

Pastoral Supervision Guidelines for calculation of individual and group supervision

Annual Requirements

- **Minimum requirement:** 6 hours of pastoral supervision annually
- **Best practice recommendation:** 10 hours annually

Supervision Types

- **Individual supervision:** One-on-one sessions with a pastoral supervisor
- **Group supervision:** Sessions with a supervisor and multiple ministry workers. Group supervision sessions vary based on the supervisor's approach. The supervisor determines the session format, group size and session duration.

How Hours Are Calculated

1. **Focus on your own ministry:** Supervision focused on supervisees' own ministry is recognised at 100% of time spent (in either individual or group supervision)
2. **Focus on another's ministry:** Supervision focused on another's ministry is recognised at 50% of time spent (i.e. in group supervision)

Examples

Example 1: Individual Supervision Only

- **Joe's approach:** 8 individual sessions × 1 hour each
- **Calculation:** 8 hours × 100% = 8 logged hours
- **Result:** Exceeds minimum requirement by 2 hours

Example 2: Group Supervision Only (1 hour sessions)

- **Sam's approach:** 10 group sessions × 1 hour each with 5 ministry workers
 - 2 sessions focused on Sam's ministry: 2 hours × 100% = 2 logged hours
 - 8 sessions focused on others' ministries: 8 hours × 50% = 4 logged hours
- **Total:** 2 + 4 = 6 logged hours
- **Result:** Meets the minimum annual requirement

Example 3: Group Supervision Only (1.5 hour Sessions)

- **Chris's approach:** 8 group sessions \times 1.5 hours each with 4 ministry workers
 - 2 sessions focused on Chris's ministry: 3 hours \times 100% = 3 logged hours
 - 6 sessions focused on others' ministries: 9 hours \times 50% = 4.5 logged hours
- **Total:** 3 + 4.5 = 7.5 logged hours
- **Result:** Exceeds minimum requirement by 1.5 hours

Example 4: Mixed Supervision Approach

- **Kim's approach:** Combination of group and individual sessions
 - Group: 4 quarterly sessions \times 1.5 hours each with 4 ministry workers
 - 1 session focused on Kim's ministry: 1.5 hours \times 100% = 1.5 logged hours
 - 3 sessions focused on others' ministries: 4.5 hours \times 50% = 2.25 logged hours
 - Individual: 4 quarterly sessions \times 1 hour each = 4 logged hours (100%)
- **Total:** 1.5 + 2.25 + 4 = 7.75 logged hours
- **Result:** Exceeds minimum requirement by 1.75 hours

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