

ACPE NEWS

OF THE NORTH CENTRAL REGION

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North Central Region to hold its spring Committee & Board Convocation at the Grand Geneva Resort & Spa in Lake Geneva, WI, March 9th and 10th.

The North Central Region will hold its spring convocation in Lake Geneva, WI, this year, rather than in Madison (as has been our tradition) in order to experience the Grand Geneva facilities first-hand prior to our hosting the 2003 ACPE Annual Meeting there next November (November 12-15, 2003).

The NCR Board has revised the format for the meeting to include a "Visioning Time", Sunday afternoon, March 9th from 1:00 to 5:30 p.m. The applicable excerpt from the minutes of its December 6th meeting read as follows:

Chair Tim Thorstenson invited thought and comment on the future of CPE in the region by raising a number of questions:

- Who do we want to become?
- How do we want to be known?
- Can we think in terms of a consistent product?
- What are the appropriate competencies to be sought?
- Can/should we look at the matter of best practices?
- How can we be more collaborative with our various constituencies?

After conversation, it was agreed to invite all members of the Region to join in an expanded conversation beginning with the spring Committee and Board Consultation. A modified schedule for that consultation will be followed:

- Sunday, March 9 1:00-5:30 p.m. Visioning Time
- 5:30 p.m. Hospitality Time
- 6:00 p.m. Dinner
- 7:00 p.m. Board and Committees meet to begin their work

All members of the Region are invited to attend and participate in this Visioning Time and to join the Committees and Board for hospitality and dinner following—even if you are not a member of an NCR committee or the NCR board. Please reference the letter from Tim Thorstenson that follows. The Region will cover the cost of the Sunday evening meal, but cannot cover travel or lodging for non-committee/board participants. Please advise the Regional Office if you plan to attend, so we can provide an accurate meal count. Rooms will likely be available at the Grand Geneva for those who wish to stay over. The cost single or double occupancy is \$85.00. Please also contact the Regional Office if you would like to book a room.

A Letter to the Region from Chair, Tim Thorstenson:

Dear Colleagues:

The NCR Board is looking at the March business gathering this year as something of a special event. Many of us have a growing sense of the need for dialogue with each other, in light of the evolution of spiritual care and the rapid changes in health care delivery. Clearly, there is both challenge and opportunity ahead of us as institutionally-based educators.

I want to personally invite you to attend the gathering, even if you are not on a standing committee. We will be structuring Sunday afternoon for guided conversation regarding those challenges and opportunities, and to begin to build a vision for a vital future for CPE in the North Central Region. Your voice, perspective and leadership is essential to our process.

(continued on next page)

HIGHLIGHTS
BOARD OF REPRESENTATIVES MEETING
November 14 – 19, 2002

submitted by Janet Labrecque

The board seriously attended to a broad range of issues, many of which sparked lively discussion and some decision. Highlights include the following.

- **Certification Pilot Project:** We affirmed the spirit and direction of the proposal by the Pacific Region and directed that a task force be appointed to refine the process. A key feature of the proposal is that reasonable efforts be made to maintain the same committee membership throughout a candidate's process. Watch for further details and the opportunity for centers in each region to participate in the pilot process.
- **Seminary Membership:** In the process of considering requests from a broad range of seminaries the board decided that the organization needs to re-examine the current criteria for seminary membership.
- **Accreditation Process:** In the ongoing efforts to streamline the accreditation manual and assure compliance with Standards the board voted to hire a consultant to work with the Accreditation Commission. There was serious discussion of supervisors' concerns about time and resources required for the accreditation review. One question: How do we continue to maintain our high standards without encouraging centers to consider affiliating with alternative organizations?
- **Policy on Ecclesiastical Constraints:** The board approved a draft of a policy that applies to supervisory candidates who are unable to obtain or maintain ecclesiastical endorsement. The policy will allow the candidate to proceed in their certification process while endorsement is actively being sought. Don Stiger presented this draft to a group of denominational representatives for their input.
- **National Supervisory Resource Pool.** The Pacific Region Development Committee proposed that the ACPE a formal listing of a supervisory pool be established and maintained via the ACPE newsletter and the national website. The listing will be a resource to centers that find themselves in need of an interim supervisor. Available supervisors could indicate their available time frames, geographic preferences and any other relevant information.
- **Emory Affiliation.** ACPE'S affiliation agreement went into effect on September 1, 2002. Theresa reported that the organization immediately benefits from the purchasing and mailing services, as well as a variety of other Emory resources, which over a period of time, will yield considerable savings.

