

ACPE News

of the North Central Region

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Volume XLII, Number One

January '09

NCR Mourns the Loss of Two “Giants Among Us”



John Rea Thomas
May 28, 1918
November 19, 2008

NCR, ACPE and the Pastoral Care Movement bid a reluctant farewell to two distinguished elders during the last two months of 2008. They were men whose presence among us will be dearly missed. Both **John Thomas and Wilbur Hughey** remained active in the NCR right up to the time of their deaths. Both were regular attendees with their spouses, Margaret and Ann, at our regional annual meetings. John was perhaps the more known because he was the first NCR Regional Director, served a term as ACPE President, and did such extensive work in the area of the histories of ACPE, the NCR, and the pastoral care movement. A Presbyterian with a commitment to “good order”, he was also fondly nicknamed “Johnnie Jump Up”, for his



Wilbur Hughey
January 22, 1925
December 6, 2008

persistence in rising to bring points of order at regional gatherings. However, the numerous responses received in the regional office upon the circulation of the news of Wilbur’s death from CPE Supervisors around the country who had him as a training supervisor showed how he, too, made a significant contribution in his own right. In testimonial to these two men and their significant contribution to our lives we share in total reflections from close colleagues: **Jeff Billerbeck’s reflections on John** were shared at his memorial service; **Lyle Greiner’s reflections on Wilbur** were sent to the Regional Office with the understanding that they would be shared through this venue.

Memorial Service Reflections on the Life of John Thomas **Rev. Jeff Billerbeck** **Christ Presbyterian Church,** **Madison, WI 11/28/08**

“Telling a life’s story is like reaching into a granary full of wheat and drawing out a handful. There is always more to tell than can be told.” I want to offer one part of that handful from the granary of wheat of John Thomas’s life.

Our lives are the story of our loves. St. John of the Cross reminds us that in the twilight of our lives, our lives will be measured by how well we have loved. John’s life is characterized by three loves: love of family; love of church; and love for pastoral care.

John’s love of pastoral care was born following graduation from McCormick Theological Seminary in 1944. He entered the U.S. Naval Reserve serving for two years until 1946. Then from 1946 to 1950 he served as chaplain at Cook County

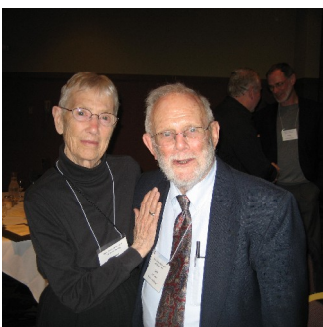
Hospital becoming certified as a supervisor in 1948 by the Council for Clinical Training. John was again redeployed in the Korean War as a U.S. Navy Chaplain between 1950 – 1953 with time in the Pacific as a Destroyer Squadron Chaplain. Following this he served as chaplain supervisor at Austin State Hospital between 1957 to 1962 and taught part time in pastoral care at Austin Presbyterian Theological Seminary. John left Texas in 1962 to assume his role as a CPE Supervisor at Mendota Mental Health until 1976.

While at Mendota Mental Health, John was part-time Director of the North Central Region from 1966 – 1979, saw the birth of his beloved Association of Clinical Pastoral Education in 1967, and was elected its seventh president in 1979. John briefly directed the department of pastoral care at the University of Wisconsin from 1976 – 1978 before returning once again to Mendota Mental Health in 1978 until his first retirement in 1980. From 1980 until John’s second retirement in 2002 he served Christ Presbyterian Church as part of its pastoral staff and pastor emeritus. John was active in the College of Chaplains since its initial formation under the American Protestant Hospital Association in 1948 serving as its interim part time executive from 1986 to 1987. John and Howard Clinebell organized the Pastoral Care Network for Social Responsibility in 1984 and became its first president and is now part of the International Pastoral Care Network for Social Responsibility.

Clearly, John’s love for pastoral care and chaplaincy was evident throughout his life and ministry. One cannot comb through the history of the pastoral care movement in the United States without coming across John Thomas’s influence. His writing, teaching, supervision, organizational leadership, and passion for recording the history of this movement was simply amazing. In many ways he embodied the phrase: Think Globally, Act Locally, through his involvement on the international, national, and local scene.

From the Executive Director of the Association of Clinical Pastoral Education, The Rev. Dr. Theresa Snorton we have these words: “The ACPE is indebted to Rev. John Thomas for his devoted and tireless service to clinical pastoral education and the ACPE.”

John was committed to pastoral care and education. He embraced both with vigor and a determination to be and to model the best of the profession.



John & Margaret at his last NCR annual meeting in May of ‘08

His leadership service, particularly as the 7th ACPE President (1980 – 1981) and most recently as our History Manager (1999 – 2004), speaks volumes of his selfless and giving spirit. His dedicated efforts to videotaping so many of our past and present leaders have left us with an enduring historical record of the association he loved so much.

Even when he was no longer able to travel to meetings, John expressed his interest and enthusiasm for whatever was happening through his emails. We will miss him in so many ways! May God bless his family and most of all, may we always be thankful for John Thomas!”

