



**vose**  
Leadership

Vose Leadership

# Intentional Relationships Program

Handbook for Clients and Providers

## Welcome Message from Monica O'Neil, Director Vose Leadership



Welcome to the Vose Leadership Intentional Relationships Program.

Vose Leadership is committed to building skills, confidence and resilience in those who join this program. We trust that this process, and the people you will connect with through it, will bring great encouragement to you in your vocation.

Vose Leadership was opened in 2008 as a joint venture between the Baptist Churches of Western Australia and the Churches of Christ in Western Australia.

Recognising that lifelong learning is vital for professional life, we continue to develop Vose Leadership as a Centre of Excellence within Vose Seminary. We provide accessible and excellent learning opportunities. The Centre's services are accessed by people from many groups, including a broad range of individuals, churches, denominations and not for profit organisations such as schools and aged care facilities. We are delighted to serve the Christian community in this way.

Welcome to our program.

May you find richness and blessing through it.

A handwritten signature in black ink that reads "monica o'neil".

Monica O'Neil

## Welcome message from Dr Brian Harris, Principal Vose Seminary



I'm so glad to hear that you'll be a part of our Intentional Relationships Program. Whether you are looking for coaching, mentoring or supervision, I'm sure that your involvement with Vose will help you move further along in your journey of growth and development.

Our catch-cry at Vose is "Come grow..." We work hard to ensure that those who respond to the invitation are developed in healthy, stretching and satisfying ways. As an organization, our values include spiritual growth, grace and love,

camaraderie, learning and resilience. I'm confident that you will experience the reality of these values in your time with us.

Vose Seminary runs numerous courses in both the Higher Education and Vocational Education and Training Sector. Our offerings range from Cert III programs to undergraduate, postgraduate and research degrees, including the degrees of Master of Theology and Doctor of Philosophy. Supplementing the formal courses offered by the Seminary are the services provided by our Centres of Excellence. Vose Seminary has birthed Vose Leadership (the Centre you are a part of), Vose Mission (a partnership with mission organizations providing relevant training for global mission), Vose Research (our research arm which facilitates academic publications, runs academic conferences and together with Trinity College and the Australian College of Theology, oversees the supervision of our research students), Vose Library (which houses the largest theological collection in Western Australia and is also home to the Leadership Collection, a rich resource of the best books on leadership) and our latest Centre, Vose Equip (which focuses on students in the VET sector, offers some distance courses and facilitates an internship year).

The Seminary has seen rapid growth in recent years, and is an exciting place to be a part of. I'm delighted that you have decided to "come grow" with us.

Dr Brian Harris  
Principal

## **Our Mission**

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We are resourcing Christian leaders for a lifetime of healthy service.

## **Our Vision**

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We are creating a centre, known for excellence and passion, which develops leaders and advances the health of the church in Western Australia and beyond.

## **Our Values**

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**These values are grounded in the reality, being and action of the Triune God as revealed in the Bible.**

### **Spiritual Growth**

We value healthy growing spirituality based on an intimate relationship with God.

### **Grace and love**

We value thoughts, words and actions which are permeated and governed by grace and love.

### **Being**

We value health of soul, body and relationships as foundational for great leadership.

### **Together**

We value working together, helping and being helped, knowing that we are stronger when we work together.

### **Integrity**

We value integrity of deed and word.

### **Camaraderie**

We value celebration of success, support in suffering and adversity and, where we can, taking delight along the way.

### **Learning**

We value lifelong learning, that is, a teachable mind and disposition that seeks after growth.

### **Service**

We value servant leadership, knowing individuals and groups of people matter to God and that we lead them for the benefit of God's kingdom and their eternal welfare, not our own gain.

### **Resilience**

We value resilience which is hopeful, gentle and faithful.

## Intentional Relationships Program

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### **Introducing supervision, coaching and mentoring.**

Getting the right help on our vocational journey is a step easier with Vose Leadership's Intentional Relationships Program. Through the seasons of our leadership journey we may need instruction, mentoring, facilitators who help us stretch, or a place to reflect and learn. A regular discipline of seeking out these relationships builds resilience and excellence in practice of ministry and leadership. Sourcing these relationships has been difficult in the past, and Vose Leadership is providing you access to a variety of potent providers.

The terms supervision, mentoring and coaching have as many different meanings as they have contexts in which they are practiced. There are few standard demarcations, so we will briefly explain the following terms in the context of Vose Leadership's Intentional Relationships Program.

A supervisory relationship involves an alliance between Supervisor and Supervisee for development and capacity building, usually involving a standard or measure of work practice and performance in that field. Supervision has unique pastoral, church or organisational and theological elements. Areas of skills and tasks, self in practice and personal development are all legitimate concerns for the supervisory relationship. Supervision reviews past and present practice, and personhood in light of future development.

