor approved under the Methodist Church's Policy; agreed records shall be sent to the Secretary of the Forces Board and to the chaplain's Commanding Officer. The reduced hours of supervision have been negotiated with reference to the other structures for support and accountability that are in place within the Armed Forces.

### **5.4 Ordained Ministers of Other Churches serving in the name of the British Methodist Conference**

- 5.4.1 Those who are recognised and regarded by the Methodist Conference as being in Full Connexion are subject to the same discipline as those in Full Connexion.
- 5.4.2 Those who are authorised to serve should be in supervision and included on the District Implementation Plan. In each case, there should be clarity as to supervision offered within the MCB, through the minister's own Church, or both.
- 5.4.3 Those who are recognised in circuits as Associate Presbyters and Associate Deacons operate only in relation to specific functions that should be overseen by the Superintendent. The Superintendent should ensure that they are in receipt of supervision from their own Church and/or that the ministry they offer in the name of the MCB is appropriately supervised according to the principles outlined in this report.
- 5.4.4 The (continued) authorisation of Authorised and Associate Presbyters and Deacons should be dependent upon the demonstration that appropriate supervision arrangements are in place either through the Methodist Church or via another body.
- 5.4.5 Applications for Authorised Presbyter and Authorised Deacon status shall include a section that details supervision arrangements.
- 5.4.6 The principles in this policy shall govern any judgements about the appropriateness of the supervision described.

5.4.7 All such ministers should be included on the District Supervision Implementation Plan.

## **5.5 Pioneer Ministers**

5.5.1 Lay and ordained pioneers should be supervised under the District Implementation Plan.

5.5.2 Supervisors should be briefed on the particular nature of this work.

## **5.6 Mission Partners**

5.6.1 The Director of Global Relationships shall provide annually to the Connexional Director of Supervision a Supervision Implementation Plan that covers presbyters and deacons and lay people identified under 2.2 above who are serving as mission partners.

5.6.2 Those in supervision should receive six 90 minute sessions a year either from a trained supervisor in their context or (more likely) from a designated supervisor in Britain by Skype.

5.6.3 The agreed records of supervision should be sent to the Director of the Global Relationships Office.

5.6.4 Those mission partners serving in Churches where there are supervision arrangements in place may (with the consent of the Connexional Director of Supervision) be supervised under the policy of the Church in which they serve but with agreed reports on the supervision sent to the Head of the World Church Relationships Office.

5.6.5 Those supervising mission partners should have particular preparation in understanding the context in which the partner works.

## **5.7 Supervision Implementation Plans**

5.7.1 It is the responsibility of the District Chair to ensure that supervision is provided for:

- Ordained ministers, those Recognised and Regarded as being in Full Connexion with the Conference and probationers
- Authorised Presbyters and Deacons
- Lay office holders and employees who are identified under 2.2 as needing supervision
- Any MIST chaplains residing in the District as agreed with the Schools' Pastoral Visitor
- Any pioneer ministers whether lay or ordained
- Any ministers without appointment
- Any ministers with permission to reside overseas who are linked with the District for this purpose

It is also their responsibility to ensure that Associate Presbyters and Deacons are ministering under appropriate supervision.

It is also their responsibility to record on which Supervision Implementation Plan the detailed information about the supervision of all other ordained ministers residing in the district is held including:

- Ordained members of the Connexional Team
- Ordained ministers serving in appointments outside the control of the Church
- Connexional Tutors

5.7.2 It is the responsibility of the Connexional Director of Supervision to ensure that supervision is provided for:

- District Chairs,



- the Warden of the Diaconal Order
- Ordained and any identified lay members of the Connexional Team

It is also the responsibility of the Connexional Director of Supervision to monitor the management of the following Supervision Implementation Plans:

- Tutors and chaplains at Connexional Learning Institutions
- Chaplains in the Armed Forces
- Mission Partners
- MIST Chaplains

5.7.3 Where an ordained minister or lay officer/employee identified under 2.2 is in a split role an agreement should be made with the person concerned about the prime location in which supervision is best offered. The agreed arrangement should be recorded on both implementation plans if their role crosses more than one district or sphere of work.

