

Professional Supervision Programme

for Clergy and Parish Workers

Diocesan Register of
Professional Supervisors

August 2011

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OVERVIEW

The professional supervisors listed in this register have been approved to provide subsidised professional supervision to stipendiary clergy, deacons and priests in local mission and stipendiary parish workers in the Anglican Diocese of Newcastle.

The information about each supervisor in this register has been provided by them.

Clergy and parish workers are encouraged to contact a potential supervisor directly, on the basis of the information provided in this register, and to negotiate an initial meeting.

A supervision contract has been prepared to support the relationship between supervisees and their supervisors. The contract includes the overall goals of the programme.

The contract should be signed by both parties and each should keep a copy. The contract should not be submitted to the Diocesan Office.

Clergy and parish workers are responsible for meeting the costs of their supervision, however the Diocese has made provision to refund one third of the cost of supervision (up to \$30 per 1 hour session, for a maximum of 10 sessions per annum). Clergy and parish workers are required to submit reimbursement form 1A with receipts in order to receive reimbursement.

Parish Councils are invited to meet a further one third of the costs of supervision. Where a Parish Council is unable to meet these expenses a small fund has been established to ensure that clergy and parish workers are not financially disadvantaged.

Parish Councils may apply for assistance in writing to the Diocesan Ministry Development Officer. Approved parishes may claim back the fees paid in relation to professional supervision using reimbursement form 1B.

The contract and reimbursement forms are available on the Diocesan website, from the Diocesan Ministry Development Officer and in the final section of this register.

ANDREW ADAMS

Contact Details

Name Andrew Adams Counselling Service	Address 40 Marie Street Charlestown NSW 2290
Supervision Location 40 Marie Street Charlestown NSW 2290	Hourly Rate \$90.00
Telephone 02 49433825	E-mail andams@hunterlink.net.au

Overview

My professional experience involves ten years pastoral work as an unmarried ordained minister, followed by two decades as a counselor and supervisor of other professional counselors in a middle-management public service position.

In more recent times I have worked part time in several positions as an injury-management counselor, alcohol and other drugs counselor and as counselor/supervisor for Corrective Services. During those periods of part-time employment I was, and still am, conducting my own private counseling business.

I was married in 1975 and widowed in 1984. I have a grown up family of one daughter and three step children. I had a second marriage which ended in divorce in 1987. I married my present wife in 1995.

I am a Christian who worships weekly, and I keep up with developments in religion and spirituality by reading and fortnightly attendance at a spiritual book club meeting.

Supervision Framework

I believe that a professional supervisor needs to be competent in the skills of counseling and have the ability to act as an empathetic sounding board off which the supervisee can bounce ideas, issues and challenges (he or she is experiencing) as a means of gaining clarity in their perception of their current situation.

The supervisor also needs a store of information, from life experience and theory, to offer the supervisee possible courses of action to follow in order to protect their own health and well-being as well as that of the people for whom they are responsible.

By attentive listening in an unhurried manner to the unpacking of a person's life narrative, it is possible to help form in the person a sense of identity based on relationship rather than on a fixed inborn personality trait. The narrating also uncovers for the person some awareness of the wants and needs they are striving to fulfill.

From there a Cognitive Behaviour Therapy approach is used to assist in developing a realistic and achievable plan of action which will lead to the achievement of the supervisees' professional goals.

Specialisation and Experience

Over the years I have had experience in a wide range of counseling methods and client needs. The current emphasis in my involvement with counseling seems to be "relationships", "addictive behavior" and the "mentoring of teenage students".

Qualifications and Professional Memberships

- BA (liberal studies) Psych Major
- Grad Dip Health Sc, (Rehab Counselling)
- Certificate Reality Therapy / Choice Theory (William Glasser Institute)
- Voice Dialogue training (a Jungian based counseling method)
- Accreditation Certificate (Aust. Institute of Counselling in Addictions)

- ACBT Membership No. 26905
- William Glasser Institute - Australia Membership No 4005

STEVE ARMSTRONG

Contact Details

Name Steve Armstrong	Address 42 Henson Ave Mayfield East 2304
Supervision Location As above	Hourly Rate \$100
Telephone 49271321 or 0408437577	E-mail stevearm@virginbroadband.com. au

Overview

I am a Social Worker with more than 25 years experience.

My approach to therapy and supervision weaves together Expressive Writing, Mindfulness Practices, Acceptance and Commitment Therapy, Narrative Therapy and a love of poetry.

I enjoy collaborating with people to imagine new possibilities for themselves and their lives. I have worked in a range of government and non-government settings.

Currently I am in full-time independent practice as a therapist, supervisor and trainer.

Supervision Framework

I approach supervision as a collaborative relationship and aim to offer the supervisee a caring and creative space to explore their work and development as a professional. Supervision might explore:

- Feelings of discomfort, anxiety or satisfaction that arise at work;
- The interplay between the personal and the professional e.g. a critical awareness of the influence of the assumptions, values, and life experiences on working relationships;
- Blind spots, areas of hesitation or doubt and areas for further learning;
- Ethical dilemmas;
- Creative and imaginative responses to work challenges;
- Relationships with colleagues and the wider organisation.

Specialisation and Experience

Clinical supervision is a speciality. I now have a number of years experience of working with clergy as well as extensive experience working with counselling professionals.

Qualifications and Professional Memberships

I am a fully qualified Social Worker, a member of the Australian Association of Social Workers.

I am accredited through this body as a Mental Social Worker which allows clients who are referred by a GP under the Better Access to Mental Health to claim a Medicare rebate.

MALCOLM DRAKE

Contact Details

Name The Reverend Malcolm Drake	Address 23 Garden Grove Parade Adamstown 2289
Supervision Location 23 Garden Grove Parade	Hourly Rate \$100
Telephone 02 4957 9712	E-mail mdrake@tpgi.com.au

Overview

I am a Spiritual Life Coach specialising in Coaching, Spiritual Direction and Supervision of Church leaders.