Walter Brueggemann has written that a primary task of ministry is to “*nurture, nourish, and evoke a consciousness and perception alternative to the consciousness of the dominant culture around us.*” I am fully aware of how daunting that task can be, and of how it requires support and encouragement from colleagues and friends. My hope is that we can continue to find new ways to both engage the dominant culture and build up processes and programs that bring knowledge and integration to our students and healing and care to our patients and institutions. Talking constructively with each other seems an essential step.

Brueggemann also wrote – about the prophetic role – that the prophet must “*speak metaphorically about hope but concretely about the real newness that comes to us and redefines our situation.*” Let's come together in conversation and dialogue to begin to take those concrete steps. And to engender the hope that can lead us into the future. I look forward to seeing you in March!

Tim Thorstenson
NCR Chair

Edith Finsaadal response to the NCR Board's Visioning plans:

Reading the proposed visionary questions (reference the excerpt from the Board Minutes on page 1), I was left wondering: Have we really answered the question of who we are as a Region before we start reflecting on who we want to become?

For example, do we all know how many REM students and supervisors we have in our region, how many males/females, how many in their thirties and forties and how many in their sixties; how many of a Christian orientation and how many of other belief systems. Also, do we all know what areas we may need/want to grow in, based on students/others' feedback or complaints/grievances, recruitment problems, centers that lose accreditation, wasteful utilization of the region's financial resources, supervisory peer reviews?

Speaking for myself, I don't feel I have a full/clear picture of these things which to me is important in being able to reflect on who I/we want/need to become.

Congratulations to Barbara Sheehan!!

Barbara received the Theology Graduate Alum Award from Xavier University in Cincinnati, OH on Saturday, Jan. 25th.

The NCR Board struck a sub-committee to draft new NCR Peer Review Guidelines that would comply with current ACPE Standards. A draft was brought to the Board at its December 6, 2002 meeting, where it was discussed, amended and adopted to take effect January 1, 2003. The new guidelines are printed below.

NCR PEER REVIEW PROCESS & GUIDELINES

PROCESS:

1. The peer review process is intended to be a collegial and reflective review of supervisory practice and professional competence and to stimulate personal and professional growth as a supervisor.
2. In accord with standard 314.6, a peer review of every NCR ACPE supervisor's supervisory practice will occur no less than every five years.
3. From the date of certification as an ACPE supervisor, each NCR supervisor is required to convene a peer review within four years, and every four years thereafter.
4. In January of the 4th year following either certification as an ACPE Supervisor or the last peer review, supervisors will receive written notice of the need for peer review, with guidelines and report forms. The supervisor will then convene a peer review, and return the report forms by December 31st of the same year, to be placed in a confidential file.
5. If a supervisor does not convene a peer review within four years, the chair elect will consult with the supervisor to determine how best to meet the standard.

GUIDELINES:

1. Supervisors are strongly encouraged to participate in an ongoing peer group, to meet no less than once every year, and to maintain records of continuing education and all efforts to support personal and professional development.
2. Peer review is intended as a supportive, collegial process, providing feedback, focus, and direction for the enhancement of professional competency.
3. A peer review is typically done with a group of peers with a minimum of three supervisors recommended. Professionals from other disciplines may also be included. Other models of creative review, including mutual observation of supervisory practice with peers from a different center, are welcome.
4. Materials submitted for peer review shall be an ACPE face sheet, and written reflections in each of three areas:
 - Personal growth and development
 - Theological perspectives and expression
 - Supervisory theory, practice and challenges.
5. Report forms will be provided to the supervisor seeking peer review by the chair-elect of the region. After the peer review has taken place, both the participating peers and the supervisor will complete the forms and return them to the chair elect, who will review them with the Regional Director. The reports will be added to the supervisor's confidential file maintained in the regional office.

Another Generous Gift for the Mary Wilkin's Lecture Endowment:

Thanks to Rev. James C. L. Arimond and the St. Ignatius Jesuit Community for their most generous gift of \$500.00 to the Mary Wilkins Lecture Endowment. The gift was provided in honor and appreciation of two fine men who have been part of each of our communities, Don Ziembra and Jim Creighton. Don was certified as an ACPE Supervisor at the same time as Mary Wilkins, and Jim trained under Mary and has worked as a community peer with her ACPE until her recent retirement.

ACPE ON THE PRAIRIE

by Dean Williams

The story of how one ACPE supervisor living in Stockholm, S.D., population 200, trained more than 200 clergy, priests and laypersons over a thirty- year period with minimal financial or institutional support, utilizing residents and officials of tiny prairie towns as clients.