Reading from John’s Book of Remembrance a former U.S. Navy Submarine Squadron Commander, former Mendota Mental Health CPE chaplain and Episcopal Priest said:

“Thank you John for all your inspiration, encouragement, and especially your friendship!

FAIR WINDS and FOLLOWING SEAS!”

In his final words St. Paul talks about his death, that the time has come for his departure. The word departure is a nautical term; suggesting a ship once moored to the shore, now, the rope flung off, the anchor lifted, the ship moves out of harbor into the wide and boundless sea. Once at sea, the ship will now fulfill the possibility of its own being, further fulfilling the purpose for which it was made.

“...the time of my departure is at hand. I have fought a good fight, I have finished my course. I have kept the faith.” (II Timothy 4:6-7).

May John Thomas’s exemplary life of love and service give us strength for the journey and faith. Amen.



Jeff Billerbeck

persistence to live in

Further Tributes to John Thomas:

JoAnn O'Reilly: "Studs Terkel died a couple of weeks ago. In my mind, John was to ACPE what Studs was to Chicago, the Midwest and the nation...a man who knew first hand what was going on in people's lives...a man who honored and lifted up the ordinary and extraordinary accomplishments of each of us. He will be missed."

Barry Britton: "It feels like the North Central Region has lost its Great Grandfather."

Barbara Sheehan: "I say 'Amen' to our having lost our Great Grandfather -- I think perhaps ACPE has lost the same.....John will be missed.....our conscious voice and ever present faithful one."

Dan Duggan: "I will miss him personally. I will also miss his reminder to be self-aware of our collective past, its strengths and weaknesses in order to see our options in the present."

Don Dinsmore: "While in seminary in 1965 I spent a unit with John at Mendota State Hospital. I have countless vivid memories of him and my experience there. He turned me on to CPE and awakened me to many significant issues within me. I was blessed by his caring and confrontation, his support, integrity, and candor. Although I couldn't define it at the time, I knew he had something as a person and professional that I wanted for myself, and so my life- changing journey began."

John was my first supervisor. He alerted me to the program at UVA where I did my Residency. He was President of ACPE when I was certified as a Supervisor, and signed my certificate. John continued to bless me with his wisdom and guidance throughout my career.

I am grateful for John's many contributions to me, the Region, and the national organization. I commend him, Margaret, and his family to the continued care and keeping of God."

Ken Siess: "I feel the need to "join the chorus' (which I usually don't). But John has always had a special place in my thoughts and memories. I first met him in the early 60's. As a precursor to the ACPE the Council for Clinical Training and the Institute of Pastoral Care held a couple of joint meetings in New England in the Fall. Those were rather tense meetings, since the two groups were still rather "suspicious" of each other. I was a very young supervisor in the Institute and was rather intimidated by all those experienced guys. (Yes, they were all guys, as I recall.) I vividly remember that there was only one Council supervisor who talked to me the whole time and that was John Thomas! I never forgot that! I told John about that on several occasions and he, of course, didn't remember it. His response was more like "I was only doing what came naturally". Margaret, is just like John - gracious, outgoing and optimistic. She and John had both lost their first spouses at a relatively early age. Since Margaret's first husband was also a Supervisor in the North Central Region, they had known each other for a while. I will miss John a lot and pray for ongoing strength and peace for Margaret and their 'blended' families."

Charles Goldsmith: "Those of us who worked with John Thomas in the founding of the North Central Region remember well all of the vision and work John put into it. He was willing to invest himself in ways that raised up the future. I am honored to have known John as a colleague in CPE, and above all as a friend over so many years. One of things we often did, when we could, was keep alive the stories of the 'early days' of CPE, right from its beginning. (I was one of two candidates that met for the first time with the combined Association of Clinical Pastoral Education of New England and the group from New York, the Council). It seems like a long story now. God has blessed us, especially to have the memory of John Thomas."

Reflections on Wilbur Hughey the day after his Funeral
Rev. Lyle Greiner
Des Moines, IA 12/11/08



Lyle Greiner

Three weeks ago my dear friend Wilbur Hughey, his son Stan and I went pheasant hunting. Wilbur shot two. We were all proud and happy. Yesterday, Dec. 10 I went to his funeral. I weep as I write this. We will not see men like him for much longer. Wilbur was a quiet, humble man and I suspect many don't know his history. He was born and lived in a mining shack in Colorado. As a youth he took his horse and lived herding cattle on the upper range. He worked as professional meat hunter, miner (blaster) in hard rock mines, and for the national forest service. When the war came he was a tail gunner and flew 38 flights over Europe. He once told me he only landed twice without new holes in his plane, and twice the planes he was in were so damaged they just pushed them off the runway into a scrap pile. After the war he became a Disciple of Christ Minister and then CPE Supervisor. As a chaplain he did specialty in ministry to cancer patients and developed skills in biofeedback, hypnosis, and being honest, kind, and thoughtful. I know that he served on the old C & A committee and then the regional Accreditation, because thirty years ago that is where I first met him. Wilbur had a lot of loves. His wife Ann, who is as effervescent as he was quiet. His children, grandchildren, and great grandchildren. His woodworking. The outdoors and hunting and fishing. Rock hunting. Laughing and joking. Ministry and teaching adult Sunday School, CPE, and just being accepting and helping people be free to be themselves. After the service a worn out family let loose of the tensions and laughed together with abandonment. I am sure Wilbur was there and enjoying the party. God love him, for we sure do also.