Supervision Framework

My basic framework is to help supervisees develop an Observer Self in order to notice their way of being in the world and how they operate in their ministry. I seek to take a contemplative approach which helps the supervisee notice the movements within themselves as their Observer Self develops.

Specialisation and Experience

Congregational ministry, 30 years Ordained, 6 years in regional administrative ministry supporting ministers.

Qualifications and Professional Memberships

Minister in Uniting Church, Registered Psychologist, member of Australian Psychological Society, Member of Conference of Spiritual Directors.

BRYAN DUNN

Contact Details

Name Bryan Dunn	Address 6 Herbert St Merewether NSW 2291
Supervision Location 6 Herbert St Merewether NSW 2291	Hourly Rate \$ 90.00
Telephone 0407890018	E-mail bfdunn@bigpond.com www.bdcounselling.com.au

Overview

Bryan has been a supervisor at management and clinical levels for many years. He is an Accredited Mental Health Social Worker with post graduate qualifications in counselling and management. He has worked as both a therapist and a CEO of multi program services. Bryan trained in philosophy and theology and worked formerly as a Catholic priest.

Supervision Framework

Bryan approaches supervision as a 'companion on the journey' addressing the goals of the diocesan supervision program. Supervision can address the normative, technical and supportive aspects of the priest's work in a parish or specialist ministry. By agreement, Bryan helps the priest to become aware of their experience of ministry, its impact on their life and their need for development and change. Aspects of Mindfulness theory can be used to elucidate this experience.

Specialisation and Experience

Mental health direct service for those experiencing depression, anxiety, trauma, etc; specialization in supporting families who have a member with a serious mental illness; couple and family therapy; supervision of Anglican and Catholic priests and church workers; mediation in high conflict situations. Bryan's special interest is in relationships, role theory and the impact of family of origin on adult behavior.

Qualifications and Professional Memberships

BA, B Soc Admin (Social Work), M Hlth Serv Mgnt, PG Dip Counselling, Cert Gestalt. Accredited Mental Health Social Worker (Medicare); Accredited Family Dispute Resolution Practitioner (Mediator- Attorney General's Department)

FRANCES DUNN

Contact Details

Name Frances Dunn Psychology Options	Address Link Business Hub 271 Bruncker Road Adamstown NSW 2289
Supervision Location Link Business Hub 271 Bruncker Road Adamstown NSW 2289	Hourly Rate \$100.00
Telephone 4978 7810	E-mail fdunn@psychologyoptions.com.au

Overview

I have been working as a psychologist in various roles since 1980 (less a few years off when my children were very young). In 1998 I commenced work in private practice as it allowed me flexibility to combine my work with the needs of my family, that is, my husband and three (then) young children. I am a Christian and am involved in my local parish community.

My closest connection with your experience of ministry was gained when I worked for several years as an Industrial Chaplain; I really enjoyed the opportunity to connect with a very wide range of people in their workplace, particularly those who would not usually seek support or counselling in a more formal setting. I love providing supervision as I believe it is so important and I really enjoy the connection with ministers and other professionals.

Supervision Framework

I believe it is impossible for any of us not to be deeply affected at times by the demands of our work with people in spiritual, emotional or physical pain or who are struggling in some way with life's many challenges. Supervision is an important part of self-care for those of us working in roles involving the support of others coping with the tough aspects of life. In my twenty-five years of working as a psychologist I have always received supervision and have found it invaluable in assisting me to cope with and to continue to enjoy my work. Because of this I enjoy being able to offer this same support to others in ministry or other professional roles.

Professional supervision provides a minister or other professional with the opportunity to take time out from the direct demands of their work, to explore their experiences and their responses to the various demands and challenges of their work.

When establishing a supervision agreement I spend time talking with the supervisee about what they need and want from supervision and discuss with them what I can offer. We need to check whether who I am and what I can offer fits with what the supervisee wants and feels comfortable with.

My general approach varies according to the specific needs and interests of the supervisee but I generally offer the option to discuss and explore challenging aspects of the work, to explore possible solutions to any problems or challenges identified and to discuss the emotional impact of issues or concerns raised. My style has emerged from a range of frameworks including various supportive therapies, Acceptance and Commitment Therapy and skills training (e.g. time management skills, conflict resolution skills, assertiveness skills etc).

Specialisation and Experience

I am experienced in counselling adults and adolescents in relation to a broad range of issues including for depression, anxiety, bereavement or adjustment to other loss or change, relationship difficulties, coping with stress in the workplace, trauma counseling and career counseling.

In addition I have worked with clients to provide skill development in areas including stress management, conflict resolution, assertiveness training, communication skills and pain management. I am also providing supervision for a number of professionals.

Specialty areas of expertise: Industrial Chaplaincy; provision of psychological treatment for a range of disorders.

Qualifications and Professional Memberships

Registered Psychologist: B.A. Hons (Psych); Grad Dip Ed Stud (Pastoral Care); MAPS (Member of Australian Psychological Society)

I am also currently undertaking a Masters program in Clinical Psychology, which will qualify me as a Clinical Psychologist.

BRIAN EDWARDS

Contact Details

Name Brian Edwards Counselling	Address 18 Albatross Close Forresters Beach NSW 2260
Supervision Location As above	Hourly Rate \$90 per session
Telephone 02 4385 1883 Mobile 0412 912288	E-mail bandredwards@optusnet.com.au

Overview

Brian is a graduate of New England University where he obtained the Bachelor of Counselling degree. He holds a Diploma, 2 years training in advanced counselling in personal and relationship through Doug Sotheren AAMFC.