## 6 Schedule for Implementation

Timing	Action	Responsible body/officer
by end March 2019	Communication of policy changes to relevant parties including keepers of SIPs	Supervision Implementation Group (SIG)
by end March 2019	Integration of policy changes into Interim Policy and publication of the Revised Policy	SIG
By end March 2019	Briefing for Connexional Team members to be supervised under the policy	SIG
By end March 2019	Completion of Connexional Team SIP including identification of any training needs and external supervisors	CDS
By end May 2019	The identification of Districts for those with permission to reside overseas who are still engaged in active work and the communication of this information to the Chairs of those Districts via the CDS	SAC
By end June 2019	Completion of SIPs and their submission to the CDS for MIST, the Armed Forces, Connexional Learning Institutions, Mission Partners and the identification of any training needs to meet capacity	Keepers of the SIPs for MIST, the Armed Forces, TIs and Mission Partners
By end June 2019	Revision of District SIPs to include the recording of arrangements for <ul style="list-style-type: none"> <li>• Lay office holders and employees who are identified under 2.2 as needing supervision</li> <li>• Any MIST chaplains residing in the District as agreed with the Schools' Pastoral Visitor</li> <li>• Any pioneer ministers whether lay or ordained</li> <li>• Any ministers without appointment</li> <li>• Any ministers with permission to reside overseas who are linked with the District for this purpose</li> </ul>	District Chairs

	<ul style="list-style-type: none"> <li>• Ordained members of the Connexional Team</li> <li>• Ordained ministers serving in appointments outside the control of the church</li> <li>• Connexional Tutors</li> </ul> <p>And to identify any training needs in order to meet the new capacity</p>	
By end December 2019	The training of identified supervisors to meet these policy changes	SIG/Training Team
End June 2020	The entry into supervision of all those identified above	District Chairs CDS

## 7 Review of the Interim Supervision Policy

7.1 In Report 19 presented to the 2017 Conference it was argued in Section 4.2 that investment in supervision could lead to the following benefits:

- 1 *reduced symptoms of isolation and stress amongst its ordained ministers (such as sickness and vulnerable practice) through a realistic and regular structure of collegiality and accountability in which ministers are regularly sharing the detail of their practice and being listened to;*
- 2 *a more intentional use of ordained ministers' time through the opportunity that supervision provides for ministers to think theologically and practically about priorities;*
- 3 *a more robust handling of risks in church life, including those relating to safeguarding through explicit attention to risk identification and risk management in supervision;*
- 4 *more safety for everyone in church life through heightened awareness in supervision of boundaries, expected conduct, role clarity and the use of power;*
- 5 *more safety for everyone in church life through the opportunity in supervision to explore the unconscious factors that sometimes undermine best intentions;*
- 6 *better communication as those in oversight become more aware, through supervising others, of the challenges being faced on the ground;*
- 7 *less anxiety in the face of change as ministers share responsibility for risks, priorities and hard decisions with their supervisors;*
- 8 *clearer lines of accountability in which the responsibilities and roles of ministers in oversight are better understood and are routinely operated in practice.*

7.2 One of the strengths of the Interim Supervision Policy is that it evolved from a process of consultation and evaluation of the impact of the Draft Supervision Policy.

7.3 Whilst a small amount of research has taken place already and whilst there is a process of continuous learning and improvement taking place the Supervision Reference Group considers it to be essential that a robust process of consultation and research into the implementation of the Interim Supervision Policy is undertaken in order to establish:

- i. The degree to which implementation has taken place
- ii. What might need to be done to ensure a high level of implementation
- iii. The degree to which supervision is delivering the benefits enumerated above
- iv. Any unintended consequences that need to be addressed
- v. The ways in which the policy could be improved including its relationship to other processes in the life of the Church

7.4 The rationale for such a process is in order to:

- 7.4.1 Minimise the risk of implementing a policy that is not meeting the intended outcomes.
- 7.4.2 Maximise the investment of money and practitioners' time that has been involved in this major change through adjusting the policy in the light of experience.
- 7.4.3 Continue to listen to the experience of practitioners and so build a community of practice around the way forward.
- 7.4.4 Learn what we can from this innovation - not only supervision but other processes eg training; culture change; oversight; ministerial development review.
- 7.4.5 Offer a body of evidence to other churches and organisations who are concerned about ministerial wellbeing, ecclesial accountability and ongoing learning.
- 7.5 It is intended that the research begin in February 2019 and run until February 2020, allowing time for analysis and theological reflection upon the results and time for a considered set of proposals for a Final Policy to be given due process en route to the 2021 Conference.
- 7.6 It is intended that a qualified and experienced researcher in the field who is not a Methodist be appointed to undertake qualitative research in two districts and amongst identified other office holders and to collate these findings with other quantitative research findings that can be adduced from connexional records and other pieces of qualitative research already taking place within the Methodist Church.
- 7.7 The Supervision Reference Group will be responsible for considering the research findings and making proposals for a Final Supervision Policy to the 2021 Conference.