His children wrote moving reflections about his life. One of them said this, "I have been blessed with unconditional love. He has been my rock. He has been my beacon. He has been my lighthouse....for the last fifty years; through every storm I have weathered, he has been my guide to safe waters. But just as the ocean waves wear down the rocks on the shoreline....so the sands of time have worn down his body. My rock is gone.But the light from his spirit still shines bright in my mind; I know it will still illuminate the way to safe waters. From this day forth it is my time to become the lighthouse keeper, I invite all of you to become lighthouse keepers, to allow his light to illuminate your shorelines, in this way his light will shine on. I Love you Dad more than I can Express.... Thank you."



Wilbur with the "Iowa Academy"

From CPE, Larry Shostrom, Bob Green, Inba Inbarasu, Karl Andersen, Max Meyer, myself, and a number of grateful students attended the service. I expect that by the time I get to join him he will have all the best hunting spots in the happy hunting ground scouted out for us.

**MINUTES
THE ASSOCIATION FOR CLINICAL PASTORAL EDUCATION
NORTH CENTRAL REGION**

**BUSINESS MEETING - RICHMOND, VIRGINIA
OCTOBER 23, 2008**

Attendees: 32 members signed in.

Materials distributed to all: Minutes of the 2008 spring meeting, the actual expenditures to 10/21/08 vs. budget, and the auditor's report

Call to Order: Joann O'Reilly called the meeting to order at 1:43 pm.

Membership approved the agenda

The minutes of the May 18 -20 Business Meeting were approved.

Nominations: Nominees were accepted and ballots cast for the following positions:
Bob Green - Accreditation; Osofo Atta and Bill Tallevast – Certification; Janet Labrecque and Laura Kaufmann – RANC. Green, Atta, and Kaufmann were elected.

COMMISSION/COMMITTEE/NETWORK REPORTS

The following members presented reports. See reports attached to these minutes

ACPE Board of Representatives – Edith Finsaadal

Key issues: New Generations Project, ACPE Governance Task Force, FCPE, Board Sub Committee for Facilities, D-Min program for SES candidates.

Recognition: Julian Byrd will receive the 2009 Distinguished Service Award
David Carlson has been granted Supervisor Emeritus

Accreditation Commission – Ellen Swinford

Key Issues: need for help to complete six site visits. Educational Placement sites, complaint policies, ethical policies for students.

Gary will forward an email from Ellen detailing requirements for each center's policy for ethical conduct for students.

Standards – Dave Rumbold

Fifty pages of comments in response to the draft of the new Standards Manual are being reviewed, evaluated, and incorporated. The expectation is that it will be completed in time for the Orlando Conference.

Certification:

Congratulations to Molly Ward from BroMenn Healthcare, a new Associate Supervisor!

REM: no report

There was discussion about the REM unused budgeted 2008 funds.

Moved by Nancy Osborne,

That the NCR carry the 2008 REM balance into 2009.

Seconded by Edith Finsaadal, and **passed**.

A friendly Amendment by Ed Foster

That the NCR REM committee be asked to set minimum and maximum guidelines for scholarships to the REM Invitational. That the minimum and maximum guidelines for scholarships to REM be determined for each applicant. **Seconded** by Edith Finsaadal and **passed**.

Ethics – no report

History and Research - no report

RANC – no report

Strategic Planning Peter Holland. Peter announced the result of the “snappy vision statement” contest’: Transforming Theological Education One Learner at a Time. The committee believes that this vision statement should also be descriptive of the next five years of the NCR. So, there will be a next step in this process. Watch for it.

Regional Director Gary Sartain.

The following are highlights Gary shared of his work on behalf of the region:

- meeting with seminary reps to advocate for a student in a case of mistaken identity resulting from a CPE site criminal background check.
- involvement with Altru Hospital in their process of transition and commitment to continuing with CPE in the future.
- his letter to the CEO and Administration of Northwestern Hospital in response to their decision to drop their CPE program and his conversations with the Accreditation Commission
- his excitement and affirmation for what is happening with our supervisory education process in the sub-regions, and the “host of strong SES students”.
- participation in the fall Accreditation conference call.

Financial Update:

cash flow is positive as unit fees are coming in steadily
expenses are \$6500 below income due in part to committee expenses being held down.

Announcement: Carl Towley has retired to our Region and is interested in doing contract CPE work.

New Business:

Regions are being asked to move funds to the FCPE. The advantage is that this move will provide liability protections that we don’t currently have.