A coaching relationship will address issues which the person being coached would like to consider. These include (but are not limited to) vocational development, relationship enhancement, spiritual growth, lifestyle management, life balance, decision making, movement through transition and/or achievement of short term or long term goals. The process has a clear focus on future development which is based on self-initiative and goal setting.

A mentoring relationship will involve the aspects mentioned above, as well as possible observation of the mentoree in contexts relevant to their mentoring goals. For, example, if the mentoree desires to improve their public speaking capacity, the mentor may agree to view/ hear them "in action" live, via podcast, DVD or listening to an MP3 and give appropriate feedback. Another example might be reviewing a draft planning document and giving feedback to assist in improving the clarity and process of the document. The mentoring relationship draws on the expertise of the mentor.

## The process

- Vose leadership seeks to match you with a provider according to the type of relationship you are looking for and the capacity of our providers.
- Providers are chosen for their potency in their field. All possess considerable experience and expertise in their field. The profiles of many of our providers can be viewed at [vose.edu.au](http://vose.edu.au)
- Fee for service. Because these relationships are valuable we attach a fee for the time you spend with your provider. The fee is designed to be accessible and honouring of the process, your commitment and the provider's time and expertise. In their private practices, some of our providers charge substantially higher rates than the Vose rate. They offer their services to you and the mission of Vose Leadership in the spirit of participating in building healthy Christian leaders. Some even choose to give their time to Vose Leadership. Although these fees may stretch you or your organisation, they represent a gift in the value they bring.

## Information

### Vose Leadership Services

- Training Events: Short ½ - 2 day professional developments days
- Tailored Trainings for organisations
- Leadership clusters: small group leadership development.
- Intentional Relationships Program

### Location of Vose Leadership

Vose Seminary  
20 Hayman Road  
BENTLEY WA 6102  
Phone: 08 6313 6200  
Email: [office@vose.edu.au](mailto:office@vose.edu.au)  
[monica.oneil@vose.edu.au](mailto:monica.oneil@vose.edu.au)  
Website: [www.vose.edu.au](http://www.vose.edu.au)

### Privacy and Confidentiality

Coaching/Mentoring/Supervising is a confidential relationship and the provider agrees to keep all information strictly confidential, except in those situations where such confidentiality would violate the law or could jeopardize the safety of the client or others. Where an employer or licensing body has an arrangement for reporting, this is known to the parties and the client is involved in the process.

## **Occupational Safety & Health Matters**

General Occupational Safety & Health Procedures:

- Please notify a staff member about any potential hazards that you become aware of in the meeting area.
- Report any accident or illness to a staff member.
- Know the emergency procedures for your meeting area and use them when necessary. Evacuation plans are placed throughout the Seminary. Please familiarise yourself with these plans.

## **Emergency Contact Information**

In the case you become ill or have an accident whilst at Vose Seminary, staff may need to contact a friend or relative to let them know of your situation. Please make sure you complete this information on your agreement forms.

## **Concerns and Grievances**

If you have any concerns with or grievances concerning your participation in Vose Leadership's IRP please contact Monica O'Neil, Director, Vose Leadership for assistance.

## **Client Payments**

You will be invoiced through Vose monthly, on months where you have engaged in a session. All invoices will be sent from Vose Leadership. If paying by cheque, please make payable to: Vose Leadership.

## **Sponsored Places**

A small number of sponsored places are available. Typically they involve a pro bono or reduced fee from yourself and for your provider. Not all providers participate in this. If you would be unable to become part of the program because of financial constraints and wish to explore a sponsored place, call Monica O'Neil at Vose Leadership to discuss your situation

### **Session Times**

A convenient set date and time for the next client/provider session will be made between the provider and client at the end of each session. Vose Leadership recommends setting a regular pattern for your sessions- up to 12 months in advance.

### **Session Time Postponements**

Both the provider and client agree to inform the other of the need to postpone an appointment. Except in unusual circumstances, postponement is expected no less than twenty-four hours prior to the scheduled appointment time. Vose Leadership will reserve the right to invoice a client for any sessions cancelled either without notice or unusual circumstance.

### **Session Venues**

Unless otherwise agreed between provider and client, meetings will be held in a meeting area at Vose Seminary, 20 Hayman Road, Bentley. These meeting areas will be booked by the provider at the end of each session for the following session.

### **Client Feedback:**

After the first session: Clients may be contacted via phone by Vose Leadership staff, requesting feedback on that first session. Our interest is not in the content but in the process, and the sense of “fit” you will or will not have experienced. Further client feedback requests will also be conducted at six monthly and if appropriate, twelve monthly intervals.

### **Changing your IRP Provider**

A client may at any time, re-negotiate a new coach/mentor/supervisor after consultation with the Director, Vose Leadership. It is normal, and often desirable to engage the strengths of different supervisors, coaches and mentors over time.