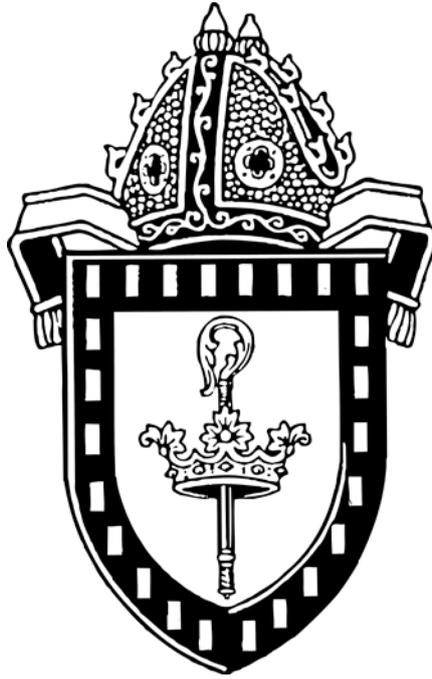


The Anglican Diocese of Newcastle



**Professional
Supervision Programme**
for Clergy and Parish Workers

Diocesan Register of
Professional Supervisors
March 2015

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.

As the programme has continued there are now a number of other Supervisors who are currently supervising Clergy within the Diocese. These have been approved for subsidised supervision on the request of Clergy.

Clergy should feel free to obtain supervision from Supervisors not listed in this register as long as they are appropriately qualified and evidence of this qualification can be provided prior to the first reimbursement of expensed.

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 Archdeacon for Ministry Support. 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.

Mellita Bate

Practice Room, Kincumber Anglican, 167 Avoca Drive, Kincumber NSW 2251

mellitab@iprimus.com.au Phone: 0417026211

Biography

I am a trained counsellor, wife and mother. I am concerned for God's people and especially for those who dedicate their lives to caring for and leading God's people.

I began my training in 1992 at Church Army College, completing my Diploma in Theology and beginning my ministry. I have served in various ministry positions since that time. I began counselling in the Church context after completing Prepare/Enrich training and some further study. I have been counselling for over 18 years.

I am married to a clergyman and therefore have some insight into the pressures and demands on clergy and their families. Through my counselling training I have gained insight into the causes of ministry fatigue and burnout and believe pastoral supervision to be an excellent preventive tool for burnout. Currently I am serving on the Bush Church Aid Board, Counselling with Interrelate and in Private Practice and am Chaplain at Gorokan Public School and volunteer in my own Church.

Framework

Pastoral Supervision is a contractual, collaborative process which monitors, develops and supports supervisee in their work life. The focus is on both best practice within church life and the professional development and self-care of the supervisee.

Supervision will include:

- a formal agreement between myself and the supervisee;
- the opportunity for the supervisee to present relevant situations regarding their work life which they believe could benefit from some close attention;
- the opportunity for the supervisee to explore personal matters that may be impacting their work.

The model of supervision I employ is the CLEAR model (Hawkins and Smith 2006).

Peek Body Membership and Qualifications

Member of the Australian Counselling Assn (Level 3)

2010/2012 Master of Counselling Wesley Institute

2009 Certificate IV in Christian Counselling. Australian Institute of Family Counselling.

2005 Bachelor of Arts in Social Science, Curtin University of Technology, Perth.

1995 Diploma of Theology, Merit Class, Australian College of Theology, Kingsford, Sydney.

Currently enrolled in a Graduate Diploma of Divinity (SMBC)

Cost

Sessions are usually 55 to 60 mins in durations and the cost is \$90 per session.

BRYAN DUNN

Contact Details

Name Bryan Dunn Counselling for Solutions and Growth	Address Available for sessions at: 225 Denison Street Broadmeadow NSW 2292 6 Herbert Street Merewether NSW 2291
Telephone 0407 890 018	E-mail bfdunn@bigpond.com
Availability to Travel Available to travel, distance and cost negotiable	Hourly Rate \$90

Overview

<p>I approach the supervision relationship as a 'companion on the journey' providing an opportunity for the supervisee to:</p> <ul style="list-style-type: none">▪ feel understood, supported and cared for as a person of intrinsic value;▪ become more aware of the thoughts and feelings impacting on the level of satisfaction experienced in personal, interpersonal and ministerial life;▪ explore the possibility of new ways of interacting with or responding to life's experiences and people;▪ consider the impact of changes which occur as a result of the supervisee's increased awareness of how they operate as people and priests;▪ as a pathway to self awareness, explore what enlivens or drains the priest's energy; what they imagine; what they avoid;

- review the supervisee's goals in ministry both short term and strategic within the context of diocesan planning for mission;
- consider the development needs of the supervisee in relation to both personal and professional aspects.

