



Dear Friend,

Thank you for your interest in sharing your experience and expertise to help equip biblical counselors. The below document is to provide the vision and qualifications to be an Association of Biblical Counselors Supervisor. Once your application is approved, then you will receive a Supervision Handbook with more details and required forms.

The Association of Biblical Counselors (ABC) believes that an integral aspect of training as a biblical counselor consists of practical experience. Level I certification offers students exceptional content intended to help build a firm foundation for biblical care while also providing students with quality, biblical insight on a myriad of issues including depression, anxiety, and anger. The Level I certification process also includes a mini practicum where students are given the opportunity to counsel an individual through ten sessions by utilizing curriculum and journals which help them assimilate information acquired throughout the course. As students move into Level 2 certification, one aspect of their training includes gaining experience as a biblical counselor through observation and supervised practice with someone like you.

SUPERVISORY VISION

Participating as an ABC Supervisor provides a wonderful opportunity for seasoned biblical counselors to mentor and disciple ABC counselors-in-training (CITs). ABC's vision for the supervisory process sees our approved Supervisors facilitating a learning experience in which both the CIT's character and skill set develop and mature. Ongoing conformity to the image of Jesus is a significant component we want our Supervisors to encourage and assess in their time with their CITs.

Supervisors who engage in the ABC supervision process serve a significant role in our ministry's mission that states, ***"ABC exists to enlist, equip, enrich and encourage people everywhere to live and counsel the Word, applying the gospel to the whole experience of life."***

SUPERVISORY COMMITMENT

The following list provides a cursory outline of the character modeled by an ABC Supervisor:

Supervisors will

- seek to glorify God in all facets of instructing and interacting with their CITs.
- uphold Jesus' divine ethic, seeking to be motivated by an ongoing desire to "love God and neighbor" in their interactions with CITs (Matthew 22:37).



- offer guidance that upholds Scripture. They will seek to utilize the Word of God in such a manner that adheres to orthodox theological tenets as reflected in resources such as the following (2 Timothy 2:15):
 - Frame, J. (2013). *Systematic theology: An introduction to the Christian belief*. Phillipsburg, NJ: P&R Publishers.
 - Grudem, W. (1994). *Systematic theology*. Grand Rapids, MI: Zondervan
 - Sproul, R.C. (2014). *Everyone's a theologian: An introduction to systematic theology*. Sanford, FL: Reformation Trust Publishing.
 - Allison, Greg R. (2018). *50 Core Truths of the Christian Faith*. Grand Rapids, MI: Baker Books.
- model attitudes and behaviors with their CITs that reflect the fruit of the Spirit: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control (Galatians 5:22-23).
- recognize that the supervision process is an aspect of building up the body of Christ so that CITs become equipped in such a manner that they are not tossed to and fro by competing doctrines and psychologies, but rather grow up in every way into Him who is the head, Jesus Christ. When correction and speaking truth is needed within supervision, it is to be done with gentleness and love (Ephesians 4:11-16).
- model biblical correction, providing a godly example for CITs when they must do the same with those they are counseling (Galatians 6:1).
- seek to encourage and build up CITs as they learn and develop as counselors (1 Thessalonians 5:11).
- when necessary, speak difficult truths to CITs when weaknesses become apparent in the CIT's decisions, counsel, errant rationale, or when prideful attitudes emerge in the learning process (Proverbs 27:6).
- display honesty in their assessments of CITs with both the CIT as well as the ministry of ABC (Colossians 3:9).
- pray consistently for and with their CIT(s) (1 Timothy 2:1).
- agree with biblical counseling tenets and abide by the supervisory agreement and disclosure statement.

The list above—though not exhaustive—serves as an example of what ABC is looking for in an approved ABC supervisory role. The bottom line is our mutual desire to provide the CIT with the highest quality leadership in order to guide them in their growth and development as biblical counselors.

SUPERVISOR QUALIFICATIONS

An ABC Supervisor will meet the following criteria:

- Profess faith in Jesus Christ as the Lamb of God who bore the punishment for their sins and recognize Him as the exclusive means of reconciliation with God (John 1:29).
- Exhibit a genuine love for God and others in the way they conduct their life and relationships (Matthew 22:37).
- Embrace a biblical counseling approach as reflected in ABC's published literature, namely the following resources:



- Henderson, J. (2019). *Equipped to Counsel: A training course in biblical counseling (2nd Ed.)*. Fort Worth, TX: Association of Biblical Counselors.
 - Lelek, J. (2018). *Biblical Counseling Basics: Roots, Beliefs, Future*. Greensboro, NC: New Growth Press.
-
- Have a good working understanding of the Equipped to Counsel training material and counseling journals.
 - Hold a membership in good standing at a local church and maintain regular attendance.
 - Preferably certified with ABC (minimum Level 1) or is a pastor/minister with similar qualifications.
 - Possess a minimum of three years of biblical counseling experience.
 - Commit to maintain yearly continuing education in biblical counseling training by reading books, attending conferences, pursuing mentoring/discipleship, etc.
 - Complete the ABC Supervisor Application (found at christiancounseling.com).
 - Complete an in-person or Zoom interview with an ABC representative.
 - Receive approval to serve as an ABC Supervisor from ABC certification team.
 - Review the supervision packet, including all forms, with an ABC representative.

SUPERVISOR REQUIREMENTS

For ABC Level 2 certification, CITs are required to complete 3 phases of supervision from an approved ABC Supervisor. These requirements include CIT observation of the Supervisor, Supervisor observation of the CIT, and case reviews as the CIT counsels independently. CITs have between 9 months and 2 years to complete the supervision process.

General Requirements of the 3 Phases

- **Phase 1:** Allow CIT to observe while the Supervisor provides biblical counseling for 20 sessions. The CIT will complete an *Observation Evaluation Form* for each session and review with the Supervisor. *10 of the 20 hours may be completed as video observation or by watching other biblical counselors.
- **Phase 2:** The Supervisor will observe 20 sessions of the CIT providing biblical counseling by joining or listening. This is the most time-consuming piece of the process as the Supervisor is relied on for feedback and teaching. Supervisors will provide feedback for each session on the *Observation Evaluation Form* and discuss with the CIT.
- **Phase 3:** The CIT will complete 60 sessions of solo counseling (without an observer) and meet to discuss cases with the Supervisor.

A list of specific requirements, breakdown of phases, individual meetings, and time commitments a Supervisor Checklist will be provided once approved.



SUPERVISORY GOALS

The supervision process should include helping the CIT grow in an understanding of the following areas:

- the counseling process, including how to get counseling off to a good start and how to end well
- components/fundamentals of a biblical counseling session
- building relationship and rapport with counselees
- general and specific methods of counseling as taught in ETC
- the practice of applying God's Word to the session
- the gospel and how it relates to the counseling process
- utilizing resources in the counseling process
- creating and assigning homework (growth assignments) for the counselee
- biblical counseling interventions provided by ABC

SUPERVISORY COMPENSATION

ABC realizes the great sacrifice of time it takes to supervise a CIT. Therefore, as part of the CIT's Level 2 certification, payment for supervisory services may be applicable. To keep a standard for services across the country, it is recommended that supervision services do not exceed \$975. If supervision is part of a Level 2 training class by an approved training center, this can be included in class fees.

Utilizing ABC Resources

CITs should become familiar with the excellent ABC homework handouts and assessments found at <https://christiancounseling.com/member/resources/>. Therefore, it will be important for Supervisors to incorporate these into the supervisory process.