

ACPE NEWS

of the North Central Region

PO Box 1832

Burnsville, MN 55337-1832

612-270-3313

Fax: 952-431-1423

E-Mail: ncracpe@frontiernet.net

Web Address: www.ncracpe.org

Gary Sartain, Regional Director

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NCR Board acts on mandates from 2004 NCR Business Meetings

The NCR Board met at Luther Seminary in St. Paul, MN on January 14th, 2005 and took action to meet the will of the body as expressed in resolution or sentiment at our two 2004 business meetings.

One thing they were asked to facilitate was **financial support for people wishing to attend the 2005 ACPE Annual meeting in Honolulu, Hawaii**. They enabled this by rescinding their previous motion of moving \$15,000.00 from the NCR checking account into our investment accounts, allocating it instead as travel subsidy for the Hawaii conference under the following parameters:

- There will be a \$15,000.00 global cap and a \$300.00 individual cap on a travel subsidy for NCR Supervisors (Candidate through Retired) and Seminary Representatives attending the Hawaii meeting. The actual amount each person receives will not exceed \$300.00, with the actual amount to be determined by dividing 15,000 by the number of people attending and requesting the subsidy. (If 100 attend, the subsidy will be \$150.00; if 50 attend it will be \$300.00.)
- Clinical members choosing to attend the conference may be subsidized from their committee budget, with the individual amount not to exceed the actual amount of the individual supervisor/sem-rep subsidy.
- Reimbursement forms will be available in Hawaii.

The Region also expressed interest in bringing our reserve fund account back down toward the minimum percentage of the annual budget required by our governance manual by spending down the funds in creative ways that enhance the skills of our membership and further our mission. The Board took several steps to facilitate this:

- To assist supervisors in meeting their 50 hour annual continuing education requirement, **increased the annual sub-region continuing education allocation from \$10,000.00 to \$15,000**. Each of the sub-regions will receive a \$1000.00 base plus the percentage of the remaining \$10,000 that equates to the number of units it did the previous year divided by the total number of units done by the NCR. **Figures for 2005** (Based on 2004 units—see page 8 for the report.) **are Dakotas \$1748.08; Illinois \$5105.45; Iowa \$2050.02; Minnesota \$3262.28; and Wisconsin \$2834.16**. In order to be able to forecast future expenditures more accurately (a pre-requisite if we spend down our present cushion), unspent sub-region funds will no longer be carried forward into the next budget year.
- The Board **asked the NCR Chair to appoint a committee to develop rationale and criteria for granting excess reserve funds**. The committee will report to the board at its next meeting. Laura Kelly, Kate Sullivan and Barbara Sheehan will serve from the Board; Dean Meeter, Harvey Berg and Clyde Burmeister will be asked to join them. The Board will ask the NCR to rescind its motion of May 4, 2004 to waive the student unit fees for programs in rural areas, with the expectation that such needs will be addressed by the recommendations of the committee.
- **Approved the History & Research Committee request to make two \$3000.00 research grants in 2005**, since no grants have been allocated for the past two calendar years. (See article on the grants on page 2.)
- **Revised the 2005 budget to reflect the above changes** and instructed the Regional Director to operate within its parameters pending acceptance or amendment by the NCR at the 2005 annual meeting in May. (See the budget on page 8.)

- **Worked on a preliminary balanced 2006 budget** with the understanding that any deficit spending needs to be due solely to the granting of monies from the reserve funds. There was recognition that, if we continue to do deficit budgeting for regular regional activity, we will face a major crisis once we have spent down to our minimum reserve. In order to achieve a balanced budget, **set the 2006 student-unit fee at \$110.00; set the annual meeting registration fee for supervisors and sem reps at \$60.00 for early registration and \$75.00 for late registration; and set the annual accreditation fee at \$70.00.**

The Board received updates on the Regional Director's activities and did their annual review of his position; were updated on the Region's strategic planning initiative; and received a report on peer review. We are happy to note that all but a small number of the Supervisors in the Region are now in compliance with our peer review policy, after a flurry of peer review activity in late November, December, and into early January. The names of those few who are not will be passed on to the Regional Certification Committee on January 31, after that additional one month "grace" period is over.

History & Research Committee Approve Research Grants Two NCR Supervisors to receive \$3000.00 each in 2005

Barbara Sheehan's Proposal

GOAL of the study is to assess the significance for CPE theory and practice of "an understanding of the self from the perspectives of relational cultural theory, a worldview of dynamic interconnection, and [the] Biblical [concept] of justice." (The subcommittee is requesting a restatement of the goal, with a sharper focus.)

The methods include the following:

- a review of current literature on CPE theories and practices, relational cultural theory, and the biblical concept of justice;
- an analysis of Barbara's own supervisory practices over the last nine years;
- a survey and interview of former Urban CPE students on the impact of their CPE experience on their pastoral identity, reflection, and competency;
- consultation with theological faculties interested in urban ministry and CPE;
- an analysis of the data in the light of the goals of CPE re: pastoral identity, formation, reflection, and competency.

Her research consultants include Dr. Richard Perry, Jr., Professor of Church and Society and Urban Ministry at Lutheran School of Theology, Chicago; and Dr. Homer Ashby, Clement Stone Professor of Pastoral Care and Theology at McCormick Theological Seminary.

The anticipated outcome of the research is at least one

(continued on page 7)

Dixie Portratz-Lehman's Proposal

The GOAL of this study is to determine whether "a congregational-based CPE Center is a viable alternative to the traditional institutional model of CPE," and to identify "patterns of healthy congregational-based CPE centers."

The Methods include:

- A review of the relevant theoretical literature.
- Interviews of CPE Supervisors working in congregational-based programs.
- Documenting the development of Fargo-Moorhead CPE using field notes.
- Interviews students in the Fargo-Moorhead program and former students from the Meriter CPE program.

Dixie's research consultants include NCR Supervisors Steve Corum and Peter Holland, and Gerald R. Bass, Ed.D., West Fargo, ND; Dr. Bass is a faculty member at UND who has had theological training and pastoral experience. Additional persons include Dixie's Doctor of Ministry mentors and peer, Dr. Eugene Robinson, ACPE Supervisor; Dr. Kenneth Pohly, and Michael Harper, ACPE Supervisor.