I have an empathy with the pastoral and spiritual dimensions of the priest's life and am comfortable in discussing faith related issues which may impact on them.

The relationship is confidential although limited in relation to matters of abuse or criminal conduct which would require that I report in accord with government regulations.

Specialisation and Experience

I am an accredited Mental Health Social Worker under Commonwealth Medicare requirements with post graduate qualifications in Counselling and Management. I have worked as a counsellor in a range of settings including government agencies and relationship services. I have held CEO level positions in corporatised and NGO settings including recently as Director of Centacare Newcastle. I trained and practised as a Catholic priest for a number of years and worked in both parish and diocesan roles up to 1974 when I withdrew from the active ministry. My experience is enriched by the range of roles I have undertaken including both senior management, personal counselling; and ministerial functions as a former priest.

BRIAN EDWARDS

Contact Details

Name The Reverend Brian Edwards Brian Edwards Counselling	Address 18 Albatross Close Forresters Beach NSW 2260
Telephone 4385 1773 or 0412 912 288	E-mail bandredwards@optusnet.com.au
Availability to Travel Willing to travel, but would prefer more than one supervisee in an area. Distance and costs to be negotiated	Hourly Rate \$90

Overview

My understanding of Supervision is a process in which two people taking the roles of supervisor and counsellor (priest) form a stable, positive hierarchical relationship, with the professional goal of helping the counsellor (priest) develop and use his/her person in their function with clients (or ministry). Supervision seeks to create a safe space as a professional opportunity for a priest to confront explore and become aware of the self within the dynamics of areas ministry situations present. The supervisor's primary task is in assisting the priest to develop a level of awareness that will free the priest to creatively work with people within the framework of their theological model that the priest has chosen. The therapeutic exercise is to explore the priest' self in terms of relationships created with the parishioner that may be blocking or thwarting their process of ministry.

Definition of Supervision: The above definition contains the following concepts:

Process describes, the rapport and fluid nature of the supervisor and priest personalities within the web of supervisor, priest and church, with its many components of expectations and levels of relation.

Heirarchical relates to the structure of the supervision relationship in that the priest gives the supervisor the authority to explore his/her professional and personal experience as it relates to ministry. Professional goals. What does the priest want from supervision? What goal does he/she need to achieve. In other words the priest brings their own goal, problems and identity to the session.

It is very important that the supervisor's relationship with the priest is undergirded by all the attitudes that mark good ministry. Supervision must embody the basic trust, confidentiality, warmth and genuineness that are pre-requisites of growth.

Specialisation and Experience

I have had twenty years experience as a minister and an Ecumenical Chaplain in Aged 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 relating in the wider community. Along with this I have an understanding of the stresses and tensions that ministry places on the clergy's family and of their own ability to focus upon this pressure such as dealing with grief, personal problems within the community and families relating to youth as well as caring and nurturing their own spiritual and emotional well-being.

I have achieved a Diploma in Family and Relationship Counselling specialising in family and marriage relationships as well as dealing with family groups etc.

I have a Bachelor of Counselling from UNE which specialises in the various therapeutical therapies, family systems, personal counselling, rural counselling and more. I have also trained in Gestalt therapy, Cognitive Behavioural therapy, Emotionally Focused Client Centered therapy and Body Focused therapy.

I have been counselling for nearly twenty years and have been in private practice for twelve years. During this time I have had to deal with a wide range of issues such as self esteem, phobias, grief and loss, case planning and strategies that are developed with the client to achieve goals. I have also worked with adolescent children for the Department of Community Services and Wesley Delmar as well as Centre Care.

My skills include being a Registered Supervisor for the Australian Counselling Association in which I supervise counsellors on a face to face basis for that organization as well as for PACFA. I hold group supervision and on occasion teach counselling and supervision skills within the courses which I have been invited to run.

During this time I have supervised clergy from the Anglican Church along with other denominations on a clinical basis: . To sum up my experience and training enables me to supervise and counsel on a wide range of areas and I am able to use differing therapeutical skills as the supervision session may require.