Fr. Larry Murtagh is a 75- year- old retired Roman Catholic Diocesan priest who doesn't look like a pioneer. Lany, who holds the 1977 and 1997 Distinguished Service Awards from North Central Region and one of the Pioneer Awards at the annual ACPE 2000 Conference, looks instead like a kindly absent-minded professor.

What is truly remarkable about Larry Murtagh's achievement, however, is that for the last thirty years, without ever having a steady salary or the backing of a medical institution or denomination, or even the convenience of a nearby conference room for seminars, Larry has trained more than 200 small town pastors and lay persons and one certified ACPE supervisor.

What makes Larry's achievement even more remarkable is that all his CPE programs were Extended, one day a week for 25 weeks, requiring some of his wide-ranging students to drive a hundred miles one way to attend a CPE seminar. The distances involved in supervising his groups were often so great that Larry kept two unlocked cars in his driveway with the keys in the ignition in case one failed. In his last automobile, an ancient Chevy with more than 250,000 miles on the odometer, he replaced the engine three times.

Different from most standard CPE programs, Larry's students were the residents, town officials, pastors and priests, businessmen, superintendent of schools, physicians, and local businessmen.

Larry's CPE programs were under-girded by his dream of invigorating and strengthening South Dakota small towns through a combination of pastoral and political actions. While he was disappointed over the years that so few of his students joined in his cause, all of his students said that they were touched by Larry's compassion.

Fr. Larry Murtagh is an unlikely CPE pioneer. He is a slender, gentle, white- haired Irishman from Warren, Rhode Island, who walks carefully now in the first stages of Parkinsons. As the eldest of four children, Larry says he was an "unremarkable kid who kept the rules, and made no waves".

His father whom he described as a workaholic mechanic, worked most of his working life in a textile mill. His mother, Larry says, was a homemaker who was always there for the family. He has always been close to his two sisters, Mary and Pat, and was a "defender" of his younger brother, Tom, who was killed in a mobile home fire in his thirties. Larry was in a CPE supervisory residency program at Medical College of Virginia at the time and was deeply distressed by Tom's death. Looking back on it today he feels that Tom's untimely death may have been a major factor in his thirty year struggle to save and improve the living conditions of small towns in South Dakota.

As a teenager, Larry pedaled papers, and worked in the coal yards for spending money. He says he had little ability in sports. Instead, he was an honor student who loved to read. He has always felt that education was serious business. For example, in his supervisory CPE at Medical College of Virginia in Richmond, Larry kept extensive notes each day on small pieces of paper which, to the amusement of his peers, he tucked in his various pockets.

In his spare time, Larry learned to read and speak French and visited that country twice in recent years. While in France he became fascinated with the Worker Priest movement which was popular in the French Catholic church in the fifties.

Larry says his education was standard for a man destined for the priesthood. He attended High School with the Brothers in Pawtucket, RI, attended Our Lady of Providence seminary in 1944. He was on the honor role and noted that he got along well with the teachers. He says his fellow students, however, were unsure of how to relate to this quiet, studious young man.

He entered St Mary's, a Major Seminary in 1946 where this self described uncoordinated man surprisingly captained several sports. Larry had his first major physical setback in 1950 when he was diagnosed with TB and spent 16 months in a Sanitarium in Rhode Island. On his release he entered the Winona Diocese in Minnesota where he served as a priest in the Cathedral. Several years later he fought another battle with TB and lost the lobe of one lung.

After recuperating, Larry worked in a small Catholic parish in Jasper, Minnesota, where for the first time he observed first hand the dying of the small town and family farm. After Jasper, Larry served in two more parishes in Rochester and found himself "working hard but not performing well."

He received permission to study in Belgium for a year in the area of Catechetics and found that he loved it. When he came back to the states he had his first experience

with CPE with Al Toews at Methodist Hospital in Rochester. He said he liked it, but was made aware of how little useful training he had in working with people.

When he finished that unit he went to Washington D.C. for “an unhappy year” where he attempted to teach seminary. As a result he sought out more CPE in 1969 and met with Knox Kreutzer, an Episcopal CPE supervisor. Larry says this was a turning point in his life. Knox recommended a CPE residency at Medical College of Virginia where Larry was accepted and trained with Pat Prest and Dean Williams.