Brian has ministered as a Clergyman in various churches in NSW. He has worked as a Chaplain in Nursing Homes including High and Low Dementure. Brian has been in private practice for over 20 years dealing with a variety of clinical problems including personal counselling, marriage counselling, family and youth counselling. Brian is also a Clinical Member of CAPA and PACFA and ACA. And also provides supervision to counselors and various groups in the State. At the moment he is acting as President of the Central Coast Chapter of ACA.

Brian's skills include crisis in family, particularly young people, maternal issues and bereavement, grief counselling and burnout, specializing in those involved in ministry.

Over the past 4 years Brian has been working with Anglican Clergy in Clinical Supervision.

Supervision Framework

Professional Supervision provides an opportunity for those involved in ministry to be provided with a safe, confidential environment where those seeking the services have the freedom to express the issues they are struggling with at their own pace, views and values. To work with the counselor in the process of coming to terms or coping with the issues they are dealing with.

This is a time for the client to explore their experiences in any aspect of their work in a non judgmental, but an empathetic place to make their own responses to the demands or challenges they face.

Supervision is a vital part of all who are involved in working with the public or the community, where they can receive support and assistance to cope with the pressures that ministry brings.

Specialisation and Experience

I have 20 years experience as a Minister, an Ecumenical Chaplain in Age Care which I believe gives me a clear understanding of the problems and challenges that Clergy face in their role as a Priest of a local Parish and the wider Community.

Along with the above I have an understanding of the stress and tensions that ministry places on the clergy's family and their own ability to focus on these pressures such as dealing with grief, loss, overwork and an awareness of one's own self.

I specialize in the areas of trauma, depression, anxiety, frustration where I use a range of therapies, such as client centered therapy, family systems, cognitive therapy techniques and mindfulness etc.

Qualifications and Professional Memberships

- Diploma in Ministry from the Australian College of Theology.
- Bachelor of Counselling UNE.
- Diploma in Personal and Relationship Counselling receiving 250 hours of face to face training with Doug Sotheren AAMFC.
- Clinical member of CAPA also Registered Supervisor.
- Clinical member of PACFA also Registered Supervisor.
- Clinical member of ACA on their highest level 4. Registered Supervisor.

GILL FLETCHER

Contact Details

Name Gill Fletcher	Address 22 Young Road New Lambton 2305, and 19 Government Road Nelson Bay 2315
Supervision Location Imago Consulting & Psychology	Hourly Rate \$90
Telephone 4957 7631	E-mail gill@imagoconsultingpsychology.com.au Website www.imagoconsultingpsychology.com.au

Overview

I provide clinical supervision and debriefing to a wide range of people who work in roles that are very people-intensive. This includes clergy, chaplains, school principals and teachers, and social workers.

Supervision Framework

The format of each session is flexible to suit the specific needs of the client, but may include reflection on a specific ministry issue or dilemma; a difficult pastoral problem; a troubling relationship or even an administrative issue that is hard to handle. I use a strengths-based approach to foster ongoing learning and development; encouraging reflection and offering alternative approaches where necessary and helpful.

Specialisation and Experience

I specialize in the areas of anxiety; depression; trauma; grief and loss, sexual abuse, domestic violence and relationship counselling. I have twenty-five years' human resources experience, focusing on individual coaching and mentoring, and on career transition and work-related issues. I also provide Employee Assistance Program services to various organisations.

Qualifications and Professional Memberships

I have a BA degree in business, and a Graduate Diploma in Counselling. I am a member of the Counsellors and Psychotherapists Association, the Port Stephens Suicide Prevention Network, and I am a JP. In addition to my work in private practice, I provide counselling services on a voluntary basis through a local community centre. I am a committed Christian, participating on our Church leadership team and in various ministries. As a lay person, I am actively involved in service leadership.

GEOFFREY GLASSOCK

Contact Details

Name Reverend Dr Geoffrey Glassock AM, MAPS Life Change Management	Address PO Box 394 Five Dock NSW 2046
Supervision Location Level 11, 60 Margaret Street, Sydney & Level 3, 67-69 Phillip Street Parramatta	Hourly Rate \$ 90.00
Telephone 0408 436 676 or 9713 5561	E-mail glassock@bigpond.net.au

Overview

The initial encounter with the supervisee will involve a discussion of their expectations of the supervisory process and what they want from supervision.

Supervision Framework

Professional supervision for me is a mentoring or coaching process where the supervisee reflects on their pastoral and priestly role. Supervision also has an educative function to enable the person to broaden and deepen their effectiveness in pastoral work. Supervision may involve a therapeutic function when it is discovered personal issues are hindering their work of ministry. It will be the supervisee's choice whether these issues are dealt with in supervision or are referred elsewhere.

Specialisation and Experience

Work experience on parishes, colleges and universities, hospitals, hospices in Australia, the UK, USA and South Africa
Counselling Psychologist, Chairperson APS NSW College of Counselling Psychology.

Experience as a Clinical Pastoral Education supervisor
Registered supervisor with the Psychologists Registration Board.
Specialisation: Loss, grief and bereavement, traumatic loss as in natural and man made disasters, suicide, missing persons.

Trainer in Psychological First Aid
Marriage and family education, counselling and supervision
Mediator in parish and workplace bullying and harassment
Honorary Assistant: All Saints, Hunters Hill parish

Qualifications and Professional Memberships

Member of the Australian Psychological Society
Chairperson, APS, NSW College of Counselling Psychology
Member of the Australian Association for Traumatic Stress Studies
Justice of the Peace

NEIL HARRIS

Contact Details

Name Neil Harris	Address 18 Spectrum Rd, Nth Gosford
Supervision Location 18 Spectrum Rd, Nth Gosford	Hourly Rate \$ 90.00
Telephone 02 43 233 953	E-mail Ju.ne@bigpond.net.au

Overview

Neil has been a therapist and supervisor for 16 years. He is on part time faculty of Morling Theological College in Sydney where he is the co-coordinator of the Counselling programs. He has experience in Pastoral ministry as well as church consultancy. He has a keen interest in the integration of Counselling with Theology.