The anticipated outcome would be "a template for persons who want to develop a congregational-based CPE center," that might serve as "a viable alternative to institutional-based CPE."

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Editors Note....

Consideration of group theory and practice has been a key topic of conversation around our Region for the past several years, which precipitated our inviting Joan Hemenway to be our speaker at our 2004 annual meeting last May. Joan referenced her book "Inside the Circle", and also talked about applying Systems-Centered Theory (SCT) to our CPE venue. She built on the work of Yvonne Agazarian and referenced an article entitled "Applying Systems-Centered Theory (SCT) to Organizational Consultation", published in "The SCT Journal: Systems-Centered Theory and Practice", Volume 2, copywrite 1997, SCT Press. A good number of Supervisors and SIT's from our Region were motivated to pursue this methodology further by attending the pre-conference workshop led by Yvonne Agazarian at the ACPE national meeting in Portland, MA in November. Others have reflected personally on their group process, have adapted their practice, and have been moved to write about it.

What follows are articles by three of our Supervisors: **Scott McRae, Judy Roska, and Peter Holland.** Scott's article shares his walk with group activity after his exposure to Joan Hemenway. Judy shares her own theory: "A Psychosystems Approach to Group Process". Peter provides a piece that he prepared for his students after hearing Joan Hemenway that he uses as part of their orientation to CPE and the place of group activity in its process.

Group Theory: Learning While Limping

by **Scott McRae**



My supervisory limp

As one who used to suffer from arthritis in my feet, often I was oblivious to the pain and limping that were a part of my condition. I would react with surprise when people would comment on my limping. Last year at Chula Vista, I was reminded about a limp that had become a chronic part of my supervisory stride. I was jolted with discomfort when Joan Hemenway made the remark that most supervisors use an individualistic approach in both individual and group supervision. I swore she looked right at me when she said it. I felt like my dirty supervisory secret was out: I was a standard supervisor when it came to supervising the "group as a whole."

Some months ago at our newly formed SIT/Supervisors gathering in the Twin Cities, there was a call for presentations. I acted on an impulse and decided to put my Achilles heal in supervision under scrutiny. I decided to practice what I preach repeatedly to CPE students: it was time to use one of my discomfort zones as a lens into learning.

A thought experiment

When the time came to write something, I have no clue what to say. I start by reflecting on what I do know related to my work in group supervision. At the top of the list is: I like harmony. I am good at creating a comfortable, creative learning environment. I read anxiety and sub-grouping well which helps me to surface issues. I support students learning process well. I do make occasional group process comments and relate them to students' learning but mainly I like to listen to, teach, observe, support, and wonder with students. Group members come to expect me to function highly and much of the time I do.

Because I am emotionally controlled and geared toward the deep learning process, my groups tend to be emotionally controlled and geared toward the deep learning process. I focus on the individual's process because that is where I feel at home. To attend to the group process more directly requires that I let go, that I let go of my individual orientation and my comfort zone.

Having identified what I do know, I still have no clue where to go. So, I decide to embark on a stream of consciousness thought experiment, and trust the process. My first impulse is to go to my bookshelf and start paging through Hemenway's, *Inside the Circle*. I come across her description of Wilfred Bion's group work. She states that he kept himself "equidistant from all group members" and he focused "exclusively on the group task" (Hemenway, 154). FLASH! I see how my high-functioning, individualistic approach enables a dependency dynamic in my group.

I feel more stuck so I push myself to go back to my foundations. What do I embrace as core to my supervision? FLASH! The spirit of Edwin Friedman lights up in my brain and I say to myself: *I am never out to increase a person's sense of comfort but rather his/her sense of self.* I trade on this wisdom frequently in my individual supervision and in my ministry. But I have never applied it to group theory. The implication is quickly clear, if I am encouraging group comfort and have a dependency dynamic at play then my groups are probably going to have a small sense of self. That seems to match my experience. How can I work with a group in a way that expands its sense of group self? Perhaps a core supervisory capacity is that of helping a group increase its sense of group self, of helping it locate and converse with its group identity?

But how do I do this? In my experience, most students struggle to make the leap from “me” to “group.” They struggle to think systemically (the parallel process with my supervision is all too clear). How can we enlarge our frame and see the bigger picture? FLASH! The previous week's narrative therapy workshop comes into my mind. When narrative therapists identify a problem they encourage their client to give it a name, they seek to “externalize the problem.” This serves to give the problem an identity separate from the person. So, for example, our Eating Disorder Institute staff often refer to a client's eating disorder as ED, as in “when did ED first start getting your attention?” As separate, the client can both observe ED as other and then can create a new kind of relationship with it.

Could I externalize the group process in a way that reinforced the group as a separate, living being? Could students enter into a new kind of relationship with their group by becoming an observer of it? What would this be like? I play around with some externalizing comments in a group context:

- *What does the group do when conflict makes an appearance?*
- *What are some personality traits of this group?*
- *In terms of human development, what age would you give this group and why?*

Conceivably, any question you could ask of an individual, you could ask of a group. The more students can see the group as a separate entity, the more they can start to monitor and attend to the growth of the group self and its identity.

The lens of learning

Where does this thought experiment leave me? I hear it inviting me toward a more decentered approach (ala narrative theory and Bion). By pulling back my involvement some, I invite fuller leadership from group members. By making more intentional references to “the group,” I reinforce the group's separate identity. I suspect both of these methods will facilitate the group's gaining a stronger sense of self. And, if the system does parallel the individual, then it makes sense that as a group grows in its identity so will grow its capacity for authority and agency. My hunch is that Hemenway's notion of “work group,” flows out of this expanded agency but I need to learn more about this concept. I guess it's time to volunteer for another presentation. I feel a thought experiment brewing on the horizon.