BARBARA HOWARD

Contact Details

Name The Reverend Barbara Janice Howard Hunter Centre for Clinical Pastoral Education	Address John Hunter Hospital Lookout Road, New Lambton
Telephone 4975 3672 or 0414 551 751	E-mail barbhowd@optusnet.com.au
Availability to Travel Willing to travel within Newcastle, Maitland and Central Coast areas at no additional cost	Hourly Rate \$90

Overview

Through a collaborative relationship of trust, I seek to facilitate increased insight into difficulties and blind spots to promote growth in intrapersonal and interpersonal awareness and to deepen insight into one's unique pattern of personal and professional functioning.

Specialisation and Experience

12 years experience as a supervisor of Clinical Pastoral Education; private supervision of Uniting Church and Anglican clergy

GRAHAM JACKSON

Contact Details

Name The Reverend Graham Robert Jackson Skaenos Counselling	Address Available for sessions at: 2971 Paynes Crossing Road Wollombi NSW 2325 St John's Church, Cessnock (with permission of the Rector) Belmont North
Telephone 4998 8343 or 0429 988 013	E-mail grahamrjackson@activ8.net.au
Availability to Travel Willing to travel on routes to Cessnock, Belmont North and Muswellbrook (including Muswellbrook itself) at no additional cost	Hourly Rate \$90

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 objectives.

1. the provision of a confidential arena in which the supervisee may explore psychological and spiritual blocks to the provision of his or her priestly services.

2. the provision of the same confidential 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 other priestly settings.
5. the identification of personal psycho-social or spiritual issues and problems that may need to be addressed, followed by appropriate referral to other clinical professionals. (Graham does not believe that extensive private counseling or Spiritual Direction, except in their basic forms, should be entered into as part of Supervision. He is aware, however, that there are times when the three areas, psycho-social, spiritual and supervisory, 'cross-over' and he is willing to explore these 'cross-overs' with the supervisee.)

Specialisation and Experience

Graham is a qualified Social Worker and 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 is an accredited member of the Australian Association of Social Workers, (MAASW) and a Fellow of the Australian Institute of Management (FAIM).

Graham has extensive experience in the provision of services to children, adolescents and families as well as to Defence Force

families and Refugees. He has been a State Government Ministerial expert advisor and has provided professional supervision to a range of professionals as CEO of Church-based Family Services organizations in the Anglican Church, the UCA and the Catholic Church. He has worked as an Area Manager of the Defence Community Organisation supervising Social Workers, Family Liaison Officers and Defence Force Personnel. He currently provides professional supervision to a number of clergy in the Diocese

He uses a combination of Cognitive Therapy techniques as well as Management and Organisational Development theories in his Supervision practice. He is trained and practised in Drug and Alcohol Treatment programs as well as treatment for Post Traumatic Stress Disorder and Cumulative Stress conditions. He also has practised in the treatment of Depression and other Mental Health conditions.

JANE KING

Contact Details

Name Pamela Jane King Karuah Counselling	Address 42 Cowper Street Stroud NSW 2425
Telephone 4994 5052 or 0428 427 422	E-mail janeking.counselling@bigpond.com
Availability to Travel Willing to travel, re- imbursement would be by negotiation. Sometimes possible for sessions to be held in Sydney	Hourly Rate \$90

Overview

To provide a place of safety, trust and confidentiality where emotional, psychological and spiritual support can be offered.

It is not psychotherapy, and it is not spiritual direction. It is a non-judgemental and mutually-respectful 'walking together' of fellow professionals (and in my case, fellow Anglicans) in prayerful partnership. My sessions usually start with prayer. My aim is for the supervisee to leave feeling more encouraged and empowered than when he or she arrived.

Work-life balance and the maintenance of effective boundaries is a recurring theme. Likewise exploring the effects of parish work on clergy and their families, & honing skills in communication and conflict resolution.

If issues arise which in my judgement appear to require deeper intervention and work I offer to refer on as appropriate.

Professional supervision provides accountability for clergy in the rare event of possible blurred boundaries. I appreciate the value of supervision and have supervision myself.

Specialisation and Experience

I was one of the first batch of supervisors to have their names put forward, and have found the work since then to be very rewarding.

I am in private practice in Stroud where I work with individuals, couples and children. I assist with families being displaced by the construction of Tillegra Dam. Am on call as a counsellor to the Dungog Shire for their Employee Assistance Programme. Am a founding member of Counsellors of the Hunter and Port Stephens network.

My background and experience in 3 countries is in social work (Trinity College Dublin) and nursing (St. Thomas' Hospital London). Resident in Australia since 1975

In the 1990s I was employed by the Volunteer Centre of NSW to co-ordinate and supervise volunteers in the Retired and Senior Volunteer programme.