Supervision Framework

Supervision is a collaborative process where the aim is to assist both professional and personal integration of faith and practice. Neil works from a non-directive, relational paradigm.

Specialisation and Experience

Relationship therapy, family therapy, conflict issues, training and education in both professional and church contexts, integration of counselling and theology, church consultancy.

Qualifications and Professional Memberships

M.Ed (Adult), M.Couns, Grad Dip Couns, B.Couns, Dip Rel Couns.
AARC, CAPA, M.SCAPE, PACFA reg # 20464

BARBARA HOWARD

Contact Details

Name The Reverend Barbara Howard Barbara Howard Supervision and Training	Address 42 Dobell Drive Wangi Wangi NSW 2267
Supervision Location John Hunter Hospital Lookout Road, New Lambton Or Wangi address	Hourly Rate \$90.00
Telephone 02 49753672 or 0414 551 751	E-mail barbhowd@optusnet.com.au

Overview

I am a retired Anglican priest with experience in both parish and hospital chaplaincy ministry. I am an accredited Level ii Clinical Pastoral Education supervisor and the Director of the Hunter Centre for Clinical Pastoral Education. I have many years experience in providing both individual and group supervision to clergy, ordinands, chaplains and pastoral carers from various faith traditions.

Supervision Framework

I understand professional supervision to be the creation of a safe space for the exploration of issues affecting ministry and personal functioning with goal of enhancing ministry effectiveness. I seek to develop a collaborative relationship built on mutual trust and respect to facilitate reflection on:

- Ministry challenges;
- Work/life balance;
- Pastoral interactions;

- Parish dynamics;
- Self-awareness and awareness of one's strengths and growing edges;
- The theological dimension of issues discussed.

Specialisation and Experience

Hospital chaplaincy
Parish ministry

Qualifications and Professional Memberships

B.A (Hons), M.Ed, D.de l'U., Grad. Dip The., BD
Accredited as a Level ii supervisor by the Australian and New Zealand Association of Clinical Pastoral Education (ANZACPE)
Member of NSWCCP Inc. and ANZACPE

GRAHAM JACKSON

Contact Details

Name	Address
The Reverend Graham Robert JACKSON SKÆNOS COUNSELLING	84 Una Road BUCKETTY NSW 2250
Supervision Locations	Hourly Rate
OLD WOLLOMBI SCHOOL-HOUSE 2857 Wollombi Road WOLLOMBI NSW 2325 TUESDAYS: UPPER HUNTER COMMUNITY SERVICES QE II Community Centre Corner Bridge & Market Streets MUSWELLBROOK NSW 2333 FRIDAYS: NEWCASTLE AND SUBURBS HOME VISIT by arrangement	\$90
Telephone	E-mail
(02) 4998 8343	grahamrjackson@bigpond.com

Overview

Graham provides professional supervision on the basis of a mutual exploration of the needs of the supervisee in a relationship of trust. He seeks five (5) objectives:

1. the provision of a confidential and safe arena in which the supervisee may explore psychological blocks to the provision of his or her priestly services
2. the provision of the same confidential and safe arena in which the supervisee may receive skills and training to cope with the particular stresses involved in being a priest in a parish or chaplaincy setting
3. the exploration and setting of training objectives for the priest, followed by the provision of particular training opportunities either within supervision or by referral to particular external training programs
4. the exploration and development of Organisational Management skills to meet identified needs in the parish or in other priestly settings
5. the identification of personal psycho-social and spiritual issues that may need to be addressed, followed by appropriate referral to other clinical professionals (Graham is aware that there are times when the three areas, namely, psycho-social, spiritual and supervisory “cross-over”. He will explore these “cross-overs” with the supervisee. However he believes that the role of Supervisor should identify when any of these three areas need to be taken up either in specific Counselling, or Spiritual Direction and that extensive personal counselling or spiritual direction should not be entered into in the Supervision setting.

Supervision Framework

Graham uses a combination of Cognitive Therapy techniques as well as Management and Organisational Development theories in his Supervision practice. He also uses other techniques such as Drug and Alcohol addiction, Post Traumatic Stress Disorder and Mental Health therapies and practices when necessary.

Graham also receives regular professional supervision himself.

Specialisation and Experience

Graham's specialization is in five main areas: Supervision of professionals; working with dysfunctional families; working with addiction; Critical Incident Debriefing and Management; and working with mental illness.

He has extensive experience in the provision of services to children, adolescents and families (as well as Defence Force families) and to Refugees. He has been a contracted State Government expert advisor and has provided professional supervision to a range of professionals as CEO of large, Church based Family Services Organisations in the Anglican, Uniting and Roman Catholic Churches in two States. He has worked as an Area Manager of the Defence Community Organisation (the Social Work service of the Department of Defence) supervising Social Workers, Family Liaison Officers and Defence Force personnel. He is currently a Chaplain to the Hunter Region Rural Fire Service providing not only services in Bushfire incidents but also to major Motor Vehicle Accidents and to member related family issues. He currently provides professional supervision to clergy in the Diocese.

Qualifications and Professional Memberships

Graham is a qualified Clinical Social Worker with over 35 years professional experience. He is also a Priest holding a licence in the Diocese. He holds a Bachelor of Social Work and a Licentiate in Theology as well as qualifications in Evaluation. He has also received extensive training in Cognitive (Behavioural) Therapies.

He is trained and accredited as a Myers-Briggs Type Indicator (MBTI) practitioner. He is an accredited member of the Australian Association of Social Workers (MAASW) a Fellow of the Australian Institute of Management (FAIM) a member of the Australasian Evaluation Society and a member of the American Evaluation Association.