I shared the content of this paper with my residents. They enjoyed discussing it and especially enjoyed ribbing me about my supervisory limitations. A week later, in the midst of a verbatim that focused on a woman with an awful abuse history, I asked the group to observe the group's emotion and mood. This led us into a powerful time of processing in which we named the spirit of lament that seemed present in and around us as we contemplated this woman's pain. We got in touch with a new and deeper part of our group self that day. And even though we went to some difficult places together as a group, this supervisor had a spring in his step as he left the session.

PSYCHOSYSTEMS APPROACH TO GROUP THEORY

By Judith Roska

As one who appreciates feminist/liberation and process theology perspectives I am drawn to the pastoral theologian Larry Kent Graham's work Care of Persons, Care of Worlds: A Psychosystems Approach to Pastoral Care and Counseling as theoretical substance for group theory. He developed the approach out of an ethical and practical commitment to transcend the polarity between pastoral care and social justice ministries using a process theology perspective. The *psychosystems* concept provides a way to simultaneously address the commitment to care for suffering persons with the need to address unjust social structures. I find it is highly compatible with Robert Kegan's theory of human development.



In my group theory, the CPE group is designed to be a learning community charged with the task of becoming and learning from its own novel psychosystemic matrix. The matrix includes the totality of *actual entities as these are contextually organized* (fitting to situation) consciously and unconsciously by contending values, bi-polar power arrangements (capacity to be both agent and receptor simultaneously), reciprocal transactions and creative potentialities. Actual entities include (clinical rhombus, setting, curriculum, etc.), nature and God, students and supervisor who bring a thick dimension of historical and present participation in diverse families, societies (religious, etc.), and cultures.

I bring four primary theological assumptions to group supervision. 1) All reality, including God, is characterized by *dynamic relationality* and *novel emergence*. 2) Change is rooted in the nature of God. 3) Love is the *divine aim* and that *divine and human activity* that seeks to restore that which has been estranged to new harmony and cooperation, and to promote communion of selfhood among free and equal partners. In other words, love is generous embodied giving and receiving by God and persons on behalf of the welfare of individuals and the social communities comprising them. 4) Supervision is to be as grounded as possible in divine aim.

The intention of supervision from this theory is to build a psychosystemic matrix from the CPE group that maximizes creative potential and promotes interaction for change in order to embody true self and just social relations that will in turn shape pastoral care and culture.

Graham's Definition of Terms Applied to Group Theory (p. 259-264)

Psyche/Soul: The activity by which human individuals synthesize and create experience, and the outcome of the process of this synthesis/creation.

Self: Unique human individual who emerges as a synthesizing and creating center of experience, who reflects and partially reshapes the other systems he/she is embedded in. (True self: Synthesis of experience is comprehensive and congruent with the energies, values and creative potentials of the soul. False self: Substitution of partial or distorted synthesis.)

Culture: The means by which humans collectively receive, synthesize, and transform the influences of their world.

Psychosystemic: The reciprocal interplay between individuals and the social, cultural, and natural order.

Psychosystemic Matrix: The totality of actual entities, persons, families, societies, cultures, nature, and God, as these are contextually organized, consciously and unconsciously, by contending values, bi-polar power arrangements, reciprocal transactions, and creative potentialities.

Contextual Organization: Identifiable continuity of the system as a whole.

Contextual Impairment: Rupture of the boundaries, accountabilities, and dynamic processes that maintain stability in the psychosystemic matrix.

Contextual Integrity: Structures are intact and endure in a manner that protects it from internal and external threat.

Projective Bonding: More commonly known as projective identification, it refers to the largely unconscious identification with a power center outside oneself. This identification has an ongoing, usually hidden, influence upon one's attitudes, belief systems, feelings, and behaviors.

Victimizing: The power arrangement whereby one individual or group stands primarily as dominant agent over another. The victimized individual or group is in a power arrangement of nearly exclusive receptivity vis-à-vis the agent, without genuine consent or the present capacity to change his or her subordinated status.

Power: The capacity to influence and be influenced by the environment.

Theory: Principles of Change

- Change requires dissonance and symptomatic crisis
- A strategic influence that engages the symptomatic situation will be effective if it prompts a focused response from symptomatic parties
- Receiver also shaping agent, therefore, novel appropriation of stimulus will in turn create novel influence on what follows from it
- Change in one area leads to change in another area

Theory: A Psychosystemic Matrix for Transformational Learning

Leadership

- Facilitates a holding environment for group to gain sense of groupness and become aware of psychosystemic matrix
- Interacts as both agent and receiver to advocate and mentor for learning in matrix: learner, guide, catalyst
- Sets, monitors, and guards boundaries to ensure contextual integrity and prevent contextual impairment
- Engages symptomatic situations with strategic influence and process oriented approach to facilitate change
- Evaluates effectiveness of strategic influence through evidence of focused response and novel appropriation that promotes expression of true self/personal integration and change in unjust relations

Yvonne Agazarian devised a method of understanding groups called Systems Centered Therapy (SCT), which developed from the above. She recognized that human curiosity was often restrained by fear and anxiety, which may be expressed by explaining life, making negative predictions and failing to discriminate between the past and present. Reducing the restraining forces that lie along the path of curiosity releases human potential, she proposed. Thus, group participants were given a choice of either defending against their curiosity and uncertainties or exploring their experiences and conflicts. This, she called the "Fork in the Road" technique. By giving participants a choice in the present the individual becomes self-directed and later goal directed. As individuals change so the group as a whole discriminates and integrates differences. The process relies on the technique of sub grouping.

Sub-Groups divide into two types:

Stereotypic, around gender, age, race or roles.

Functional, in which a member explores a feeling and invites members of the group having similar experiences to participate. The metaphor of launching a boat shows how a functional sub group works.

Pushing the boat. Offering assessments, acting as an expert, questioning

Waving to the boat. Showing false empathy, "I agree" "Me too", making encouraging remarks like "go on."

Rowing. Working together, usually by some self-defining contribution from their experience using a similar tone/feeling.

Individuals in the group practice rowing as their technique, usually by verbalizing a simple phrase involving a statement of primary feeling followed by an invitation to other group members to speak using the phrase "Anyone Else?" First, a sub group of similar experiences is explored and once that is exhausted, sub-groups who have different experiences get the chance to explore their feelings. The success of the group is determined by the ability to take in and use the differing experiences of participants and by the group and its leader's ability to distinguish between that which is useful from that which is not. The purpose is change and change is made through choice.

