

ACPE NEWS

of the North Central Region

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Gary Sartain, Regional Director

“From Rhombus to Polygon”

Thinking Outside the Box to Adapt Supervisory Practice to our Current Milieu Report on the NCR 2005 Annual Meeting

This year’s Annual Meeting was packed full with plenary presentations, business sessions and workshops; a stimulating strategic planning session; banquet entertainment by **The Dan Knight Trio**; and the honoring (and good-natured roasting) of **this year’s Distinguished Service Award recipient, David Middleton**. There were also the usual opportunities for hospitality and recreation.



David & Vera Middleton with their children, Brent & Karla (right of David), plus four of the Supervisors David trained: Edith Finsaadal, Joe Czolgosz, Corky DeBoer and Kate Sullivan

a well-scripted Powerpoint presentation on “**Supervising the Spiritual Self**” in which he suggests that supervision is “less than treatment but more than teaching”. His presentation was based on several assumptions from theological anthropology worthy of further contemplation:

- Humans are not so much homo-sapiens as we are homo-religious.
- Faith, is a part of our naturally occurring, biologically predicted, character structure or self.
- Faith is more akin to “awe” as in the mysterium tremendum, than it is to an intellectual assent.
- The human desire to experience “mystery” and “awe” is our desire to re-experience the initial internalization of our primary or transformational object.

He talked about the Supervisory Rhombus and pointed out the limiting consequences of fixating on any one dimension over others and argued for the importance of allowing room for mystery or mystical experience as defined by William James using the contributions of Dorothee Soelle: “Convinced that mysticism is the life blood of religion, she outlines

Educational content of this year’s event was deemed “one of the best ever” by numerous participants who appreciated both the material shared by our plenary and workshop presenters and the ample opportunity provided for dialogue in the plenary sessions. **This assessment is extra special, given the fact that the presenters were all people from our own Region!** A big thank you is owed to **Bill DeLong** and **Peter Holland** for their plenary presentations; and to **Barbara Sheehan, Susan Allers Hatlie,** and **David Rumbold** and David’s colleague, **Cathie VanderVelden,** for their workshop presentations. The program was further enhanced by input from **Art Schmidt, ACPE President,** and **Imam Ramadan Zakat,** a Supervisory Candidate from New York, both of whom participated in our meeting after attending an ACPE sponsored dialogue on ACPE/Islamic relations at Chula Vista the day before our conference began. Our own **JoAnn O’Reilly** was also a part of that dialogue.

Bill DeLong presented the **2005 Mary Wilkin’s Lecture,** offering



Bill DeLong

several areas one must attend to if they are to understand the mystical experiences of life. They are: **paradox, negation, and silence**. **I believe supervising the spiritual self requires we attend to these elements in our supervision and in ourselves.**”

Bill went on to suggest that the use and mis-use of language is often the enemy of the spiritual encounter. “If we are to understand the spiritual experiences of our students, I believe we must move past language or beyond language. Paradox is one way of attending to this important aspect of supervision. Attending to the nature of paradox provides insight into how the student understands experiences that lie at the edge of reason. Paradox, by its nature, quickly removes logic as a means of understanding the event. If we can sit with the non-sense long enough, and allow ourselves to be with students in the midst of it, we can be with them in a way that allows them to move with the paradox, and perhaps beyond language, rather than to move away from it and to discount it as nonsense.” Bill also suggested that allowing ourselves to connect empathically with the negation of the student allows us to feel the depth of angst and hope as the student seeks to communicate that which is often beyond words. He talked about the importance of honoring silence in this context, recognizing it is present not because of resistance or transference, but because it is a moment when spiritual awareness is shared.

Bill concluded with a call for “sustained empathic inquiry” on the part of the Supervisor that would allow for this kind of mystical experience to be shared and understood. He referenced Kohut who noted that empathy involves letting go of the desire to understand the other from one’s own perspective and instead shifting to the more risky and difficult perspective of the other. Bill hopes to publish an article expanding on these thoughts in the near future. We’ll keep you posted.

Peter Holland and **Bill** then teamed together for a plenary session titled “**Agazarian’s System Centered Training Revisited**”.

Peter first presented a synopsis of Agazarian’s model that he created out of his exposure to last year’s presentation by **Joan Hemenway**, his attendance at the Agazarian workshop at the 2004 ACPE national conference, and his personal reading on the topic. He titled it “**Put on your own oxygen mask before assisting others**”. He also shared an extensive written handout with those present that is too long to reproduce in this newsletter. However, it can be accessed by going to the regional website (www.ncracpe.org) and clicking on the “Bulletin Board” hyperlink.



Peter Holland

Bill followed with a critique of Agazarian’s model which he titled “**Agazarian & Self Psychology—Some Lingering Questions**”. There was extensive interchange with participants from the audience. There seemed to be a lot of people who found some of the Agazarian techniques useful, but who found they could only go so far before running into difficulty meshing her theory with their own.

Three excellent workshops were offered:

- **Barbara Sheehan**: “Shaping Ministry Identity and Practice: Faithful Practices in the CPE Curriculum”
- **Susan Allers Hatlie**: “Narrative Counseling Theory as a Model for Pastoral Care and for Teaching Theological Education in Clinical Settings”
- **David Rumbold and Cathie Vander Velden**: “A Male/Female Continuum: Paths to Collegueship”



Barbara Sheehan

Susan Allers Hatlie



David Rumbold & Cathie Vander Velden

**The Dan Knight Trio:
Dan Knight, Dick Kriz & Nick George**



Strategic Planning Update

Peter Holland, Chair – Strategic Planning Committee
Roger Ring – Committee Representative from the NCR Board

About 50 members attended the strategic planning workshop at Chula Vista on Tuesday, May 3.

