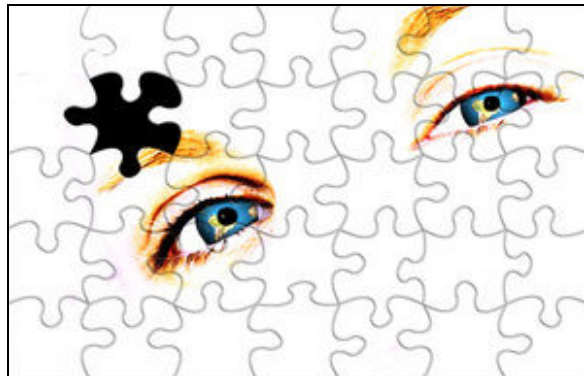


YouthTRAIN

tomorrow's **leaders** today



Supervision/Coaching Information Pack

Putting Together the Pieces of Your Youth Ministry Puzzle



Introduction

At the outset it's good to be clear on definitions. YouthTRAIN defines the terms “supervision” and “coaching” as follows:

Supervision

Supervision is an ongoing open ended professional relationship where the supervisor helps a youth pastor reflect critically on his or her ministry.

Supervision is aimed primarily at those in paid ministry who have a supervision requirement as part of their employment.

In the process of supervision, coaching (see below) will occur. However the underlying agenda is that of helping the youth pastor grow in their professional competency, whereas in coaching the focus is more on finding resolution in the issues faced.

Coaching

Coaching is a limited term contract where the youth pastor or leader brings specific issues or problems to the coaching relationship for the purpose of exploring answers and receiving outside suggestions and advice.

Coaching is for anyone – the paid youth worker or the volunteer and is committed to on a session by session basis.





Supervision Overview

In order to understand supervision we begin by explaining what supervision is not. While supervision given by a YouthTRAIN consultant may at times contain elements of the following it is not exclusively any of these.

- Supervision is not counselling - it doesn't begin with a personal problem to be solved as in a counselling situation.
- Supervision is not spiritual direction – it does not focus exclusively on a person's relationship with God.

Instead supervision is:

- A process through which the youth pastor is helped to grow in self-awareness, professional skills and theological meanings.

This process occurs as the youth pastor brings their agenda to each meeting by raising issues they are facing and questions that they have. The consultant brings their experience and insights to the process, listening and offering suggestions as required.

While there is a mentoring aspect to supervision the supervisor is not an expert who knows all the answers and can advise the person on the best practice. They are someone with experience who can make suggestions which the youth pastor then can carefully weigh in the light of their unique situation.

At the conclusion of each meeting the consultant produces a report summarising key points discussed and points for application.

Supervision commences with a negotiable signed contract between the YouthTRAIN consultant and the youth pastor outlining expectations, goals and timing.





Coaching Overview

Coaching is similar to supervision but not identical. As mentioned earlier coaching tends to be for a limited duration and is for the purpose of gaining answers to specific problems faced. Once satisfactory answers are found the consultant and the youth pastor/leader no longer meet until further issues arise and the youth pastor/leader initiates it.

As is the case with supervision it is not personal counselling or spiritual direction. It is a process whereby a specific issue or issue(s) are discussed and advice is offered and then carefully weighed by the youth pastor/leader in the light of their unique situation.

At the conclusion of each meeting the consultant produces a report summarising key points discussed and points for application.

Costs

Fees for supervision and coaching are the same: \$60 per hour plus GST. Payment for each session is due one month after the issuing of an invoice.





The Dynamics of Supervision

The dynamics of healthy supervision (and in some cases coaching) are as follows:

- Supervision is a **contracted** process: Both supervisor and youth pastor agree on the details of the process before supervision begins. They reach an understanding of their respective roles and the process by which supervision takes place.
- Supervision is a **relational** process: It is through the relationship between the supervisor and youth pastor that learning takes place. It's a relationship that presupposes trust leading to openness and a willingness to communicate by the youth pastor as well as the supervisor.
- Supervision is a **reflective** process: It focuses on actual ministry experiences and helps the youth pastor analyse and interpret the situations they are experiencing.
- Supervision is a **formative** process: Supervision has an action dimension in which the youth pastor is helped to identify and act on specific strategies to encourage personal and professional formation.
- Supervision is an **owned** process: The role of the supervisor is neither non-directive nor demanding. Their aim is to promote growth through assisting the youth pastor to gain new insights and then encouraging them to act on these. Ultimately however it is the youth pastor who must take responsibility for their own growth and accept ownership of what they resolve to do in order to grow.
- Supervision is a **confidential** process: Each party agrees to keep private any issues discussed.