As in Family Systems Theory so System Centered group theorists also suggests that there is a tension between an individual and environment. Every system exists in the environment of the system above it and is the environment for the system below it. When a person works in a group then they begin to realize that they depend on the group as a whole and on the sub group they join. One person's success is everybody's. Thus, individual members come to see the group as a whole as altruistic, with each individual in charge of what he or she is learning.

A group session might proceed as follows: it would begin with a short description about the group, participants would then describe their experience using sub grouping, and at the end, group process would be reviewed and participants might be asked what they learned and what surprised them.

Sheehan Grant—continued from page 2

published article and subsequent discussions with ACPE supervisors and theological faculty members of ways in which CPE educational work can be enhanced, and integrated with theological education in the seminaries.

Barbara has been the Director and Supervisor of the ACTS Urban center for more than nine years; prior to that she served for 14 years as a chaplain and ACPE supervisor within a medical center. She has given workshops at national and regional ACPE conferences, has led numerous non-ACPE workshops, and has worked and/or traveled in Ghana, West Africa, British Columbia, Chile, Singapore, Taiwan, France, and England. During the past 15 years she has published several journal articles; a series of audiocassettes, Caring for God's People: Meeting Critical Pastoral Needs (St. Anthony Messenger Press, 1989), and a book, Partners in Covenant: The Art of Spiritual Companionship.

Lehman Grant—continued from page 2

Dixie's previous research and publications include a Master of Science thesis and monograph, Family Interaction Analysis and Adolescent Diabetes, Edmonton, University of Alberta, Department of Family Studies, 1986; and articles on "Spirituality and Aging" and "Family Violence" in Koinonia: A Ministry of North American Baptist Seminary, 1994, 1995.

Our 2005 Research Grant Award Recipients



Barb Sheehan



Dixie Potratz Lehman

2003 & 2004 NCR Expenditures 2005 Working Budget

	ACTUAL 2003	ACTUAL 2004	WORKING 2005
INCOME:			
Unit Fees	\$121,996	\$107,494	\$110,000
Certification Review Fees	2,700	1,800	1,800
Accreditation Review Fees	900	2,947	2,400
Revenue Sharing-A.C.P.E.	901	923	900
Investment Income	17,235	11,036	10,000
Miscellaneous Income		263	
Center Fees (20%)	11,643	11,461	11,000
Registration For Regional Meeting	150	7,576	7,500
Annual Conference Guest Fees	1480		
Reimbursed Expenses	14119	1505	
TOTAL INCOME:	\$171,124	\$145,004	\$143,600
EXPENSES:			
COMMITTEES:			
Nomination	204	440	500
Certification	7,630	3,330	5,000
Appeals			
Reviews			
Accreditation-Committee	3,688	6,811	7,000
Accreditation-Site Visits			
Standards	521	1,408	1,500
Strategic Planning	1,446	457	1,500
Theological Education			
Development			
History and Research Committee	1,410	1,515	1,500
Research Awards and Grants		24	6,000
Annual Conference		230	300
Professional Ethics	401	330	500
Hearings	1,465		1,000
Budget and Investment			
Clinical Member Services	1,522	898	1,500
NCR REM Network	3,339	1,800	2,000
TOTAL COMMITTEES:	\$21,626	\$17,243	\$28,300
ANNUAL CONFERENCE:	6,236	17,983	19,000
Program	10,500	3,094	2,000
TOTAL CONFERENCE:	\$16,736	\$21,077	\$21,000
ADMINISTRATION:			
Salaries	46,545	47,600	49,505
Benefits	16,899	17,048	17,600
Regional Director's Continuing Education	962	364	1,000
Regional Director's Expenses	6755	6,753	6,500
Office Expense	6,866	6,454	7,000
Accounting and Audit	2,625	1,550	1,500
Office Rent		0	
Board's Expenses	2,949	2,392	4,800
Scholarship			
Taxes and Miscellaneous	599	180	300
Hospitality Expense			
Consultation and Travel	188		500
TOTAL ADMINISTRATION:	\$84,388	\$82,341	\$88,705
CAPITAL EQUIPMENT:		\$606	\$500
CONTINUING EDUCATION:	\$10,550	\$4,664	\$15,000
Expenses to Be Reimbursed	\$12,310	\$1,405	
ALLOCATED GRANTS:	\$1,000	\$5,000	\$20,000
TOTAL EXPENSES	\$146,610	\$132,336	\$173,505
NET SURPLUS (DEFICIT)	\$24,514	\$12,668	(\$29,905)

2004 Units—North Central Region

<i>Illinois</i>	455.5
ACTS Urban CPE Program	23
Advocate Health Care System	112
Alexian Brothers System	45
BroMenn Healthcare	26
Carle Foundation	9
Edward Hospital	0
Elmhurst Memorial	20
Lake Forest Hospital	11
Loyola University Medical Center	27
MacNeal Hospital	14
Northwest Community Healthcare	16
Northwestern Memorial	28
Resurrection Health Care	17
Rockford Memorial Hosp	15
Rush University Medical Center	82.5
The Church Home at Montgomery Place	10
<i>Iowa</i>	116.5
Cherokee Mental Health	5
Genesis Med Center	17
Glenwood State Hospital	0
Iowa Methodist, Lutheran & Blank Children's Hospital	49
St. Luke's Regional Medical Center	9.5
University of Iowa Hospitals & Clinics	36
<i>Minnesota</i>	251
Allina CPE Center	57
Benedictine Health Center (formerly City of Lakes)	6
Fairview CPE Center	85
Good Samaritan Society CPE Program	7
Healtheast	24
Mayo CPE Program	25
Park Nicollet Health System (Methodist Hospital)	20
North Memorial Medical Center	0
VA Medical Center-St. Cloud	27
<i>Dakota's</i>	83
Altru	11
Avera	50
Bethesda	22
<i>Wisconsin</i>	203.5
Gundersen Lutheran	36
Luther Hospital	16.5
Lutheran Homes – Oshkosh	27
Mendota Mental Health	0
Meriter	18
Sinai Samaritan Medical Center	22
St. Camillus Campus	10
St. Luke's Medical Center	35
Village at Manor Park	23
Wausau Hospital	16
Totals:	2004
	2003
	2002
	1109.5
	1158.5
	1177.5

GLOBAL ECONOMY: A Challenge to Pastoral Care and Counseling

by Jim Gibbons

About 130 persons gathered in August of 2004 in Bangalore, India around the above theme. They came from 6 continents, and 28 countries. They were pastoral counselors, hospital chaplains, parish pastors, CPE supervisors, and professors of various disciplines, especially pastoral theology.

