

National Baptist Supervision framework

Australian Baptists are committed to training, equipping and supporting our pastoral leaders for professional and fruitful ministry. We aim to ensure all reasonable measures are put in place to ensure our pastoral leaders carry out their responsibilities in a faithful, ethical, and accountable manner. We also seek to appropriately and adequately respond to the recommendation of the *Royal Commission into Institutional Responses to Child Sexual Abuse* regarding pastoral supervision (Recommendation 16.45).

Considering the above, we believe in the need for a national pastoral supervision framework. The framework will be facilitated through a commitment to agreed understandings and principles. Upon agreement, each state Baptist association will work towards implementing the framework in ways consistent with their own policies and context. Our shared understanding includes:

1. **Who:** *“all people in religious or pastoral ministry”*

Although each state Baptist association uses different terminology, we aim to include those ordained, accredited, recognised, registered, or candidates in training in our pastoral supervision framework. As we transition from current models, priority will be given to those newly entering ministry in one of the above categories.

2. **What:** *“professional supervision”*

We agree professional supervision to be:

- regular, structured, and intentional conversations between supervisor and supervisee
- focused on work and practice
- paying attention to the supervisee’s current context
- within the framework of a shared theological, spiritual, ethical and legal understanding
- paying attention to issues of fitness to practice, skill development, management of boundaries, professional identity, and the impact of work upon all concerned parties including the individuals and communities the supervisee serves and leads

3. **With:** *“trained professional or pastoral supervisors”*

We agree that supervisors will have appropriate training. This includes a Graduate Certificate in Professional Supervision or equivalent; or associate or full membership in the Australasian Association of Supervisors or another equivalent body; and any relevant ministry experience and training required by the relevant state Baptist association.

Supervisors will provide supervision in a professional manner. This includes supervising as a source of income or as part of their role, undertaking their own professional supervision, and having appropriate professional indemnity insurance.

4. **How:** *“degree of independence”*

We agree that the supervisor will not be a member of the same local church, nor a pastor or direct report, of their pastoral supervisee. We acknowledge the potential conflict of interest when a supervisor is employed by the relevant state Baptist association and the need for due diligence in this situation.