Larry had a tough time in his first year of residency at MCV. He struggled to express feelings and the heavy emphasis on intuition in working with patients. While at MCV Larry had surgery for stomach problems he was experiencing. Convinced that there had to be a relationship between his several illnesses and his unhappy work relationships, he got into counseling with a psychiatrist and group therapy where one of his peers told him that he “sounded like a politician”.

Larry says he felt some real healing in his CPE residency and decided he wanted to be a CPE supervisor. Despite several unhappy experiences with ad hoc supervisory committees, Larry met and passed his first committee in 1971 at the Acting level.

In 1970 Larry took a job in a hospital in Kentucky where he worked with five CPE residents. He struggled with the director of the program and says he discovered that supervising residents in a big hospital was not what he wanted. Through his friend Fr Larry Gavin, he met E.W. Mueller, a charismatic teacher at Augustana College in Sioux Falls, SD. Mueller was the Director of CENCOAD which was training farmers, housewives and lay persons to become “enablers.” Enablers were people who were sent to towns within a 60 mile radius who were experiencing conflict, e.g., a motorcycle gang that was tearing up the streets of a small town and frightening the residents. The citizens went to CENCOAD for help. The staff spent an evening with the townspeople, teaching them how to handle the situation.

Recruitment of CPE students was a full time job for Larry throughout his long ministry. One reason for his success with clergy training is his phenomenal memory. Larry has clergy contacts everywhere and seems to remember everyone he has ever met. Here is a typical pastoral journey for Larry on any given week in his 30 year career on the prairie:

Larry remembers meeting a priest at a conference several years before and decides to pay him a visit. He finds the town on a map and drives around until he finds the church. If his priest friend is there they may talk for an hour and maybe have lunch in the local cafe. Larry is not hesitant

about inviting his friend to become a part of the CPE group he decides to organize in the area. If the priest is out, Larry hops in his car and visits several other churches in the area without a thought as to the denomination of the pastor. Larry has been known to drive 50 miles to talk with a pastor he has never met and who has no idea he is coming.

Larry’s gift of involving clergy of many denominations is uniquely personal. Larry lives to talk, to relate to clergy and people at every level of society. He seems blind to gender or racial differences. He is driven to organize and educate rural pastors out of his deep need to save dying rural small towns.

Larry is a pragmatist of the highest order. He immediately thinks about how the skills of the various people he meets might further his educational goals. For example when he met E.W. Mueller at Augustana College, Larry and Mueller immediately recognized they had several common causes and that CPE would be an excellent vehicle for training. They decided to organize and gain accreditation for an ACPE program with CENCOAD at Augustana which was granted in 1973. He met with his first group of students at the Lutheran church in Worthington, Minnesota with seven students including the pastor of the host church. The students did their pastoral work within Worthington’s school system on one- day- a- week. The group studied verbatim and sermons in the morning and dialogued with various professionals from college and seminary in the afternoons. Some of the discussions were held in the Augustana College classrooms. Other speakers were housewives and farmers from the community.

Fr. Larry Murtagh is one of a kind. Even though he claims to be retired in Brookings, SD, he continues as usual on his own without denominational or financial backing to organize clergy seminars composed of college professors and housewives with an idea of how to save the dying rural small towns of South Dakota. It seems to give him life and it keeps alive his unique ministry on the Prairie.

Editor’s Note:

Visit the History and Research section of the North Central Region website (www.acpe.org) to read and/or download the 22 page article:

“Clinical Pastoral Education in the Rural Community”

by Father Larry Murtagh

Highlights
ACPE Accreditation Commission Meeting
November 14 – 19, 2002

submitted by Nancy Wigdahl

Congratulations, NCR Centers!! All your accreditation requests were granted with no notations or deficiencies:

VISN Integrated Network 23 (Veterans Hospital, St. Cloud: granted accreditation as a system center to offer programs of CPE, Level I and Level II, and Supervisory CPE, with no notations.

Rush, Presbyterian, St. Lukes: granted continued accreditation to offer programs of CPE, Level I and Level II, and Supervisory CPE, no notations.

Resurrection Health Care: granted candidacy as a system center to offer programs of CPE, Level I and II, no deficiencies.

Avera Health Care CPE: granted accreditation as a system center to offer programs of CPE, Level I and Level II, and Supervisory CPE, with no notations.

North Memorial Medical Center: granted continued accreditation to offer programs of CPE, Level I and Level II, no notations.

CPE Ministry Program of Green Bay and Fox Valley: affirmed as a satellite of Lutheran Homes of Oshkosh

Loyola: affirmed continued accreditation consequent to 5 year review.