Some came, as I did, unsure of how this topic would unfold in a manner that would be of value to those of us who teach and practice pastoral care. But, there was value to be found.

First, we were given a short course in global economics and some relevant theological perspectives for thinking about it. Without attempting a precis of the “short course”, all of the speakers seemed to be in agreement on the inevitability of every national economy increasingly participating in globalization processes. The predominant theological perspective was that globalization, in and of itself, was neither good nor bad. A major burden for the religious communities is to comprehend the forces within this phenomenon, and to attempt to influence them toward the better possibilities. There was plenty of evidence given to illustrate both the demonic and the sublime ends that could result. However, there was consensus among the speakers on this point: **if religious values are not promoted in an active and informed way, degrading and de-humanizing results are likely to follow.** That was the broad message.

Following this introductory phase there were voices from around the globe relating the impact they could report from personal knowledge. Through lectures, workshops, and small group discussions came stories of impact on various countries, genders, and occupational and racial populations. Many of the stories were sad, but some were hopeful and positive.

As to the value of the conference for those of us who work in pastoral care, I would lift up three emphases that constitute the challenge on this level, as I see it. First, all those who work in care and counseling, certainly chaplains and pastors, are what one speaker called: “Thermometers of Pain”. In other words, these counselors see, in the distresses of those they care for, the symptoms of more fundamental disorders, inequities and injustices, including those wrought in the economic arena. Pastoral care and counseling personnel have the responsibility to tell of the pain they encounter to audiences where some aid may be given to the fundamental problems. As one speaker emphasized: telling the stories is a way of showing respect for those in our care. Yes, this does require a different kind of effort, but an important one if our caring is to have more than a transient and superficial benefit.

Secondly, it is important to approach the spiritual care of individuals in a way that sees them in context and addresses their spiritual situation, taking that context into account. Of course, long ago we knew to take familial and social realities into our approaches. The new dimension of challenge was to enlarge that view further to embrace broader economic factors. Presenting concerns of any kind may have a source in economic forces, and may not be most usefully addressed without attention being given to them.

Thirdly, if the pastor opens to this broader perspective on personal and spiritual distress, it will also be necessary for the pastor to ally with others to help construct a truly healing response. These allies might be persons from any sector of the community: other professionals, academics, business, religious, civic and community action groups. They would be allies because they have a potential role in making someone, or a group of “someones”, more whole. Their roles could be informational, instrumental, or various forms of support.

These changes in approach and perspective could definitely add complexity to the pastoral role. To see more broadly, to encompass still more aspects of a person’s situation does add complexity, but it also adds more possibilities for response to the person in distress. Networking, too, adds more “things to do”, but it also brings persons into the care story who will share some of the burden of care. This may not be a bad tradeoff.

MINUTES

NOVEMBER 12, 2004 GENERAL MEMBERSHIP MEETING

NORTH CENTRAL REGION—ACPE

ACPE National Conference....Portland, Maine

ATTENDEES: 54 members signed in
(secretarial minutes holds lists)

Call to Order and Prayer:

Chair Tim Thorstenson called the meeting to order at 9:00 a.m. November 12, 2004.

Newly certified Supervisor Emilie Wolf led the opening prayer

Introductions:

Tim Thorstenson introduced and welcomed new members to the NCR region including Judy Roska (Abbott Northwestern, Mpls.) and Larry Brandon (Lincoln, IL). Kathy Turner was welcomed back from her Paris “year of duty” with her husband. Jeff Billerbeck shared a piece of his most recent journey with request for care.

Minutes of the May Annual meeting were distributed and approved by the body.

Report of Chair:

Tim expressed his appreciation for Board members, R.D. Gary Sartain, and the entire NCR Region. Identified the Region as “healthy, wealthy and wise.”

- Centers are relatively stable.
- we need to “spend down some of our reserves.”
- Top quality education is happening
- Reminded everyone of the Certification Pilot Project---- that begins post Candidacy and pre-papers through Associate. Anyone entering into this project is expected to have their papers ready within 30 days of entrance.
- Presidential Task Group – to study best practices of supervisors
- Some supervisors met with Lutheran group to assess and evaluate learning issues and outcomes....recommendations are expected to enhance greater integration. Goal: to connect more effectively between seminary and CPE.....Randy Nelson is working thru a grant at Luther Seminary on interviewing students.
- Need to deepen our process of education while we broaden it

Newsletter reminders—in general check the Newsletter for Board actions

- Peer Review – is about our own process and collaboration --- 2001-2004 is year range
- Strategic Planning--- encouraged everyone to respond to questionnaires around Mission statement rewrite. BE CREATIVE and use e-mail for responses.

There was some discussion and confusion within the members about the quick move on the Council on Collaboration ----to be discussed later in new business.

Regional Director Report

Gary began by expressing his appreciation for the support he has received and has been blessed by sharing in continuing education events and consultation for new programs in the Region. Mention was made of the most recent at ACTS Urban CPE Conference and referral made to the Newsletter articles on it.

- People are beginning to make use of the bulletin boardadvised all to sign on – instructions are in the Newsletter
- Announced openings at Aurora Health, Village Manor, Urbana, and Mendota Mental Health

- Encouraged members to think about rural areas – also need creative ways within regional to help finance Centers where money is not available.