Moved by Roger Ring

That Gary Sartain be authorized to do with NCR funds whatever the ACPE has done with the organization’s funds in relation to the FCPE.

Seconded by Bob Petite and **passed**.

Meeting was adjourned at 4:00pm

**Respectfully submitted,
Janet Labrecque,
Regional Secretary**



Calling home with the Pappy Boisen Fun Run results was “Speedy” Holland.



Meanwhile, the end of the business meeting was very depressing for **Romi Manching** (praying?), **Mark Mallinger**, **Sean Mai**, **Jay Hillestad** and **Lori Kaufmann**, while **Mary Ann Weigel** and **Linda Campbell** were ready to party. →



REPORT ON THE ACTIVITIES OF THE NCR BOARD OF REPRESENTATIVES

OCTOBER 23, 2007

Edith Finsaadal and Steve Corum, NCR Representatives



This was a full and intense Board meeting. The following report includes some of the highlights as gleaned from the NCR representatives to the Board of Representatives meeting.



1. We began by assigning Board members to on-going work groups according to the Strategic Plan Initiatives as a means towards enhancing continuity and effectiveness. Steve served in Barry Britton's place on the Contextual & Pastoral Education work group and Edith served on the Multi-Cultural International Learning work group.

2. The New Generations project is an exciting, new, significant effort; it is part of the Contextual & Pastoral Education Strategic Initiative. It is an effort to support and bless new clinical settings for CPE that are not quite meeting the ACPE Standards, yet also allowing for some accountability. A committee consisting of Teresa Snorton, Derrick Durston, Jay Foster from Standards, and Karrie Oertli from Accreditation informed the Board that ACPE is ready to start some pilot programs and a motion was passed to begin a process of receiving applications for the New Generation project beginning January 1, 2009. Guidelines for the programs have been developed. The project will be launched at the beginning of the year on the ACPE website. The hope is that the work of the FCPE will help fund new programs.

3. The FCPE office is now operational; the new Executive Director is Deborah Whisnand, who was hired in August. She met with the full Board and gave a report about the process of FCPE and the movement of the funds from the ACPE Endowment Fund to eventually reside with FCPE. We also heard from Stu Plummer, the chair of the Campaign Cabinet, whose primary purpose was to fund raise while the FCPE Board is also responsible for oversight. The campaign cabinet has raised \$406,000 plus \$300,000 in pledged giving for a total of about \$700,000. .

Budgeting and fund raising were two main issues that the Board struggled and dealt with during this session. The Board approved the 2009 budget. We recommended the 2010 budget. We passed a motion to transfer ACPE endowment funds to the FCPE according to the Endowment and Restricted Gift Funds Transfer Agreement as prepared by ACPE attorney, Mark Burnette by December 31, 2008 to allow reimbursements to the ACPE for the monies that have come out of the ACPE operational budget as financial start up help to the FCPE.

4. The Board expressed great appreciation for Teresa Snorton's leadership and received an outstanding report from the personnel committee. The Board learned that Teresa's salary was quite a bit below market and so an appropriate raise was given retroactive to September 2008 plus another raise beginning in January 2009. The Board hopes to make up the 32% deficit in the market level of Teresa's salary over the next few years.

5. The Board was made aware of the need for new facilities in the near future for ACPE. A sub-committee was formed to begin searching for facility options not only in the Atlanta area, but also outside Atlanta for a nation-wide search. It is hoped that we might locate a donor who would be willing to donate some of the facilities or land and so the sub-committee will be working over the next few years and identifying facility needs and possibilities.

6. We heard from the Re-naming Task Force established at an earlier meeting to examine the possibility of re-naming the ACPE and the membership categories, especially since the supervisor definition is commonly misunderstood by the larger public. There was little consensus about changing of names and titles. It was also felt that costs and benefits need to be analyzed before any changes can occur. The task force will continue its work and report again in Orlando this coming February.

7. A work group reviewed the nominees for the Distinguished Service Award. The Board accepted Julian Bird as the recipient for 2009. The NCR Region had brought Randy Nelson's name forward for 2009. Steve and Edith would hope that we can bring his name forward again for 2010. Also noted was that David Carlson was confirmed for Supervisor Emeritus status.

8. Art Schmidt reported from his work with the Spiritual Care Collaborative or the SCC. There was a lack of consensus to include the CPSP as one of the cognate groups. The vote was three in favor and three against from the six cognate groups.

Two important initiatives were approved by the Board:

The Board would request Teresa as Executive Director, with appropriate input from the Board, to develop a five year business plan related to ACPE's fund raising plans; and

A new task force for the purpose of making supervisory education more appealing and attractive and of perhaps re-naming the ACPE as the Academy for Clinical Pastoral Education.