## **8 Resource Implications**

### **8.1 Ongoing training needs**

- 8.1.1 It is estimated that the Methodist Church needs some 400 supervisors in order to run its supervision policy. It is estimated that there will be a need to train some 40-45 people in supervision every year.
- 8.1.2 In addition to these initial training needs there will need to continuing professional development for supervisors. Some of this will be provided through existing events and networks, e.g. through training forums and superintendents' conferences. In addition we recommend provision for a connexional 24 hour refresher course every 2 years at a Conference style event.
- 8.1.3 There will be an ongoing need to identify and support the development of a small number of people for whom supervision will be a particular specialism and who can help to train and inspire others in their supervisory work. We recommend provision for up to 6 bursaries per year to support Diploma level work and external accreditation.
- 8.1.4 There will be an ongoing need to bring new trainers into the training team and to convene the team on an annual basis to ensure that the quality of the training is maintained and that changes are made to the curriculum and teaching methods.

## 8.2 External Supervision

- 8.2.1 There will be an ongoing need for external supervisors for whom the Church will need to pay professional fees for the following people:
- Senior members of the Connexional Team
  - District Chairs
  - The Warden of the Diaconal Order
  - 'Flying' supervisors who are able to help bridge gaps in provision for fixed periods

- 8.2.2 It is good practice to continue to convene those external supervisors to discuss good practice and to learn together about this relatively new discipline.

## 8.3 Ongoing connexional oversight of supervision.

There will be a continued need to provide some connexional oversight for this work. Until a final policy is agreed by the Conference the Supervision Reference Group will need to continue to meet. There will be a continued need for a Supervision Implementation Group and a named person within the Conference Office will need to undertake the following:

- 8.3.1 To advocate for supervision in the life of the Church and to field enquiries from within and beyond the MCB
- 8.3.2 To support the maintenance and further development of supervision as a core practice within the MCB
- To manage the connexional supervision implementation plan and hold accountable others with responsibility for Supervision Implementation Plans
  - Ensuring the briefing of those new to supervision in the Methodist Church e.g. probationers, those transferring into our ministry, any authorised persons, those in identified lay roles.
  - Helping to resolve difficulties arising in relation to ongoing implementation
- 8.3.3 To oversee the structure and content of the connexional supervision web pages and of any files and records kept concerning supervision and training.
- 8.3.4 To appoint and oversee the work of external supervisors including the leading of two faculty days per year
- 8.3.5 To oversee the initial training of those supervising under the Supervision Policy
- Together with the Co-ordinator, Ministry Development, putting together appropriately trained and resourced training teams.
  - Together with the Conference Office Administrator, putting together appropriate training groups and identifying appropriate training venues
  - The ongoing revision of approved training materials for those leading and attending events and the oversight of their production
  - The monitoring of course evaluations and the taking of appropriate actions in relation to the quality of training offered
  - Involvement in training teams as appropriate to training experience
  - The leading of a faculty day each year for those offering supervision training on behalf of the MCB
  - The provision of training for those new to the training team
- 8.3.6 To oversee the provision of continuing development for approved supervisors

- To identify and support those who should develop a ministry specialism in this area to maintain a broader connexional resource
  - To maintain a list of approved trainers for this purpose
  - To design, commission and oversee connexional training events
- 8.3.7 To convene the Supervision Implementation Group consisting of the ASC, the Coordinator for Ministry Development, and the designated Conference Office Administrator.
- 8.3.8 To report as necessary to the Ministries Committee, and in the year 2020-21, the Supervision Reference Group.
- 8.3.9 In the year 2020-21 to collate the Report to the Conference and the final Supervision Policy.

## **9 Budget**

The budget for the initial (and resource-intensive) roll-out of Supervision was agreed by the Council in April 2017 as a three-year programme. The ongoing budget for Supervision will form part of the Conference Office budget.

### **\*\*\*RESOLUTIONS**

**16/1. The Council receives the report.**

**16/2. The Council adopts the policy recommendations in Section 3 of the report.**

**16/3. The Council approves the principles set out in Section 4 of the report.**

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**16/5. The Council approves the ongoing arrangements for the continued oversight of supervision in the life of the Church.**