JANE KING

Contact Details

Name Jane King	Address PO Box 2, Stroud, NSW 2425
Supervision Location 42 Cowper Street, Stroud, 2425 I sometimes meet clergy in other locations by arrangement.	Hourly Rate \$90
Telephone 0428 427 422	E-mail janeking.counselling@bigpond.com

Overview

I was a member of the working party that helped set up the professional supervision programme and have been an 'approved' supervisor since the programme was rolled out. I am a lifelong Anglican myself and understand something of the challenges of clergy and parish workers, both stipendiary and non-stipendiary in this large diocese.

My aim is that clergy leave a session feeling supported, valued and perhaps lighter, having shared some pastoral, parish or professional concerns.

I can be available between appointments for discussion by telephone or email if necessary. I am married with adult children and grandchildren.

Supervision Framework

This is not counseling, not psychotherapy. Nor is it spiritual direction. I am assuming most clergy will have a spiritual director. It is a 'walking beside' process which is supportive and a growing experience for both parties.

For one hour, ten times a year you can share what is troubling you in complete confidence with a skilled listener who will not judge you. Insights, options may present themselves. New strategies, books, ideas may be shared which can thaw old habits. Challenges may even be made! If problems surface that are of a deeper, personal nature I may offer a referral.

Specialisation and Experience

40 years in the helping professions in 3 countries. UK, Ireland and Australia (since 1975).

Burn-out, stress-management, prioritizing strategies, work-life balance, effective boundary maintenance, mental and physical health management, conflict resolution.

Qualifications and Professional Memberships

Trinity College Dublin. Diploma Social Studies.

St. Thomas' Hospital, London. SRN

Australian College of Applied Psychology. Diploma in Counselling. 2002

Clinical Member Counsellors and Psychotherapists Association of NSW since 2004.

MAUREEN NELSON

Contact Details

Name Maureen Nelson	Address 4 Craiglea Close Taree NSW 2430
Supervision Location 4 Craiglea Close Taree NSW 2430	Hourly Rate \$90.00
Telephone 02 65522907	E-mail mgnelson@aapt.net.au

Overview

I am a registered Psychologist and prior to this I was a Registered Nurse and Midwife. I have been counselling for approximately 15 years and my place of work is at Catholic Care (formerly CENTACARE) Child and Family Centre at Taree.

I am married and we have lived in Taree for over 30 years. We were blessed with four children and now have six beautiful grandsons.

Supervision Framework

I understand clinical supervision to be a collaborative process where the supervisee is enabled, within a safe environment, to reflect on best practice, self-care and own values. As well the supervision process allows for the exchange of feedback, constructive criticism, education and accountability always with mindfulness of the client's best interest.

Specialisation and Experience

My specialisation is relationship counseling. During the course of my work I see couples, children, young people, families and care givers. I also consult with individual clients for a range of presenting problems relating to grief/loss and bereavement, trauma, mental health issues, work related issues to name but a few. I have worked for CENTACARE now known Catholic Care for eleven years and before that I worked in Health (Mental Health and Child and Family Teams) as a counsellor and as a Registered Nurse. Over the last seven years I have developed an interest and training in the provision of supervision which I have provided for individuals and groups mostly as private clients.

Qualifications and Professional Memberships

I am registered Psychologist and am a clinical members of the Australian Association of Relationship Counsellors and PACFA.

PETER OLIVER

Contact details

Name Rev. Dr Peter Oliver Uniting Church Chaplain John Hunter Hospital	Address 7 Kempwood Close Adamstown Heights 2289
Supervision Location Negotiated with Supervisee	Hourly Rate \$80
Telephone 0432849191	E-mail peterfoliver@aol.com

Overview

Outreaching with and caring for, people in the context of Christian community have specific demands and pitfalls. As clergy the work/life balance takes on a particularly demanding dimension in relating to family laity and church hierarchy. Supervisors help the supervisee to safely examine their ministry with parishioners and others outside the church highlighting affirmations and alternative possibilities. Theologising about God's presence and spiritual dynamics in the ambiguity of life gives a framework within which Christian workers can reflect on ways in which the spirit of God is at work in very concrete and contemporary situations.

Supervision Framework

My style of supervising emphasises mutuality, creativity and nurture. I would hope that the supervisee will grow in their ability to supervise themselves between supervisory sessions and that the time spent together would be real and supportive. The self-disclosure of my own journey in times of struggle and success will contribute to the trust required in this important relationship. I have extensive library resources which I would be happy to share.

Apologetics and gender issues are interests of mine in which have done some research. I look forward to meeting those that would see their journey in ministry and humanity to be enhanced by this fellow traveller.

Specialisation and Experience

Ordained in the Uniting Church in 1980 I have served four parishes - three in the hunter. Studying psychology at master's level and experience as a chaplain at two psychiatric hospitals has given me practical experience and intellectual awareness of human dynamics.

I have also had a year as trainer and counsellor for lifeline. I have supervised Christian counsellors and ministers from various denominations. and am on the NSW Synod Committee for Counselling having helped the Assembly Committee to establish protocols for when accusations of abuse arise. With Barbara Howard I have trained over forty people in Clinical Pastoral Education over the past ten years and have lectured in courses in youth worship and supervision at the United Theological College and the Pastoral Care Institute.

At present I enjoy a diversity of ministries. Training and assessing Newcastle medical students in counselling and sexuality is very rewarding and I am also a work place counsellor for Converge International (previously ITIM). In that capacity I have been called in to debrief critical incidents as an employee assistance provider. I chair the local Churches Media Association.

Qualifications and Professional Memberships

I am the Uniting Church Chaplain at John Hunter Hospital and have been involved in the NSW initiatives for Spiritual Care Australia (previously Australian Health and Welfare Chaplains Association). I am a conjoint lecturer for the medical faculty of Newcastle University.