Report to NCR Re: Standards meeting Oct. 19-22, 2008

David Rumbold, reporting

The primary focus of the meeting was to address the extensive feedback received from the Study document put out this past summer. There was significant appreciation expressed for the work represented as well as concern that the extent of the changes involved required more time to digest and discuss. The committee reviewed all the feedback given as well as the comments from the appropriate commissions. Standards for pre-candidacy as well as program standards for Supervisory CPE were areas that received a great deal of attention. The work of the accreditation commission in regard to "appendix 5" was reviewed and a team assigned to work with accreditation to finish that work. The document in general was received very well and we are looking to simply keep things clear and consistent. The Certification Handbook was also reviewed in light of the feedback and it too seems to be moving forward well. We received positive feedback regarding the one Glossary and will be reviewing it for corrections and changes following all the review work done at these meetings in Richmond.



A personal observation- There is a great deal of energy and creativity at work these days, with a number of different groups addressing different components of related concerns. Some of it is so new and at the same time implying or requiring some significant changes in current standards such that it could not be appropriately addressed to the level of implementing those changes at this time. However, this is not to say these voices or ideas were dropped or rejected. Our process of presenting ideas in study documents after we have worked them through the various commissions and discussion groups just could not take on all the new suggestions as they came forward. Where the suggestions coincided with other work we were able to tweak or integrate suggestions as feedback regarding material that was already at the study document stage. I feel the process is working but I also realize it may not be working as fast as some would like.

The plan at this time is to have the final documents ready for board review and approval in Orlando. It was not decided if we would be sending all the changes back out as a new study document or not. However, there were some new things developed in response to the study document feedback and those will be sent out as a new study document prior to the Orlando meeting.

From my vantage point I will reiterate that there is a great deal being done to bring greater clarity and consistency to all our documents, to make them as user friendly as possible, and to incorporate our movement as an organization. The 2010 version will represent a great deal of this work but it is all in process, as are we, and so I urge us not to get anxious about what wasn't yet accomplished or overly put out about what does not achieve our highest aspirations. We will work on.

NCR Accreditation Report October 23, 2008

It is a busy time in the NCR as far as Accreditation is concerned. We are in the midst of a nine week period, which began at the end of September and will conclude the week before Thanksgiving, during which SIX accreditation site visits will take place. My colleagues on the Accreditation Commission paled a bit when I told them NCR would be sending 6 sets of materials forward to our spring meeting-by-conference-call (the Commission is anticipating a total number of reviews in the neighborhood of 26 sets of materials, to be reviewed by its 12 members) but we will soldier through it all. Our job in the NCR is to review our own business thoroughly and responsibly, to make this volume of business as reviewer-friendly and high-quality as possible, so that the wisdom of granting of our requests is easy to discern.

In order for us in NCR to manage the volume of accreditation business, it is necessary for us to reach beyond our committee membership for assistance in review. It is important, when you are approached to participate in a review process, that you agree to give of your time, energy, knowledge and native wit if at all possible, and to be as faithful as you can to the work. The benefit to you, of course, is the opportunity to learn about someone else's approach to CPE Supervision and to gain a better grasp of accreditation expectations and processes. I would like to recognize and thank those of you who have given of your time to accreditation processes by participating on site review teams or by reading 5 year review materials.

In the coming year, Wheaton Franciscan Services will be reviewed as it moves from Candidate to Accredited Member, St. Luke's Regional and The Church Home at Montgomery Place will complete 5 yr reviews, and 6 centers are scheduled for 10 yr accreditation review: Rockford Memorial, Edward Hospital, Aspirus Wausau Hospital, St. Camillus Campus, The Village at Manor Park, University of Iowa Hospitals and Medical Center. If you are on the faculty of these centers, please contact me to begin the scheduling of your review.

The ACPE Accreditation Commission met here in Richmond October 18-21, 2008. With respect to NCR requests, the Commission:

- Granted Accredited Membership to Christian Homes, Inc, with 4 component sites, to provide programs of CPE (Level I/Level II),
- Granted continuing Accredited Membership to Bethesda Christian Counseling Center to provide programs of CPE (Level I/Level II), following its 5-yr review,
- Granted the addition of Supervisory CPE to Aspirus Wausau Hospital,
- Granted to Allina CPE Center the addition of a component site, St. Francis Regional Medical Center, where programs of CPE (Level I/Level II) can be offered,
- Granted a one-year accreditation review postponement to the Ecumenical Institute in Holstein, IA,
- Granted to City of Lakes CPE Consortium its request to proceed with its accreditation review a year ahead of schedule,
- Granted to Northwest Community Hospital removal of notation regarding Standard 308.8.1 (provision of supervisory evaluations within 45 days),
- Granted our region's request to change the ACPE directory description of our geographical area in Illinois to "Northern and Central",
- Approved the center name changes at two centers
 - University Good Samaritan Center is now acknowledged to be Good Samaritan Society—University Specialty Center
 - Evanston Northwestern Hospital is now acknowledged to be NorthShore University Health System
- And, after careful thought and deliberation, declined our region's request to remove accreditation from Northwest Community Hospital by adverse action and instead acknowledged that organization's voluntary withdrawal from accredited membership.