Iowa Methodist, Lutheran and Blank Children's Hospital: affirmed continued accreditation consequent to 5 year review.

During its November 13-16, 2002 meeting, the ACPE Board of Representatives mandated that the Accreditation Commission use a consultant in the preparation of the new Accreditation Manual. This will delay the publication of the Accreditation Manual originally scheduled for January 2003.

Centers preparing for accreditation reviews in 2003 (either as regularly scheduled or by extension) should continue to use the Accreditation Manual, 2000 edition with revisions. Check with the NCR Accreditation Committee for guidance in interpretation and/or updates.

Dates to Remember	
February 6-8, 2003	REM Invitational, Birmingham, AL
February 23-26, 2003	APC, NACC, NAJC & CAPPE Joint Meeting, Toronto, Canada
March 9-11, 2003	NCR Committee Convocation Grand Geneva Resort & Spa Lake Geneva, WI
April 23-27, 2003	ACPE Spring Leadership Meetings Atlanta, GA
June 30 - July 1, 2003	Iowa Summer Training Event - Tama, Iowa
Sept. 21-23, 2003	Wisconsin Sub-region Training Event - Door County
Sept. 27-29, 2003	Minnesota Sub-region Training Event - North Shore
Nov. 12-15, 2003	ACPE Annual Conference Grand Geneva Resort & Spa Lake Geneva, WI Commissions meet November 8-12
April 25-27, 2004 (dates as yet tentative)	NCR Regional Meeting (site as yet tentative)
November 10-13, 2004	ACPE Annual Conference Portland, Maine Commissions meet November 6-10

News & Notes:

Janet Labrecque has left North Memorial in Minneapolis to join the Fairview CPE System. Her new contact info is:

Fairview Southdale Hospital
 6401 France Avenue S.
 Minneapolis, Minnesota 55435-2104
 Phone (612) 924-5738; E-MAIL jlabrec1@fairview.org

Dan Duggan's new email: <drduggan@gunluth.org>;
Dick Gerber's email is <jrgerbs@msn.com>;
Dan Bergeland's email is <danbergeland@charter.net>.

Supervisor Emeritus, Russel Struffler moved to Minnesota in June. He writes: "For about 40 years I was a Director of Chaplaincy and Chaplain Supervisor at two large United Methodist Hospitals in Iowa. Retired in 1987 to Arkansas. Was very active in the North Central Region for many years. I probably have the first issue of the NCR News, and always attended the NCR meetings. It is good to be back in this part of the country.

Dr. Russell C. Striffler, 2925 Lincoln Drive, Apt. 118, Saint Paul, MN 55113; email Juneruss1@aol.com

Fitchett Leads Australian Workshops

In December, 2002, **George Fitchett**, D.Min., ACPE supervisor at Rush-Presbyterian-St. Luke's Medical Center, Chicago, led a series of workshops for Australian chaplains.

Day long spiritual assessment workshops were held at the Peter MacCallum Cancer Institute and the Austin and Repatriation Medical Centre, both in Melbourne, and at Calvary Health Care, Hobart, Tasmania. Fitchett led another day long workshop, An Introduction to Pastoral Research for Intuitive Feeling Types, in Melbourne. He also led a two-day intensive consultation on pastoral research at the Peter MacCallum Cancer Institute.

The consultation was designed for a small group of chaplains with active research projects. Fitchett found the Australian chaplains were eager to learn about how they can use research findings to provide more effective ministry.

Fitchett's host in Australia was Rev. Graeme Gibbons, D.Min., CPE supervisor, co-director of the pastoral care department at the Austin and Repatriation Medical Centre, and current President of the Australian Health and Welfare Chaplains Association.



Participants in the pastoral research consultation, Peter MacCallum Cancer Institute, Melbourne, Australia, December, 2002.

Front row, far right, Graeme Gibbons;
back row, far right, George Fitchett

A Scottish Connection, too?

Dan Duggan advises that he will miss the NCR Convocation in March because he will be in Scotland, where he will be meeting informally with some of the Scottish chaplains who represent their Scotti chaplaincy organization and its education arm. They are interested in discussing their need for CPE. (Dan reports that there are no centers in Scotland—or Great B ritian for that matter.)

Below are the 2002 Student-Units for each NCR Center as self-reported to the Regional Office in December and/or taken from our Regional Office records. Sub-regional continuing education funds will be distributed based on these results. Please contact the Regional Office immediately for any noted discrepancies.