RON PERRY

Contact Details

Name Ron Perry (Psychologist in private practice)	Address P.O. Box 1025,STRATHFIELD 2135
Supervision Location St.Leonards, Burwood, Toongabbie(details on request)	Hourly Rate \$110.00
Telephone 0408 976 024	E-mail gronperr@optusnet.com.au

Overview

I have a long experience in counselling, family therapy and group work. I have consulted to individuals and groups in Church-related organizations as well as working in counselling and supervision. I currently consult to several service and Health Department organizations and teams.

Supervision Framework

I use the catch-phrase “ Supervision-making a place to think”. In the first place , the supervision context has to be safe for both parties. It then becomes a place for reflective thinking on clients, situations,contexts,and as appropriate on the personal experience of the supervisee, including spiritual experience.

Specialisation and Experience

As noted I have wide experience in supervision and consultancy as well as in specific therapy work with individuals ,couples and families.

Qualifications and Professional Memberships

B.A., M.S. (Counselling), M.A.P.S. Counselling Psychologist

JACQUELINE SEGAL

Contact Details

Name Jacqueline Segal	Address 718 Webbs Creek Rd, Wisemans Ferry NSW 2775
Supervision Location 107 Show Ground Rd Castle Hill	Hourly Rate \$120.00 reduction if needed.
Telephone 0411 656 350 or 02 8850 7822	E-mail jacquisegal@gmail.com

Overview

As a supervisor Jacqueline undertakes to support her clients; reviewing the client's priorities of self-care and with appropriate boundaries. And to continue the process of ongoing professional development.

Supervision Framework

Jacqueline's sessions are to enable the counselor to clarify issues, give relevant feedback and where appropriate offer alternative points of view.

Specialisation and Experience

Jacqueline's expertise covers many of the psychological theories, such as Gestalt, Neuro Linguistic Programming (NLP), Transactional Analysis (TA) to name a few. Jacqueline currently works in private practice and is the supervisor for a team of counselors working with the disadvantage people in the outer Sydney area.

Qualifications and Professional Memberships

Jacqueline holds a Master Degree in Applied Science from the University of Western Sydney - subject taught included Counselling Skills and Group Processes She is Clinical Member of the ACA (Australian counselling Association).

GRAHAME SMITH

Name Grahame Smith Counselling Services	Address 28 Deans Ave Singleton Heights NSW 2330
Supervision Location There is plenty of parking available in the street below the house driveway. Counsellors or clients then walk up the driveway to the right hand side of the house following the concrete path and gain access to the purpose built counselling rooms by walking up a small set of stairs to the rear of the residence.	Hourly Rate \$90
Telephone 0428 218 808	E-mail smith.g@hunterlink.net.au

Overview and Supervision Framework

In my understanding Supervision is a process that allows for the ongoing observation and where necessary assisting a Counsellor, Pastor, Health Care worker's professional learning and counselling activities while they are putting into practice counselling skills they have learnt over time. Supervision can involve the use of process notes describing client care, along with discussing client information, their disclosures/issues, and interventions.

I utilise an eclectic model for supervision, which incorporates a

Teaching/learning process and relationship formation through developing a working alliance with client counsellors. I am very much person centred utilising an empathic approach to supervision. I see goal setting as a critical part of my relationship with a supervised counselling practitioner.

If necessary, I teach appropriate therapist behaviours and help eliminate unwanted ones. I also apply adult learning theory to the supervisory relationship with the eclectic model.

Specialisation and Experience

Specialisation: Relationship Issues, Clinical Supervision, Stress Management, Mediation and Conflict Resolution, Grief and Loss, Group Work and Training, Behavioural Difficulties, Spiritual and Personal Issues.

Experience: I have 22yrs of counselling experience in the community, the workplace and churches including individual and group based counselling.

I spent 15 yrs working for the University of Western Sydney and in the community, training and equipping people to live better lives.

I spent 25 yrs working in Government as a manager and grievance counsellor. As an A.C.A Recognised Professional Counsellor (Clinical- Level 4 member) and as a trained and Registered Counselling Supervisor (with A.C.A), I provide clinical supervision services to professional counsellors from a range of backgrounds. These backgrounds include religious counsellors/Pastors, behavioural counsellors and those who see themselves as eclectic in nature.

Since 1988 I have also been a coordinator for a group of Christian counsellors and carers (a ministry called Soul Care), where I am

responsible for the assessment of referred clients, clinical intervention, case management and counsellor/carer supervision.

In 2009 I successfully completed a BA Soc Sc at Southern Cross University majoring in counselling, human resource development and mediation.

Qualifications and Professional Memberships

Qualifications: BA Soc Sc (Counselling) (Human Resource Development), Dip.Prof.Couns (Workplace) (Relationships) A.I.P.C, Dip.Career Guidance A.C.C.G, Clinical Supervision Training....A.I.P.C, Cert IV 's in Training and Assessment, Dip App Sc, P.Grad Dip Nat Res.

Membership and Registration: A.I.P.C, Prof M.A.C.G.A, A.C.A (Clinical-Level 4, CPC) and Registered Counselling Supervisor A.C.A.

JULIE STONE

Contact Details

Name Julie Stone Macquarie Clinic	Address 5B/ 64 Talavera Rd NORTH RYDE 2113
Supervision Location Macquarie Clinic 5B/ 64 Talavera Rd NORTH RYDE 2113	Hourly Rate \$90.00 +GST=\$99.00 [special rate, normal \$165.00]
Telephone 02 9887 1400	E-mail julie@macquarieclinic.com.au

Overview

Clinical Social Worker (clinical research Master's)
Practice years: 39. Wide experience.

Christian since 10years of age. Married to a Baptist Minister, Rev Dr Brian Powell who is also Vice Principal of Morling College. Two Children (one is also a Baptist minister) and 4 grandchildren.