Since 2000 have worked as a p/t telephone counsellor with rheumatoid arthritis patients. Health management and pain management are my areas of specialisation.

I graduated from Australian College of Applied Psychology in 2002. Clinical Member of the Counsellors and Psychotherapists Association of NSW since 2004 and on the register of PACFA. Active member of St. Johns Church, Stroud. Married with four daughters and three grandchildren.

PETER OLIVER

Contact Details

Name The Reverend Dr Peter Oliver	Address 7 Kempwood Close Adamstown Heights 2289
Telephone 49423423 or 0432849191	E-mail peterfoliver@aol.com
Availability to Travel Open to travel most places at no extra cost. I travel to Muswellbrook every second Thursday.	Hourly Rate \$80

Overview

Professional supervision for priests and deacons encourages professional and personal growth in the very unique context of ministry. Outreaching with and caring for, people in the context of a Christian community has specific demands and pitfalls. As clergy the work/life balance takes on a particularly demanding dimension in relating to family, laity and church hierarchy. Supervision helps 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.

My style of supervising emphasizes mutuality, creativity, fun 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 about 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. I look forward to meeting those that would see their journey in ministry and humanity to be enhanced by this fellow traveler.

Specialisation and Experience

Ordained in the Uniting Church in 1980 I have served four parishes - three in the Hunter. Studying psychology at a Masters level and experience as a chaplain at a psychiatric hospital has given me practical experience and intellectual awareness of human dynamics. I have also had a year as the trainer and counselor for Lifeline. I have supervised Christian counselors and ministers from the Uniting Church and am on the NSW Synod Committee for Counseling. With Canon Barbara Howard I have trained over 40 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.

At present I enjoy a diversity of ministries. Training and assessing Newcastle University medical students in counseling and sexuality is very rewarding and I am also an industrial chaplain for Converge (previously ITIM). In that capacity and for other companies I have been called in to debrief many critical incidents as an Employee Assistance Provider. I am currently a Uniting Church chaplain at John Hunter Hospital.

JACQUELINE SEGAL

Contact Details

Name Jacqueline Rebecca Segal	Address Clinical room locations: 70 Bronte Road Bondi Junction NSW 2026 107 Showground Road Castle Hill NSW 2154 718 Webbs Creek Road Wisemans Ferry NSW 2775
Telephone 4566 4614	E-mail jacquisegal@gmail.com
Availability to Travel Also available in Gosford and by telephone supervision	Hourly Rate \$120

Overview

The understanding I have in my role as a supervisor is to provide professional support, review and discuss case studies. Encourage an alternative point of view for each issue that a client presents. Listen and be available to discuss issues that may trigger personal responses. Highlight crucial information that maybe have been over looked. Encourage empathy not sympathy. Recognize bias comments. Support client to be aware of burnout. Maintain professional discretion. Validate counselor's process.

What are my strengths?

I care about humanity, I am supportive and patient, I feel like my work is divinely guided. I love to be in service. I have vast experience as a counsellor and have taught counselling skills for many years.

I am insightful and have an ability to hear what is not always spoken.

What are my weaknesses?

Documentation and spelling is not my strong point. I need my patience for story telling as I like to keep to the point.

What does everyone know about me?

I am reliable, generous, intelligent, caring though often unorthodox, I get things done and need to be busy. I get to the heart of matters quickly. I am kind and understanding (others say), "and modest".

What can people count on me for?

Continuing support, being reliable, not pushing my agenda. Listening and caring for others.

What can't people count on me for?

I will not lie for another or misrepresent a case for any reason. I will not get someone to go against their own truth and their personal beliefs. I will not support unhealthy habits.

Specialisation and Experience

Conflict management, stress management, personal development, depression, anxiety, confidence building, career development, substance

GRAHAME SMITH

Contact Details

Name Grahame Smith Counselling Services	Address 28 Deans Avenue Singleton Heights NSW 2330
Telephone 0428 218 808	E-mail smith.g@hunterlink.net.au
Availability to Travel Willing to travel up to 50 kms @ 70c per km	Hourly Rate \$90 (60 - 90 minutes)

Overview

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 counsellor. 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

Specialization: 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 20yrs 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 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. I am currently in the final stages of completing a BA Soc Sc majoring in counselling, human development and mediation.

Qualifications: 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 , Assoc M.A.A.C.C and A.C.A (Clinical CPC) and Registered Counselling Supervisor A.C.A.

JULIE STONE

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

Contact Details

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.

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.