

## **Chaplaincy Line Management**

Depending on context, a school chaplain may find themselves with more than one line manager. Most often, this takes the form of an in-school line manager (someone on the school's Senior Leadership Team, or a Pastoral Manager), as well as a church or community based line manager (a member of the local clergy, charity manager or trustee). Alternatively, these line managers could be split across academic and pastoral teams, or across denominational boundaries where funding is ecumenical.

Some may see this as overbearing, but managed well, this can be an incredible support to a chaplain, and a great benefit rather than a hindrance. Here are some top tips for making the most of a Chaplaincy role with more than one line manager.

### Top Tips

- **Understand the differences:** Each line manager will bring their own skills and expertise. To avoid frustration, one should expect different things from each relationship. For example, a school-based line manager could spend more time on outcomes, impact and evaluation. A church or community based line manager could spend more time on personal development or strategic thinking. It's okay for both relationships to feel different and have different focuses, and important to understand the unique contributions of each one.
- **Remind them of the other:** Each line manager may need to be reminded that the chaplain is accountable to a second manager too. Bringing them up in conversation and line management meetings regularly should be enough to remind them of the relationships, especially if one of the line managers is not in school regularly.
- **Meet together for a purpose:** If this doesn't happen already, it may be worth exploring if the line managers and the chaplain could meet together once or twice a year. If it's for a specific purpose, such as an appraisal or performance review, it can be really powerful having two different perspectives on the chaplain's work and ministry.
- **Super-charged professional development:** with two (or more!) line managers with a different focus, this is a great opportunity for learning and professional development. There is a huge amount that can be learned from two line managers, often with two unique career paths and past experience- how can they help grow chaplaincy from multiple perspectives?

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