Supervision Framework

The supervisee brings to the supervision confidentially masked interpersonal professional experiences; issues both professional, theological, and spiritual and personal for discussion, clarification and comment. The aim is to contribute to professional and personal growth enabling greater ministry, professional and personal effectiveness. The sessions would also be covered with prayer. My frameworks are professional ethics, Biblical principles, common sense.

MICHAEL WOOD

Specialisation and Experience

My counselling specialty is trauma. I have also had special experience in conflict management, systems health consultancy, teaching the theology of counselling, and teaching counselling and pastoral process. I have extensive supervision and mentoring experience of both Social workers, Psychologists, Counsellors, Pastors and NGO staff.

Qualifications and Professional Memberships

Bachelor of Social Studies; Master of Social Work; Accredited VCT counsellor; Accredited Workcover Counsellor, MAASW; MEMDRIA.

Contact Details

Name Michael Wood The Winding Staircase	Address 71 Wood Street Inglewood WA 6052
Supervision Location Skype or phone	Hourly Rate \$150 including GST (negotiable)
Telephone Phone: (08) 9272 2166 Skype: spacemaker6	E-mail michael.wood@windingstaircase.com.au

Overview

I am based in Perth and therefore offer a phone/skype based service that may be helpful for clergy based in remote locations around Australia, and particularly (although not limited to) contexts in which local ministry teams are being developed.

The strength I bring as a supervisor is a combination of:

- professional leadership coach training and experience
- fifteen years experience as a parish priest including in small parishes, university chaplaincy, and as an Archdeacon for Ministry Development
- half time private practice as a leadership coach and facilitator
- an understanding of the principles, opportunities and implementation challenges of becoming Ministering Communities in Mission

Supervision Framework

I understand professional supervision to be a process for regular and disciplined reflection on the practice of ministry and leadership in the interests of growing self awareness and effectiveness.

The kinds of issues which might be covered in supervision could include:

- Reflecting on ministry - debriefing ministry experiences in order to understand what happened, derive learning principles and decide on next steps
- Get clearer on an emerging issue or significant decision
- Clarify personal and professional goals
- Reflect on personal sustainability/life balance
- Reflect theologically on ministry and mission
- Get 'unstuck' on some issue or relationship
- Become clearer on one's own predominant lenses/paradigms through which one perceives and constructs reality
- Learn new tools/models/frameworks for leadership effectiveness
- Deepen self confidence in one's own distinctive style of leadership
- Develop skills and confidence in having difficult (courageous) conversations

Consistent with a 'coaching approach' I assume that the client/supervisee sets the agenda/focus for meetings.

The predominant models and frameworks that I use for supervision are drawn from the field of professional coaching - particularly John Whitmore's GROW model and Alan Seiler's work in Ontological Coaching, with a Christian/theological core. Ontological coaching is based on the idea that our actions/strategies in the world are integrally related to our inner

'way of being'. So, in coaching, we explore both 'inner and outer work'.

My work is also significantly shaped by an understanding of organisations as natural, living, self organising systems - for example, the work of Harrison Owen and Open Space Technology amongst many others. Theologically this is consistent with the 'spiritual gifts' aspect on Ministering Communities.

I receive my own regular (monthly) professional supervision and have done for 15 years.

Specialisation and Experience

- Professional Leadership Coaching
- Developing responsive, local, structurally appropriate models for Christian community within a broadly catholic ecclesiology
- Leading complex change
- Self Organising Systems and Open Space Technology

Qualifications and Professional Memberships

- Diploma of Professional Coaching: TWS Coach School (2006)
- Bachelor of Divinity: Murdoch University (1996)
- Bachelor of Business (Human Resources): Victoria College (1989)
- Diploma of Applied Science (Nautical): Australian Maritime College (1984)
- Member WA Chapter of International Coach Federation Australasia
- Accredited Administrator of the Myers-Briggs Type Indicator (1991, with ongoing use)

EXPECTATIONS OF SUPERVISORS

Professional Supervisors listed in the Diocesan Register are expected to:

1. Offer a supervision framework that is consistent with the goals of the programme as they are defined within the supervision contract;
2. Employ the supervision contract with each supervisee as the primary definition of the supervisory agreement;
3. Ensure that supervisees are aware that the normal pattern of supervision within the programme is ten sessions per annum, and to encourage supervisees to engage in a regular cycle of supervision;
4. Ensure that supervisees are aware of the distinction between spiritual direction (not offered through this programme) and professional supervision.
5. Be aware of the mission and vision of the Diocese of Newcastle (by reading the publications forwarded to supervisors by the Diocese);
6. Comply with the regulations regarding mandatory reporting as outlined in the document 'Faithfulness in Service' (provided to supervisors by the Diocese);
7. Desirably attend professional supervisors' forums convened in the Diocese each year;
8. Be in regular and ongoing professional supervision;
9. Hold all appropriate forms of insurance, noting that the Diocese is not a partner in the supervision contract and does not provide any form of insurance for professional supervisors on the Diocesan Register;
10. Provide to the Diocese a notation of insurance.

CHAIR OF PROFESSIONAL SUPERVISORS

The Chair of Professional Supervisors is Bryan Dunn.

His role is:

- A. To chair two meetings of Diocesan professional supervisors on behalf of the Bishop;
- B. To brief the Bishop periodically on issues relating to the programme;
- C. To provide advice on the suitability of potential supervisors for inclusion on the annually published Diocesan Register;
- D. To act as a first point of contact for Diocesan professional supervisors in respect to professional practice issues;
- E. To develop recommendations for the training of:
 - i. Existing professional supervisors;
 - ii. New supervisors from within the Diocesan clergy;
 - iii. Clergy supervising Parish Ministry Teams;
- F. To liaise closely with the MDO, who is responsible for the day to day management of the programme on behalf of the Bishop, in relation to the further development of the programme.