Other work of the Commission of interest:

- Manual revision continues—plan for final version to be approved in January and in distribution after that,
- Educational placement sites—to support the work of Free Standing centers and community-based CPE programs particularly, the Commission is developing a process to identify "Educational Placement Sites"—meeting places outside the Accredited Center where student groups can gather for group when the Accredited Center's location

is not a convenient meeting place. Centers that have not had notations in five years, that do not have formal complaints in process and engage accreditation processes responsibly will have be given latitude to utilize educational placement site processes upon notification of the regional Accreditation chair. Copies of educational placement agreements and a report of the use of educational placement agreements will be required as part of Annual Center Reports.

Complaint policies—Please be aware that centers complaint policies must provide students with information about addressing concerns related to professional conduct/ethics, violation of educational standards (Standard 300s), and complaints about how Accreditation teams/processes are managed. Center policies must include reference to ACPE policy and process regarding these kinds of complaints (available on the ACPE website). EVERY CENTER’S ANNUAL CENTER REPORT should indicate that the center’s complaint policy has been revised to address these issues this year.

Ethical conduct for students—ALSO, be aware that a center’s policy for ethical conduct for students and program staff CANNOT be ACPE Standard 100 because ACPE Standards are binding on ACPE members only. You may certainly fashion your center’s policy upon Standard 100, but simply pasting ACPE Standard 100 in the Student Handbook does not constitute compliance with Standard 304.7.

The ACPE Accreditation Commission will meet in late January in Orlando and again, by conference call, in April, to address Annual Center Reports and any business coming from the regions at that time.

The members of the NCR Accreditation Committee and I remain available if you have questions about accreditation issues.

**Respectfully submitted,
Ellen M. Swinford
NCR Accreditation Chair**

The following was received with sadness in the Regional Office on December 12th:



Ellen Swinford

Gary,

My search for a new place of ministry has concluded successfully. This week I accepted the formal offer of the position of Chaplain/CPE Supervisor at the National Institutes of Health in Bethesda, Maryland in the Mid-Atlantic Region. I will start there on January 21st.

Please convey to all my colleagues here in the North Central Region my deep appreciation for all their support, especially in these last 4 months. This region and its members will always have a special place in my heart. I have been formed as a supervisor in your midst and been given opportunity to grow in supervisory practice and in leadership for many fulfilling years. I am moving on to new territory rich in experience and I am most grateful.

In view of the fact that the next ACPE Commission meetings are scheduled for the end of January, I plan to continue to serve as the NCR Accreditation representative to the Accreditation Commission for the immediate future. I will be resigning as regional committee chair and Commission representative as of the conclusion of that meeting. I will prepare the regional accreditation files for transfer to the new regional committee chair as soon as that person is identified.

I will hold myself available to advise and coach whomever assumes that leadership position. If at all possible that person ought to accompany me to the Commission meetings at Walt Disney World January 28-February 1 to get acquainted with the Commission and its work.

I wish you and all my friends and colleagues here in the NCR peace and joy in this season of Deep Mystery and a happy and successful 2009. I will carry you with me in my ongoing adventure in supervisory practice and in Life.

With deepest appreciation,

Ellen

Common Compliance Issues in Accreditation Review

Submitted by Ellen M. Swinford, NCR Accreditation Chair

There are a handful of compliance concerns that have been arising consistently during accreditation review of Student Handbooks. Rather than continuing to address these on a case by case basis during Five and Ten Year accreditation reviews, I would like to lift them up to all centers in the region to give everyone the opportunity to assess their own policies and educational resources and make any necessary revisions.

Standard 304.3 Complaint Procedure. As you may recall, ACPE revised its policies and procedures in November of 2007 in response to the development of a process for addressing violations of professional practice/ethics shared with APC as well as to provide for a mechanism for complaints regarding violations of the education standards (a quality issue, rather than a behavior issue) or of accreditation process. Every center's complaint policy and procedure needs to correlate with these policy changes in our national organization.

At minimum, a complaint policy must clearly note that there are processes to address three circumstances:

- 1) violations of professional/ethical conduct,
- 2) violations of educational standards, and
- 3) concerns about accreditation process.

While ACPE affirms and encourages the culture of collegial and informal efforts to address concerns, center policy must indicate that students have the right to begin a formal complaint process at the national level if they so choose (addressing Executive Director in the event of professional conduct/ethics violations and Accreditation Chair in the event of educational violations or accreditation concerns), with the proviso that the national investigators may refer the matter back to the local venue if the complaint has not been addressed there and is judged appropriate to that setting. Center policy needs to provide students direction to the ACPE website for further information about these processes.

If you have not revised your center's complaint policy since November of 2007, or if your recent revisions do not address all the components outlined above, I urge you to commit time to addressing this issue, in order to maintain compliance with Standard 304.3. This revision work ought to be referenced in the center's Annual Center Report.

Standard 304.7 Policy for Ethical Conduct for Students and Program Staff. Many centers simply cut and paste a copy of ACPE Standard 100 into their Student Handbooks to address this Standard. However, Standard 100 only applies to those who are members of ACPE. For the most part, our students and program staff (administrative assistants, etc.) are not members of ACPE. Each center needs to have a center-specific policy addressing the expectations for ethical conduct of students and program staff. Feel free to use Standard 100 as a template, if you like, but do develop a policy that is applicable to non-members of ACPE.