Center	Total
Illinois (Northern)	475
ACTS Urban CPE	30
Advocate/Bethany	0
Advocate/Christ Medical Center	33
Advocate/Good Samaritan	16
Advocate/Good Shepherd	9
Advocate/Lutheran General	42
Advocate/South Suburban	19
Advocate Trinity Hospital	5
Alexian Brothers Health System	47
Alexian Brothers Medical Center	49
BroMenn Healthcare	26
Carle	9
Edward Hospital	5
Elmhurst	19
Lake Forest Hospital	11.5
Loyola	26
MacNeal Health Network	16.5
Norrrthwest Community Healthcare	14
Northwestern Memorial	27
Resurrection Health Care	3
Rockford Health System	13
Rush - Presbyterian - St. Luke's	55
Iowa	109
Cherokee Mental Health	3
Genesis	18
Glenwood State Resource Center	13
Iowa Methodist,Lutheran & Blank	49
St. Luke's Regional Med. Center	5
University of Iowa Hospitals & Clinics	21
Dakotas	93
Altru	11
Avera	25
Bethesda Christian Counseling	19
Merit Care	0
North Dakota State Hospital	12
Trinity Health/St. Josephs	26
Minnesota	253.5
Allina	54
City of Lakes	10
DVA_VISN 23	12
Fairview	72
Good Samaritan	31.5
HealthEast	23
Hennepin County	13
Mayo Clinic CPE	26
Methodist Park Nicollet	0
North Memorial	12
Wisconsin	225
Aurora Sinai Medical Center	26
Aurora-St. Luke's	47
Gundersen Lutheran	33
St. Camillus	4
Luther Hospital	12
Lutheran Homes of Oshkosh	29
Mendota Mental Health	5
Meriter Health Service	27
Village at Manor Park	26
Wausau Hospital	16
Total	1155.5

Three Sub-Regions Hold Quality January Continuing Education Events

The **Iowa**, **Wisconsin**, and **Minnesota** sub-regions held continuing education events in January, and your RD was privileged to participate in all three.

Iowa

The Iowa CPE Supervisors gathered in Davenport, January 10-11, under the hospitality of Emilie Wolf and the Genesis Medical Center. Their topic was mood and personality disorders according to DSM IV and how these dynamics might be discovered in students applying and/or participating in the training programs we conduct. The leader for this discussion was Randy Doyle, MD, M. Div, the chief psychiatrist for the Genesis Behavioral Medicine Unit.

Participants were provided an excellent resource that discussed predominant personality patterns and personality disorders found in ministry professionals. It identified honesty, integrity, self-surrender and generosity, and transparency and genuineness of character as positive indicators for fitness for ministry. Exclusionary criteria were suggested to be the absence of these traits; failure to participate responsibly in coaching, spiritual direction or other limit-setting efforts to change maladaptive behavior patterns; refusal to meet treatment goals; criminal behavior and defiance of authority; presence of substance, relationship or behavioral addictions; and historical inconsistent or poor performance of duties.

Three books were recommended:

Behind the Masks: Personality Disorders in Religious Behavior by Wayne Oates, The Westminster Press, Louisville, 1987, paperback, 139 pages.

Ministry and Community: Recognizing, Healing, and Preventing Ministry Impairment by Len Sperry, The Liturgical Press, Collegeville, Minnesota, 2000, paperback, 124 pages.

Healers: Harmed & Harmful by Conrad Weiser, Fortress Press, Minneapolis, 1994, paperback, 186 pages.



Art Lucas at the Wisconsin Event



**The Iowa Bunch:
Steve, Lyle, Max, Emilie, George, Karl, and Inba .**



Wisconsin

The Wisconsin Supervisors gathered at the Jesuit Retreat Center in Oshkosh, Wisconsin, January 15-16. Presenting was ACPE Supervisor Art Lucas from Barnes-Jewish Hospital at Washington University Medical Center in St. Louis, Mo. Art talked about the benefits (and difficulties) of identifying, naming, and implementing outcome-focused pastoral care interventions that are understandable to and can be embraced by the multi-disciplinary team, the recipients of care, and the financial providers. He also addressed our management of the necessary tensions we experience as chaplains when we remain faithful, professional, compassionate, and person-to-person focused in our work within our communities of care. He pointed out that as chaplains and supervisors we journey with people systemically, faithfully, intentionally, accountably, and discerningly--“joining a story in progress which we will leave in progress”.

Scheduled peer review and the viewing and discussing of the movie “O Brother Where Art Thou” rounded out the program.