CONTRACT AND REIMBURSEMENT FORMS

The Anglican Diocese of Newcastle Professional Supervision Programme for Clergy and Parish Workers



SUPERVISION CONTRACT

THE SUPERVISEE

Name

Parish/Agency

Address

Home Telephone Number

Mobile Telephone Number

E-Mail Address

THE SUPERVISOR

Name

Organisation

Address

Home Telephone Number

Mobile Telephone Number

E-Mail Address

This contract is for a period of _____ months/year(s) from _____ (date).

This contract can be cancelled after a trial period of 3 months or 3 supervision sessions by either party. It is expected that, if this occurs, an appropriate termination process will take place.

GOALS OF THE PROGRAMME

The goals of the professional supervision programme are:

- the enhancement of the well-being and health of clergy and parish workers;
- the implementation of a supportive, non-critical, and non-judgmental relationship between supervisor and supervisee that will enable clergy and parish workers to grow and develop in their ministry and in their transformative pastoral practice;
- the provision of assistance to clergy and parish workers in the development of self-care;
- the development of those skills that will enable clergy and parish workers to deal more effectively with the stresses of ministry, whether they be parishioner-induced, self-induced, due to the parish environment, due to factors in the wider Diocese or as the result of a particular event;
- the development of more adult-adult relationships within the Diocese, especially between clergy, parish workers and bishops;
- the provision of a more open and honest internal culture within the Diocese;
- the development of professional supervision as a fundamental component of the culture of the Diocese.

SUPERVISION SCHEDULE

We have agreed to meet monthly (for 10 sessions per annum) as follows:

Day of Week	
Time of Meeting (from/to)	
Location	
Date of First Meeting	
Agreed Fee per One Hour Session (\$)	

Supervision fees will be paid in full by the supervisee.

Reimbursement of one third of the fee (up to \$30 per session for 10 sessions per annum) is available from the Diocese of Newcastle. An additional one third may also be available from the Parish Council.

Note here any arrangements relating to 24 hour notice (by either party) to be given due to sickness or other extenuating circumstances:	
Note here any arrangements about the appropriate notice (by either party) to be given due to vacations, conferences, retreats:	
Note here any arrangements relating to communication, for example undertakings to respond to mail within 2 days, agreement to check e-mail inboxes every day, agreement to return telephone calls within 24hrs:	
Note here any special arrangements, relating to distance supervision by telephone or internet:	
Note here any other arrangements and agreements:	

CONFIDENTIALITY

- It is intended that the Supervisor will also be receiving supervision, de-identified ministry matters from your shared sessions may be raised in this context;
- It is permissible for confidentiality to be breached if safety issues are at stake;
- Any supervisor on the Diocesan Register of Supervisors is expected to comply with the General Synod and Diocesan regulations regarding the mandatory reporting of children at risk and of incidents of professional misconduct as outlined in the “General Synod Professional Standard Ordinance 2005 - Faithfulness In Service: A National Code For Personal Behaviour And The Practice Of Pastoral Ministry By Clergy And Church Workers.” (Revised and Adopted by the Diocese of Newcastle, Anglican Church of Australia 2005 © The Anglican Church of Australia Trust Corporation, 2004). Copies of this document are available on the Diocesan website.

Note here any additional confidentiality protocols:	
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Signed and Dated by the Supervisee	
Signed and Dated by the Supervisor	

Please Note:

Two copies of this contract are to be signed by both parties: one copy is to be held by the supervisor, one copy is to be held by the supervisee.

The first point of contact for the Professional Supervision Programme is the Diocesan Ministry Development Officer at the Diocesan Office.

P.O. Box 817 Newcastle NSW 2300
 davidbatrick@angdon.com
 (02) 4926 3733

This contract is available on the Diocesan website.

**The Anglican Diocese of Newcastle
 Professional Supervision Programme
 for Clergy and Parish Workers**



REIMBURSEMENT FORM 1A: CLERGY AND PARISH WORKERS

Cheque to be made payable to:	
Postal address:	
Your name:	
Your supervisors name:	

I request reimbursement for fees paid in relation to professional clergy supervision. I am attaching a copy of the relevant invoice.

Amount to be reimbursed:	
Your signature:	
Date:	

**Please return this form to:
 Diocesan Ministry Development Officer, Anglican Diocese of Newcastle,
 PO Box 817 Newcastle NSW 2300**

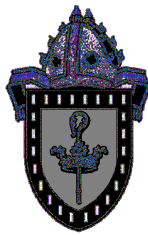
Please note:

The Diocese of Newcastle will reimburse \$30 for each 1 hour session of supervision provided by a supervisor on the Diocesan Register of Supervisors.

It is essential that a copy of the invoice from your supervisor is attached to this form. Payment will not be made unless this documentation is supplied.

Diocesan Office Use Only:	
<i>Amount:</i>	<i>Chq/Ref:</i>
<i>Approved:</i>	<i>Operator:</i>
<i>Date:</i>	<i>Date:</i>

The Anglican Diocese of Newcastle
 Professional Supervision Programme
 for Clergy and Parish Workers



REIMBURSEMENT FORM 1B: PARISH ASSISTANCE

Cheque to be made payable to:

Postal address:

Name of supervisee:

Name of supervisor:

The parish requests reimbursement for fees paid in relation to professional clergy supervision.
 A copy of the relevant invoice is attached.

Amount to be reimbursed:

Signature:

Date:

Please return this form to:

Diocesan Ministry Development Officer, Anglican Diocese of Newcastle,
 PO Box 817 Newcastle NSW 2300

Please note:

The Diocese of Newcastle will reimburse \$30 for each 1 hour session of supervision provided by a supervisor on the Diocesan Register of Supervisors to Parish Councils which have been approved for parish assistance.

It is essential that a copy of the invoice from your supervisor is attached to this form. Payment will not be made unless this documentation is supplied.

Diocesan Office Use Only:

Amount:	Chq/Ref:
Approved:	Operator:
Date:	Date: