

**Secretary for Ministries:** Revd. Nicola Furley-Smith  
**Convener of Ministries Committee:** Revd. Paul Whittle

24<sup>th</sup> August 2020  
*By email*

Dear Colleague

As you may be aware the Past Case Review Learning Report (Mission Council 2019) recommended that ongoing and systematic supervision be made part of a minister's life in order to encourage reflection about boundaries and practice, create a safe space to consider difficult issues and ultimately help and support their ministry. In accepting the recommendations of the Past Case Review the need for pastoral supervision to be required of all United Reformed Church ministers was agreed.

In July 2020, Mission Council took the decision to implement pastoral supervision for all active Ministers of Word and Sacraments and Church Related Community Workers and set out some clear criteria to be followed. I attach a copy of the policy document with this letter.

You will see from the document that pastoral supervision is very much about your minister/CRCW having a regular, planned, intentional and safe space in which a practitioner skilled in supervision (the supervisor) meets with the supervisee to look together at the supervisees' ministry practice. Moreover, it is a way of helping the minister to grow in vocational identity, pastoral competence, self-awareness, spiritual and theological reflection, pastoral interpretation, quality of presence, accountability, response to challenge and mutual learning.

We have asked ministers and CRCWs to find a Pastoral Supervisor who is either be accredited by APSE (Association for Pastoral Supervision and Education <https://www.pastoralsupervision.org.uk>) or the BACP (The British Association for Counselling and Psychotherapy <https://www.bacp.co.uk>) or otherwise approved by the Synod. They have 3 years in which to find a supervisor as the professional relationship between supervisor and supervisee needs to be the right one in order to get the most out of pastoral supervision. The denomination has asked each active minister to engage in 6 sessions of pastoral supervision per year.

The cost of supervision varies although the average for one hour is £60 or £360 per annum. The Ministries Committee has considered carefully how this should be funded. As local pastorates play a crucial part in, and benefit from, keeping their minister well, Mission Council agreed that pastoral supervision should be jointly funded. Pastorates are therefore strongly encouraged to pay towards the costs of their minister's pastoral supervision, normally 50% or £180 per year. Remaining costs will be met by Assembly funds. Funding will be in addition to the existing allocation for ministerial training.

Where local pastorates feel they have the resources to bear the whole cost of supervision, they are encouraged to do so. Any pastorates which face particular challenges in meeting the cost may make a further request for funding from the denomination through their Synod.

Payment for supervision should be normally made by the minister and claimed back from the local pastorate on production of written receipts. The local pastorate may claim back the denominational contribution on an annual basis, normally in December of each year.

Reflecting with a trained pastoral supervisor will help your minister to grow in pastoral competence and confidence, so maintaining their capacity to meet each person and situation with energy, resilience, compassion and courage. I hope that your church will support your minister both financially and with encouragement. Thank you.

With all good wishes,

A handwritten signature in cursive script that reads "Nicola".

**Nicola Furley-Smith**  
**Secretary for Ministries**