Standards 308.6.2 and CPE (Level II) Standard 312 Curriculum and Competency Outcomes. Just as our Student Handbooks are required to provide bibliography and curriculum tool outlines to assist CPE (Level I) students address the Competency Outcomes in 311, so must our Student Handbooks provide some bibliography and curriculum tools (or augmentations of the CPE (Level I) tools) to assist CPE (Level II) students address the Competency Outcomes in 312.

Student Handbook Requirements (Accreditation Appendix 11), Standard 304 and Supervisory CPE. In general, centers providing or adding Supervisory CPE put in a good deal of thought to the development of curriculum to assist the Supervisory Education Student (SES) address the Supervisory CPE Competency Outcomes and progress through the certification process. Attention to support systems and administrative structure has sometimes been lacking. Remember that the tools and resources required for CPE Students also need to be in place for Supervisory Education Students as well: agreement for training appropriate to the Supervisory Education program, guidelines for written requirements (learning contract, process notes, evaluation outlines, etc), policies outlining admissions requirements, financial issues, etc. that address Supervisory CPE as well as CPE (Level I/Level II).

Please remember that your regional accreditation chair and committee members are available for consultation at all times. If you have questions about accreditation time lines and processes or criteria for assessing compliance, feel free to call on us.

CERTIFICATION NEWS

Since our last newsletter we have had two major certification successes! **Mollie Ward** from **BroMenn Healthcare** in **Bloomington, IL** was certified as an Associate at the **ACPE Leadership** meetings in **Richmond** in **October**, and **Jan McCabe** from **Aurora Sinai Medical Center** in **Milwaukee** was certified as an **ACPE Supervisor** at our regional certification meeting in **Chicago** in **November**.

Mollie Ward



Jan McCabe

(Nothing feels so good as having those papers returned !



Thanks to **Margot Hover** who was willing to travel to Chicago to make it possible for Jan to appear for ACPE Supervisor within the Region. Other committee members were **Larry Shostrom**, **Sheryl Lyndes Stowman**, **Marty Halvorson**, and **Peter Strening**.

Best wishes to **Rene Brandt & Brenda Jackson**, Advocate Health System; **Shawn Mai**, Fairview CPE Center; and **Robert Bowlin**, University of Iowa Hospitals & Clinics, all of whom will be requesting Associate Supervisor status at the ACPE Leadership Meetings in Orlando the end of January. Best wishes also to **Jennifer Hall**, who will be meeting for a readiness consultation when the Iowa Academy meets on January 16th.

NCR Certification Roster

A. Associate Supervisors	
Jerry Kaelin	Loyola University Medical Center
Lori Kaufman	Gunderson Lutheran CPE Center
Mollie Ward	BroMenn Healthcare
B. Supervisory Candidates	
Robert Bowlin	University of Iowa
Mark Bradley	Rush University Medical Center
Rene Brandt	Advocate
Digna Campanano	Advocate Good Shepherd Hospital
Marsha Collins	Rush University Medical Center
Karin Derenne	Lutheran Homes of Oshkosh
Brenda Jackson	Advocate
Kristin Langstraat	Fairview CPE Center
Meg Lybeck-Smoak	The Village at Manor Park
Shawn Mai	Fairview CPE Center
Janet MacLean	Advocate Christ Medical Center
Godlove Ndongndeh	Avera
Del Shinabarger	Advocate Good Samaritan Hospital
Sarah Sainsbury	Advocate Good Samaritan Hospital
Kyle Vlach	Allina CPE Center
C. Supervisory Students	
Willia Brown	Rush University Medical Center
Grant Butler	VITAS
Kim Goodman	Allina CPE Center
Jeanne Hale	Montgomery Place
Torstein Tverten Holten	Fairview CPE Center
Karen Hutt	Rush University Medical Center
Angela Keith	Advocate Christ Medical Center
Nick Longworth	Iowa Health/St. Luke's
Kristin Schmor Rice	Gunderson Lutheran CPE Center
Patricia Thresher	Rush University Medical Center
Cary Eustus	Fairview CPE Center
Stanley Kim	Fairview CPE Center
Kyrré Klevberg	Fairview CPE Center