Minnesota

The Minnesota Supervisors were graciously hosted by HealthEast at its Woodwinds Health Campus in Woodbury, MN. The presenter was Dr. John Henrich, an experienced ELCA Lutheran pastor who is also a pastoral counselor and a psychologist who works with the organization that screens students for acceptance into several area seminaries and several denominational ordination streams. Dr. Henrich lead the group through a timely and practical experiential exercise on collegiality and how we envision and experience it amongst ourselves. The group ultimately defined collegiality for itself as being a community of support and truth telling where stories are safely spoken, listened to, and heard; where members listen well and honor the experiences of others; offering mutual engagement and empowerment out of a desire to ensure the success of each. They recognized that primary barriers to collegiality for the group are competitiveness and control needs; intertwined, complex relationships; and shifting norms.



Dr. John Henrichs



The Wisconsin Bunch:
Dave, Don, Gerri, Patrick, John, Walter, Ed, Gene, Kate, Harley, Jo-Jo, Chuck



The NCR extends its thanks to Will Wagner and Susan Gullickson who recently concluded their service on the NCR Board.



The Minnesota Bunch (too numerous to list) had a lively discussion on Collegiality



The Lost Verbatim

Karl Andersen (Iowa Methodist, Lutheran and Blank Children’s Hospital, Des Moines, IA) was “honored” with the following skit at his department Christmas party, which included a surprise celebration of the forty year anniversary of his ordination into the United Church of Christ. The author was Jeff McDowell, assisted by Jean Beckwith, both from the current Chaplain Resident program. Karl’s pastor, Rev. Dr. Sue Gallagher of the Urbandale UCC participated by playing one of the roles.



Congratulations, Karl!

<p>Chaplain I’m the chaplain on call here at Moe’s Bar & Grill!</p> <p>Patient Chaplain in a bar?</p> <p>Chaplain We try to offer a pastoral presence wherever needed. I noticed you sitting alone here, but you seem to be having an intense conversation.</p> <p>Patient Self-debriefing. It’s a new concept. We used to call it talking to ourselves, but this sounds much more sophisticated, don’t you think?</p> <p>Chaplain How do you feel about that?</p> <p>Patient Ah, I see you have been CPE trained.</p> <p>Chaplain (Proudly) Second unit!</p> <p>Patient How do you feel about that?</p> <p>Chaplain About what?</p> <p>Patient Can we go there for a moment?</p> <p>Chaplain Go where?</p> <p>Patient To your neighborhood.</p> <p>Chaplain What neighborhood? Clear across town?</p> <p>Patient No, your “symbolic” neighborhood. It’s where you really live.</p> <p>Chaplain Like a house?</p> <p>Patient Family systems, my friend.</p> <p>Chaplain Family system? Like Mom & Dad or Grandma & Grandpa?</p> <p>Patient It’s like a psychodramatic sociogram in verbatim form.</p> <p>Chaplain Huh?</p> <p>Patient So, how do you feel about that?</p>	<p>Chaplain My neighborhood psychobriefing?</p> <p>Patient Now you’re catching on. Let’s go with that. I feel a role play coming on.</p> <p>Chaplain Didactically speaking, you mean?</p> <p>Patient You see it all comes down to therapy versus spiritual formation. Always has.</p> <p>Chaplain Hey, wait a minute here, what is it you do anyway?</p> <p>Patient CPE Educator – first class.</p> <p>Chaplain How do you feel about that?</p> <p>Patient You are getting the drift now. Understand your pastoral identity and seize the moment – carpe diem.</p> <p>Chaplain I can offer you a word for that.</p> <p>Patient Good! Good response? Verbalization?</p> <p>Chaplain That’s now the word I’m thinking of.</p> <p>Patient Affirming?</p> <p>Chaplain Way off, buddy!</p> <p>Patient When you’ve been at this as long as I have, you’ll better be able to define your terms. We’re talking competency. We’re talking outcomes. We’re talking required content and curriculum. Let me spell it out for you: T_h-e-o-l-o-g-i-c-a-l U-n-d-e-r-s-t-a-n-d-i-n-g.....your self-personhood.</p> <p>Chaplain I think our helping relationship has terminated.</p> <p>Patient You mean----</p> <p>Chaplain Godbye! I’m calling my backup!</p>
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RD Ramblings...