Tasks of a Supervisor/Coach

Throughout supervision the YouthTRAIN consultant will commit themselves to do the following:

- **To attend:** To give their full attention to the youth pastor, seeking to hear what is said and understand what is meant and felt, whilst remaining opening and sensitive to God's leading.
- **To support:** To not judge, criticise or condemn, but to create a supportive, safe environment for the youth pastor that allows them the freedom to pursue honesty and vulnerability.
- **To clarify:** To ask questions that help the youth pastor explore and clarify actions, thoughts and feelings related to their work.
- **To respond:** To provide specific feedback on the youth pastor's thoughts and actions based on their own insight, experience and observations.
- **To challenge:** To ask the "hard" questions and to gently confront any behaviour which they judge to be unwise, unethical or incompetent and to expose personal and professional blind spots.
- **To refer:** To assist the youth pastor in finding professional help should issues arise that fall beyond the competency of the supervisor or the scope of their role.





The Focus of Supervision/Coaching

Supervision

The youth pastor is encouraged to discuss with their supervisor issues relating to ministry. Areas covered may include:

- **Professional:** Those issues related to the youth pastor's ministry such as:
 - **Programmes:** To consider programmes they are running and draw out relevant lessons.
 - **People:** To consider leadership relationships with young people, volunteer staff, parents and church leadership.
 - **Problems:** To consider specific dilemmas or difficulties that require attention.
- **Personal:** To consider issues related to the youth pastor's personal and spiritual development as they impinge upon their ministry.

Coaching

In coaching the youth pastor/leader discusses with the coach any issues related to their ministry. Generally those would tend to be related to programmes, people and problems as outlined above although a youth pastor/leader may seek coaching related to a personal dilemma if they wish.





Supervision: Outline of Contract

Supervisor: Murray Brown

Youth Pastor/Leader: _____

Meetings: We agree to meet (*frequency*) for (*duration*) at (*location*) starting on (*date*) at a cost of \$50 plus GST per session.

As the youth pastor/leader I commit myself:

- *To be honest, transparent and vulnerable.*
- *To listen to and reflect on feedback without becoming defensive.*
- *To endeavour to apply professional and personal insights gained together.*

Signed: _____ Date: _____

As the supervisor I commit myself:

- *To give my full attention to the supervisee, seeking to hear what is said and understand what is meant and felt, whilst remaining opening and sensitive to God's leading.*
- *To not judge, criticise or condemn, but to create a supportive, safe environment for the supervisee that allows them the freedom to pursue honesty and vulnerability.*
- *To ask questions that help the supervisee explore and clarify actions, thoughts and feelings related to their work.*
- *To provide specific feedback on the supervisee's thoughts and actions based on my own insight, experience and observations.*
- *To ask the "hard" questions and to gently confront any behaviour which I judge to be unwise, unethical or incompetent and to expose personal and professional blind spots.*
- *To assist the supervisee in finding professional help should issues arise that fall beyond my competency or the scope of my role as supervisor.*
- *To maintain confidentiality.*

Signed: _____ Date: _____





Initiation of the Supervision/Coaching Process

Supervision/coaching is performed by the YouthTRAIN Director, Murray Brown, who has a history of 25 years full time youth work with teenagers and their families. He lectures in youth ministry at Carey Baptist College in Auckland as well as speaking at conferences and training seminars throughout Australasia.

Ideally supervision takes place face to face but with Murray being based in Palmerston North this is not always possible. However it can be conducted via Skype (www.skype.com audio or video) or by telephone (at the youth leader's expense). If a number of youth leaders in a given area require ongoing supervision Murray may contract to be in a certain area on a given day or days every 6-8 weeks to make face to face meetings possible.

In order to discuss your supervision or coaching needs further, contact Murray on 06 357 7533 or email murray@youthtrain.com for an obligation free discussion of your requirements.



Murray Brown