Actions of the NCR Board

The NCR Board has met by conference call twice since the NCR annual meeting in May. During those meetings they monitored our finances; decided to only publish the NCR Newsletter electronically starting in 2009; adjusted the meal and travel reimbursement for people involved in regional business; dealt with a request for a contribution to “The Homer Ashby Scholarship Fund for African American Students at Mc Cormick Theological Seminary”, a fund being established to honor the **Rev. Dr. Homer Ashby**, the recently retired W. Clement and Jesse V. Stone Professor of Pastoral Care; and dealt with a request from the Foundation for Clinical Pastoral Education for a grant to the FCPE Annual Fund that would be matched in kind dollar for dollar by an external donor (which request was also dealt with at the regional business meeting in Richmond). The Board approved a donation of \$1000.00 to McCormick and a donation of \$5000.00 to FCPE. They also recommended to ACPE that **Carl Towley** be made Supervisor Emeritus, and are in the process of actively seeking members for the annual conference planning committee and a replacement for **Ellen Swinford** as Regional Accreditation Chair. As noted elsewhere in this newsletter, Ellen is leaving the North Central Region to begin work with the National Institute of Health in Bethesda, MD on January 21st. Carl, who had moved into our Region in the past year, was doing an extended unit for Altru in Grand Forks, ND. However, his lung cancer, which had been in remission, has returned, and he has had to retire and is currently receiving hospice care in his home. Dixie Potratz-Lehman has taken over that unit.

The Board approved the following regarding meal and travel reimbursement:

- **When conducting NCR business the food allowance increases from \$27.50 to \$40.00 per day.**
- **The mileage reimbursement rate for the RD is the same as the IRS rate.**
- **The mileage reimbursement rate for members conducting regional business is 25 cents per mile plus 5 cents for each additional rider also on regional business. The lower mileage reimbursement rate is intended to assure that costs are covered for gas, oil and wear and tear on member’s personal vehicles predicated on gas at \$4.00 per gallon and mileage of 20 miles per gallon.)**
- **Air travel is to be booked 21 days in advance except in extenuating circumstances approved by the RD.**
- **Members are encouraged to compare the cost of rental car and gas over the use of a personal vehicle and to use the more reasonable of the two.**
- **Members are encouraged to car pool whenever possible.**

Additional News & Notes of the Region...

The following was received from **Barry Britton**:



“Please extend my sincere thanks to all of my colleagues and friends in the North Central Region, for their support and prayers in response to the recent death of my father, Bill Britton. In the midst of the pain of grief, I have found comfort and healing in your presence and support. I feel especially blessed and honored at this time, to be part of this caring community.”

Amy Snedeker, likewise, has expressed her appreciation for all of your thoughts and prayers as her health saga continues. Please pray that she has better success tolerating her current treatment regimen than she did with the first go-round, and that the protocol results in remission and health.



The 2008 Budget Vs. Actual Statement is posted on the NCR website: www.ncracpe.org You can access it from the main page by clicking on “2008 Financials”. We have changed the presentation by removing unrealized gains (& losses) from our reserve funds from the income side of the ledger, instead allowing them to stand on their own. Excess of income over expense (or the opposite) now reflects the actual in vs. out for the year. We trust you will find this helpful.

The request for the North Central Region to honor Dr. Ashby came in recognition of his significant contributions to pastoral care and ACPE, particularly as they relate to the African American community:

Dr. Homer Ashby joined the faculty of McCormick Theological Seminary in 1979 as assistant professor of ministry and director of personal and professional development. He became assistant professor of pastoral care in 1982, associate professor in 1986, and professor of pastoral care in 1990. In 1994, he was appointed dean of the masters level programs. He was named the W. Clement and Jessie V. Stone Professor of Pastoral Care in 1986.

Homer was born in Philadelphia in 1946. He received a Bachelor of Arts from Princeton University and a master of Theology and Doctorate of Ministry from the University of Chicago. In 1978, he received a Doctorate of Philosophy in pastoral psychology from Northwestern University. Homer's dissertation was entitled: *An MMPI Scale for Narcissistic Personality Disorder*. His professional training spanned more than a decade and included four years of practicum in pastoral psychotherapy.

An ordained elder in the United Methodist Church, Homer has served as pastoral counselor with the Center for Religion and Psychotherapy of Chicago. A fellow of the American Association of Pastoral Counselors, he also holds membership in the Society for pastoral Theology. In 1981, he was named an Outstanding Young Man of America.

Homer has written several articles on pastoral counseling and supervision which have appeared in the *Journal of Pastoral Care*, *Journal of Religion and Health*, and the *Journal of Supervision and Training*. He has contributed an entry on "anxiety" to the *Dictionary of Pastoral Care*, a chapter on pastoral counseling with African Americans to *At the Point of Need: Living Human Experience*, and co-edited *Future of Pastoral Counseling*.

Homer's service to the Chicago community has included a four-year chaplaincy at The Chicago Residential School, a live-in facility for youth referred by juvenile courts, participation in an outreach program encouraging inner-city youth to apply to college, and helping local churches shape their lay caring ministries. Other interests include health and wellness, ministry with older adults, spiritual dimensions of professional practice and the caring role of the whole church.

Homer is married to Patricia Ashby, and they have one daughter, Jennifer. He has retired to North Carolina.



Homer U. Ashby, Jr.

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Dates to Remember:	
Feb 1-4, 2009	Spiritual Care Summit ‘09 (replaces ACPE Annual Mtg)
October 18-20, 2009	NCR Annual Meeting Chula Vista Theme Resort, Wisconsin Dells, WI
February 4-6, 2010	REM—San Antonio, TX