Finances: Gary reported on the finances in the absence of Treasurer Laura Kelley. The Balance Sheet as of October, 2004, Profit and Loss January through October, 2004, and Budget information from 2000 through 2005 (proposed) were distributed to all members and are part of these minutes on file. Gary explained some investment considerations the Board is considering.around lowering cashmore on this as Board continues deliberations of options at a January 2005 meeting.

- Members focused on sub-regional monies.some sub-regions have used their money, some are still planning events or have just had events not recorded.
- Question arose for the membership regarding the 20% surcharge for income – has it served its purpose? Clyde Burmeister offered the historical background: the surcharge was established as a way of equality of centers to pay and the need for income in the Region at the time.
- After discussion it was decided that **the Board, taking the member input seriously, is to take under advisement consideration of the options to delete, continue, or alter the surcharge to Centers. The Board’s decision is to be reported back to the membership.**

Board of Representative Report: Steve Pohlman, Edith Finsadahl

Reported on:

- Council on Collaboration agreeing to Four Common standards for Six Pastoral Care Organizations;
- Manual Writing Project completed with new documents to be in use January 1, 2005; Grant Committee Report funding 14 grants totaling \$30,000.00, several in the North Central Region;
- Multi Cultural Task Force Report and Recommendations;
- Relationship of ACPE to the Regions which clarifies financial liability of officers; Relationship of ACPE to the Islamic Society of American
- Future of the Journal of Pastoral Care and Counseling
- New Strategic Plan for ACPE to be formed in April 2005
- Acceptance of the North Central Region changes in the Governance Manual
- Initiation of a Development Fund Office for ACPE allowing a committee \$3000 to begin such efforts

Accreditation: Nancy Wigdahl

A written report was distributed and is appended.

Certification Commission:

Steve Corum reported on the general results of certification at the Annual Meeting. There will be two January Committees in the Region. These dates have been announced and published on the web site. No written report submitted.

Professional Ethics: Mary Ann Weigel

Reported that the committee met for three days followed by a workshop training for Ethics Panelists lead by Anne Underwood..

Identified several changes in the new Professional Ethics Commission Manual:

- If in an investigation of a complaint elements are discovered that could be addressed better by Certification or Accreditation Commissions, those issues may now be referred to the appropriate Commission for action.
- Mediation which has always been offered by the RD is now one of the options the Regional Review Panel has at its disposal. Mediation is now offered later in the process.
- 120 days is now the time limit for a Regional Review and Hearing Panel together, rather than 60 days for each one.
- The list of Panelists training is now a national pool. Other regions may call upon candidates trained for Hearing Panels.
- Only the Chair of the Regional Review Panel is required to be a member of the Region in which the complaint originated.

The Commission dealt with two cases. One case sanctioned a supervisor on the level of reprimand. The second case, the Commission removed the last half of a year-long Reprimand.

A Heads-up on complaints against Supervisors who are overworked, exhausted and overwhelmed as well as complaints addressing religious diversity.....that these student be treated with respect Complaints are forthcoming on lack of supervisory availability, evaluations, etc. and on lack of respect for religious diversity.....both are against Standards.

RANC—Michelle Obserwise-Lacock

RANC met via phone, looked at the mix of men and women, and ethnic persons. Standards is till mostly men and we are in need of ethnic representation.

Standards – David Rumbold

Completed 1st full revision of all Manuals

- Checked for consistency throughout
- Integrated recommendations of the Multicultural Task Force (MTF): gentle judgment and patience 1st years or so of the implementation of the new Standards. Treated MTF work as a new value versus a new competency.
- All Manuals went through a thorough review.
- VERY grateful and give THANKS to the MTF and the Manual Revision Steering Committee for a hard task done well and completed.

The Task of soliciting feedback for Quality Assurance was designated for the Certification process for the past year. We felt this task was insufficiently completed and so extended the period of review until the Spring meeting.

Discussed the need for an Orientation Manual process for new committee/commission members. Assigned the task for further study and development.

Discussed exploring the need for Standards regarding Supervisory Training Supervisors ...this is an agenda item for the year ahead.

Budget and Investment – Clyde Burmeister

Members were distributed the budgets..... Clyde gave an overview

2005 Budget is over 1,000,000.00. Monies in escrow should be about 1/3. Hawaii meeting increases air fare.

Strategic Planning ----Peter Holland, Roger Ring

Distributed to all members Mission Statement Questions with request that each member complete this and send back to Peter Holland..... same is on the NCR web site.....

No reports were given from the History and Research, Clinical Members, or REM

Nominations and Elections — Hemmen

Motion was brought forward by Gary Sartain: **“To Rescind action to revise section 5.3 and section 7.4 of the Regional Governance Manual changing the date that newly elected regional board and committee members take office. Date will begin Jan. 1 of the year following election.** This motion was offered to better coordinate regional and national positions timeline of office. **Motion was seconded and passed unanimously.**

1. *Board of Representatives:* Steve Pohlman eligible to be reelected for 2 years --- no other name was submitted, nomination closed and Steve was elected by acclamation
2. *Certification Regional Chair:* Committee recommended Peter Strening to replace the position held now by Steve Corum. – no other names were submitted, nominations closed, and Peter Strening was elected. He will also sit on the National Certification Commission.
3. *ACPE Certification Commission:* The names of Bill DeLong, Michelle Oberwise Lacock, and Bill Tevervast were placed in nomination. Nominations were seconded and a written ballot was taken. Michelle Oberwise Lacock was elected for a three year term.

New Business:

1. Discussion of concerns about Council on Collaboration document et cetera.....discussion and references to information disseminated
2. Surcharge fee.....see above under finances –Board to take into advisement.

3. Hawaii ACPE Conference – how to collaborate on this – what collective options, how to support persons financially, etc. after discussion and suggestions.

Suggestions: pay for those elected to serve, pay for certification persons; subsidize supervisors-in-training.

Motion: That the NCR subsidize trip for all members including clinical members at \$300.00. amended to: **That the Board take under advisement to subsidize membership for the 2005 Conference in Hawaii taking members concerns into consideration and bring a proposal to the membership.**” Seconded and passed.

The meeting was adjourned.