This Newsletter will circulate very close to the anniversary of my Mother’s death and the subsequent auto accident that combined with other circumstances (such as the inheriting of a toddler, blessing though he is) to so disrupt my life and that of my family this past year. It was, in retrospect, “quite a ride”. I was recently reminded of a song we’ve sung at national REM conferences: **“How I got over, how I got over, my soul looks back and wonders, how I got over!” The answer comes clearly and quickly: through the support and prayers of people like you, my wonderful colleagues. Thank you!**

The reminder of the song came from Patrick Clay-Joyner, who led a morning devotion at the recent Wisconsin sub-region educational event. She titled it “Crossing the Kidron”. And she recollected that the Kidron Valley lies east of the city of Jerusalem and stretches south as a wilderness all the way to the Dead Sea, and that the word “Kidron” means “dark, not clear, murky”. Patrick suggested that we all have had or may currently have our “Kidrons” that we must pass through to get to the other side.

When they come we face confusion and uncertainty that often translates into fear and irritation. But we are invited to look beyond that for the hand of God that may be trying to move us into a new realm of the spirit, and that can remove the fears, doubts, concerns, and attachments that hold us back from entering the valley and crossing to the other side.

She shared the following quote from her resource: “We are not always asked to sacrifice something because it is bad or evil, but because it is a hindrance to our moving forward. When we refuse to let go, when we hold on to something that is past its season, when we will not release, then we stay in the valley and miss the next move of God in our lives. There comes a moment when we must decide whether to cross over to the other side.”

The devotion spoke powerfully to my own situation and led me to step out and make a life-changing decision that I had already been toying with: **I have tendered my resignation as Director of Pastoral Care and Clinical Pastoral Education for The Evangelical Lutheran Good Samaritan Society effective April 30th, 2003. I hope to continue as NCR Regional Director and will be making a proposal to the NCR Board in March that I add to my job description the functions currently being carried out by our Administrative Assistant, Cheri Millette; and that I home office, as did my predecessor, Clyde Burmeister.** (We have been purchasing Cheri’s services from Good Samaritan, and I have been assured that they can make provision to continue her as a full-time employee.)

The factors leading up to this decision are many and complex, and the decision did not come easily. I have a ten year history with Good Samaritan, and we have accomplished many things together that we can look back on with satisfaction. However, the very difficult situation that now presents to long term care providers has dictated that the organization pull back from providing national support for the CPE program. This initially required the suspension of our residency in the spring of 2002, with further action now dictated. It is my hope and expectation that my departure will ease some of the financial pressure and provide opportunity for the program to continue in more limited form as a program specific to what has historically been our primary training site, University Good Samaritan Center. It is anticipated that transitional funding will be provided from the national budget to allow units already planned to go forward and to allow University’s Chaplain, Candidate Supervisor Audrey Zimmerman, to continue through the certification process, after which the facility itself will be totally responsible for the program.

The NCR Board will deal with my proposal when it meets in early March. After that we will move quickly to clarify logistics, and you will be notified individually and as Centers as to specifics. I will plan to put a package together that will provide clarity of expectation and access for interface with the Regional Office that will be in your hands well in advance of the transition. It is my intention that the package include:

- Updated expense vouchers
- Updated income vouchers
- Current ACPE student-unit report forms
- Clear instructions about annual and routine procedures for providing required documentation and payments to the ACPE national office and the North Central Region office that will provide clarity for supervisors, program administrators, and support staff, old and new.

Centers will be asked (begged!!) to discard any and all previous materials, and use only those found in the current package. (Continued use of dated forms has meant some items have been sent to dead addresses, that payment amounts have been in error, etc. This has created confusion and unnecessary added work for people.)

Though the 2002 fiscal year is being closed out and final figures are not yet available, I am pleased to report that it is very obvious that the Region has finished the year in a strong position financially. While our approved 2002 budget projected an operating deficit, we have finished well in the black. A quick check of our current account balance in mid-January showed we had in excess of \$40,000.00! A fair portion of that is carry-over of committed sub-region funds, etc., but there remains a substantial cushion.

I want to extend my gratitude to all of you in NCR leadership positions. Your frugal and responsible management of the monies for which you are accountable has had a huge impact in creating this reality. Another major contributing factor has been the response of all Centers to my December request for documentation about 2002 student units and student-unit fees. All of you responded expediently. A number of you discovered as you undertook the exercise that you had fees outstanding for units done in prior years and you submitted payment we had no idea we had coming. Thanks for your integrity! As of mid-January, we have received all student-units fees due us for 2002 with the exception of about \$9300.00 which has been confirmed by Centers as owing with payment in process.



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