Submitted by Barbara Sheehan, SP , Secretary

North Central Region Accreditation Report November 12, 2004

Portland ME

NCR CENTER ACTIONS DURING November 6-9 ACCREDITATION COMMISSION MEETING

1. **Five Year Reviews:** The following centers were granted continued accreditation, no notations:
- Rockford Health System
 - Ecumenical Institute (Cherokee Mental Health Institute) Glenwood State Resource Center
 - St. Camillus Campus
 - University of Iowa Hospitals and Clinics
 - Village at Manor Park
 - ASPIRUS Wausau Hospital
2. **Extension:** Granted postponement of site review to 2005 *for* Edward Hospital and Health Services

POINTS OF CLARIFICATION

- 2004 Annual reports are due January 15, 2005. Keep a copy *for* center records. **Satellites are to complete and submit an annual report.** Keep a copy *for* center records. **Annual reports are to be signed by the primary supervisor and a representative of the advisory group.** Copies of contracts and complete policies that may have changed **do not** need to be included with the annual report. Please, keep a copy of your annual report *for* your center records.
- ACPE, Inc. accredits two programs of CPE: CPE and Supervisory CPE. CPE includes Level I and Level II, thus carrying the expectation that centers will have curriculum that addresses the objectives for both Level I and Level II.
- From the 2005 Accreditation Manual Draft, FYI: "Persons participating in an ACPE accreditation, certification, ethics or appeal process consent to that process as described in relevant ACPE materials and give permission for the disclosure of information and materials from one ACPE process to another ACPE Process if in the determination of ACPE representatives that should be necessary for ensuring compliance with the ACPE standards. When one process makes referral to another, the referring body may be asked *for* additional information and may be informed of the work of the process to which the referral was made." This is an important shift in the process of review, making it possible *for* inter-commission consultation and resulting in a better integrated process of review.
- The new manual goes into effect January 1, 2005. All site reviews in 2005 will be under the guidelines of the 2005 Accreditation Manual. There have been minor editing changes that incorporated feedback from ACPE membership since the draft was put on the internet *for* review (summer 2004).

Respectfully submitted,
Nancy Ruth Wigdahl



**ACPE NORTH CENTRAL REGION
BOARD OF REPRESENTATIVES REPORT**

**Fall Meeting, Portland, ME
November 6-10, 2004**

by

**Edith Finsaadal, NCR Rep.
Steve Pohlman, NCR Rep.**

The Board of Representatives met four days instead of the usual three days due to the work with the Council on Collaboration which resulted in the approval of four foundational documents by six pastoral care organizations. The work of the Council began in December, 2002 and produced 1) Common Standards for Professional Chaplaincy, 2) Common Standards for Pastoral Educators/Supervisors, 3) Common Code of Ethics for Chaplains, Pastoral Counselors, Pastoral Educators and Students, and 4) Principles for Processing Ethical Complaints. The approval of these documents marked an exciting and historical moment within the world of spiritual and religious care. The NCR contributed \$5,000 to this project.

Other significant outcomes of the meeting included:

- Manual Writing Project. Beginning January 1, 2005, the new Standards and Manuals will be used throughout ACPE. We approved the reports and blessed the hard work of the Commissions. Major updates will only occur every five years henceforth. The board appointed a task force to look at possibilities for shortening/simplifying the accreditation process. It is expected that this will be a three-year project.
- The Board approved 13 grants totaling \$30,000. Many were for projects in our NCR region. One grant for \$3,000 was earmarked for the beginning of a National Development Office for ACPE.
- Multi-Cultural Competencies Task Force. An extensive report was presented by John Moody. The task force will continue for another year with two board members joining. More multi-cultural resources will be available through the ACPE website. A motion was approved to give the recommendations of the task force serious consideration in the next Strategic Plan.
- Relationship of ACPE to the nine Regions. The Board approved a Bylaw Amendment recommended by the task force, which among other changes clarifies the voting privileges of active, retired, and international supervisors. The board is firming up processes and procedures regarding liability insurance for regional and national committee and commission members.
- The Journal of Pastoral Care and Counseling is experiencing financial difficulties. It was approved to increase the individual subscription by \$2.00 and to publish three issues, rather than four, each year.
- The NCR governance manual changes were approved.
- A Joint Conference with other pastoral care groups was approved for 2008.
- The Certification Pilot Project is moving forward. Review Teams are being formed and candidates may apply between February of 2005 and February 2006. One review team will follow the candidate through Associate Supervisor Certification.
- Joan Hemenway, President-elect 2005, was an invited guest and Jim Gibbons, immediate past president, was given a commemorative plaque for his years of service to the ACPE Board and membership. Current president, Art Schmidt, guided us through many business issues with grace and good humor.
- An additional theme in our meetings was a growing global awakening and awareness. This was evident in Jim Gibbons report of the International Pastoral Care Conference in India. It was also evident in the work of the Multi-Cultural Task Force.

Bon Voyage, Arne!

Meeting in Fargo, ND, December 3rd,
the Dakota Sub-region sends Altru's Arne Enslin off into retirement...



Arne opened his gift, then shared stories of his experience of living with this bunch over the years, as well as the story of how he and Barb end up retiring in rural Wisconsin..



There were plenty of people on hand to say goodbye with current RD Gary Sartain & RD Emeritus Clyde Burmeister and two of the sub-region's "prodigals", Mary Ann Weigel & Jim Tonneson, joining the current Dakota group. Present for the first time was Thanda Ncgobo, who has replace Arne as CPE Supervisor at Altru



Dates to Remember...

January 19-20, 2005	Wisconsin Area Continuing Ed - Oshkosh, WI
January 28, 2005	Minnesota Area Continuing Ed - Woodbury, MN
February 3-5, 2005	REM XVIII - Miami, FL
February 11-12, 2005	Iowa Continuing Ed - Perry, IA
May 1-3, 2005	NCR Annual Meeting - Chula Vista Resort, Wisconsin Dells
September 25-26, 2005	NCR Board Committee Convocation Chula Vista Resort, Wisconsin Dells
October 26-29, 2005	ACPE Annual Conference—Honolulu, Hawaii

Second Opinion Resource

The major article in the April, 2004 edition of Second Opinion entitled "Genetics and Pastoral Counseling: A Special Report" should be an excellent resource for ACPE clinicians, supervisors and students.

Senior Editor, **David McCurdy**, writes: "The article reports findings from an NIH-funded Park Ridge Center project that addressed questions about who provides or will provide counseling for those facing a growing range of genetics-related questions; the role and preparation of pastors, chaplains, and pastoral counselors in the area of genetics; and the relationship between genetics professionals and pastoral professionals. There are recommendations for all parties involved, including recommendations for those engaged in theological education (both academic and clinical) and for denominational leaders."

If you would like to contact them regarding copies of this edition, write them at 205 W. Touhy Avenue, Suite 203; Park Ridge, IL 60068-4202 or phone them at 847-384-3526. Fax is 847-384-3557; email: david.mccurdy@advocatehealth.com.



Congratulations to our newest ACPE Supervisor!



Emilie Wolf

Genesis Medical Center, Davenport, IA

Certified at ACPE 2004 in Portland, Ma



The NCR had a busy December as many Supervisors raced to complete their peer reviews just under the wire.

Nancy Wigdahl and BJ Larson got theirs done.

Did you? If not, act now!!!

Ranking of Preferences for the 2008 Joint Conference between Collaborating Pastoral Care Groups:

The North Central Region was polled by email regarding preferences for the 2008 Joint Conference between Collaborating Pastoral Care Groups including ACPE, APC, NACC, CAPPE, and NAJC. 21 people responded to the survey. Results were tabulated two ways: using average scores and totaling the number of #1's a particular choice received.

Suggested timeframes were January 7-31; February 11-28; March 3-13; and November 10-20. There was a **clear preference for November** both from the average score and the number of 1st choices. February was second, with March and January almost equal as third and fourth choices.

There was a first tier and a second tier of choices for sites.

There was a **clear preference for Orlando** from the first tier of choices, with Philadelphia and write-in Vancouver second and Washington third.

The choices from the second tier did not shake out as clearly. Chicago received the most number 1 votes, but was ranked last by a lot of people as well, giving it the poorest rating on the average score. Boston came out best on the averaged score, but had only 1 # 1. New York came out in the middle, but had just one less # 1 than Chicago.

The results were passed on to our NCR members on the ACPE Board of Representatives. It will be interesting to

Minnesota Sub-Region Women's Retreat

On January 6-7, ten women from the Minnesota sub-region met for a 24 hour educational event focused on the theme of "Women and Leadership." **Susan Nienaber**, consultant with the Alban Institute, met with the group for the first three hours and provided some conceptual models of leadership. That evening, the group previewed a movie titled "Divan," a documentary about a woman who goes on a quest into her Hasidic roots to trace an ancestral couch from Brooklyn to Hungary to Manhattan. The next morning, Nancy Wigdahl offered a draft of a CPE Resident curriculum focused on Systems Theory and Leadership. BJ Larson facilitated a summarizing process for the content of the event.



Resources for leadership that were considered during the event:

- *Primal Leadership: Realizing the Power of Emotional Intelligence* by David Goleman and Annie McKee (Boston:Harvard Business School Press, 2002)
- *Leadership Without Easy Answers* by Ronald Heifetz (Belknap Press of Harvard University Press, 1998)
- *Extraordinary Relationships: A New Way of Thinking About Human Interactions* by Roberta M. Gilbert (John Wiley & Sons, Inc.)
- "The Faithful Person Leads: Self Differentiation and Pastoral Leadership," by Leland Elhard. *Trinity Seminary Review*, Vol. 19, Number 1, Summer 1997
- *Living with Paradox: Religious Leadership and the Genius of Double Vision* by H. Newton Malony (Jossey-Bass Publishers)
- *Let Your Life Speak: Listening for the Voice of Vocation* by Parker Palmer (Jossey-Bass Publishers)

News & Notes

Gordon Hilsman, a longtime NCR Supervisor now working in the Pacific Region has initiated a website to promote discussion and celebration of the spiritual benefits of sexual love. He would like feedback on its content, format and usefulness as a spiritual and theological resource. You can find it at www.sermonsfromthebed.com. It includes some basic ideas seeking to augment the view that sexual love, as distinct from sex without love (or lust), is a major component of the spiritual seeking of humans in general. As a positive spiritual arena it has been neglected in Christian teaching for centuries and now may be ripe for development. The website includes a brief reflection every week, offering sexual loving perspectives on the weekly lectionary scripture of Catholic and mainline Protestant churches. "Any stories, convictions, complaints, suggestions or other substantive feedback will be highly appreciated, sent from the website link to "contact the author" or to gordonhilsman@comcast.net "

The Allina CPE Center at United Hospital, St. Paul, MN is delighted to announce a nine-month Clinical Pastoral Education residency starting in the fall of 2005. Four students will be selected to serve as chaplains to specific units within the hospital. Besides spending approximately two-thirds of their time on the units, the students will also be involved in individual and group supervision and learning. Chaplain Verlyn Hemmen, Association for Clinical Pastoral Education Associate Supervisor, will run the program in conjunction with the Allina CPE Center and the national ACPE organization. Call 651-241-8222.

Larry Shostrom at University of Iowa is looking for a CPE Supervisor who could do a summer unit at their satellite site in Mason City, IA. Interested persons should contact Larry at (319) 356-7093.

Gene Leffingwell has been doing extended units for Alexian Brothers at Alexian Village in Milwaukee. Medical difficulties have precluded his continuing, as he is currently undergoing chemotherapy for the cancer he has been dealing with for a number of years. We pray for remission and healing and for an enjoyable "full" retirement once the chemo regime is completed!

Ed Foster lost his father-in-law in mid-December, and **Jeff Billerbeck** experienced the sting of death within his family for the second time in a short period, as his father-in-law passed away in late December. (Jeff lost his father in August.) Our condolences

**Note that the IRS rate which the region uses for travel reimbursement is now 40.5 cents per mile.
Please use this figure when submitting expense claims.**



Association for Clinical Pastoral Education, Inc.
North Central Region
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