After some orientation, participants were broken into small groups with some asked to work on **mission** statements using drafts solicited after the meeting in Portland, Maine, while others worked on statements about our **vision** and others our **values**. Each group recorded their results on large sheets of paper and selected a representative to share them with the whole body. Later in June, the Strategic planning group and the Board will meet to integrate the material generated. Here is a summary.



Alice McLaughlin shares her group's results, assisted by Roger Ring

MISSION

The group working on mission statements began with the challenge that such statements are succinct. Thus we encouraged brevity and received the following:

The NCR ACPE exists to support its members training centers to provide experienced based theological education according to ACPE standards in order to certify supervisors and develop competent pastoral professionals.

The mission of NCR ACPE is to be innovative educators by creating collegiality through mutual respect in order to create faith community leaders who lead in the world that it is.

We offer innovative theological education that promotes wholeness of persons faith communities and the world.

The NCR ACPE assistance educators and centers in providing experienced based theological education.

It can be seen from the samples that members quickly got down to the task of writing a succinct statement. It is likely that our mission statement will follow this format closely.

VISION

A Vision statement, on the other hand, is a statement of a future that is inspiring and empowering. It represents a shared expression of a future that helps create unity. It is written in the present tense and it is an easy reference point from which to develop strategic priorities and plans.

The workshop produced three vision statements with a total of 14 tasks. By the end of June it should be possible to circulate a succinct vision statement after editing overlapping concepts. Respondents offered the following:

- Develop a partnership with member seminaries for spiritual development and leadership of students.
- Leadership in spiritual component of m/b/s. approach in centers.
- Comprehensive training program and deliberate plan to produce supervisors.
- Create an outside the box thinking for development of centers.
- Provide consultation/advocacy/support for CPE supervisors around integrating CPE into the mission of institutions.
- Articulate to stake holders pastoral/spiritual identity (students) Discovering new ways to renew and empower supervisory training process from within community (supervisors).

- We are leaders with a visible impact on social change from a culture of death to a vision of life.
- Collaborative partnerships with our cognate groups, theological schools.
- Maximize the creativity/energy and tap into the strengths of other regions.

As the NCR community, we commit ourselves to:

- Deepening and solidifying our partnerships with the other regions, other cognate groups in ministry and the theological school and judicatories that serve.
- Lead ACPE in engage social structures to create cultures of life while seeking to transform cultures of death.
- Advance our methods to equip our students to become vital astute professionals in ministry.
- Lead ACPE in strengthening training methods and mentoring community to raise the new supervisors.

VALUES

The group brainstorming Core Values produced nearly 70 items. In order to give coherence to those statements, they have been edited and categorized under three headings.

Our Religious and Ethical Values

Honoring faith traditions, integrity, social justice, diversity and inclusiveness, prophetic, Grace, spiritual growth, wholeness, enhanced spiritual well-being, openness to diversity, Sabbath time, care of soul and spirit, worship, valuing stories, balance, the joy, process, hope, transformation, generosity.

Our Personal and Professional Values

Transformation, honesty/integrity, whole person centered, professional development, be oneself, tenacity, compassion, confidentiality, hospitality, collegiality, courage, self-awareness, supervisors and trainee support and development, transparency, peer review, networking, integrity, and accountability.

Our Educational Values

Pastoral competence, process education learning and improvement, integration of theory and practice/head and heart, life long learning, action/reflection, freedom to risk and innovate, experience based, attention to systems, critical engagement, continuing education, innovative programs, we are teachers and students.

SUMMARY:

The members present, the Strategic Planning Committee, and the NCR Board, demonstrated much positive energy towards working on these ideals for our planning process. **Remember that the purpose of strategic planning is, "to set the direction of the organization to improve its prospects for long term survival and prosperity."** It's our goal to work on this planning process to help ourselves set a clear and inspiring focus for our future. In our two previous sessions, we've seen great communication and collaboration among supervisors and members, and that has been exciting. We really want to develop and have a unique mission and vision statement that the North Central Region can truly call our own.

We are not at all trying to change or alter the ACPE National mission statement. We honor it, it is solid, expansive and broadly encompassing. If we are correct, several North Central members played a role in authoring our national mission statement and we are grateful for that. **What we are trying to do is develop among ourselves a mission and vision statement unique to our own North Central Region.** We are very excited about our future retreat with the board and strategic planning, and look forward to more dialogue at the September NCR leadership meeting at Chula Vista and in Honolulu in October..

RD Ramblings....

Over the past several years I have had increasing exposure to the theories and processes of the narrative therapy movement, initially through working as a training supervisor with **Susan Allers Hatlie** in the certification process, since narrative is core for her work; and then through the excellent workshop done for the Minnesota sub-region in late January by **Walter Bera** who is Director and Founder of the Kenwood Therapy Center in Minneapolis. At that workshop I learned that Kenwood Therapy Center was bringing one of the founders of the narrative movement, **Michael White**, from the **Dulwich Centre in Adelaide, Australia** (<http://www.dulwichcentre.com.au/>) to offer a one day theory presentation for up to 125 people followed by a two day intensive workshop limited to 25. While a good number of ACPE colleagues were able to attend the first day with me, I was privileged to be the one ACPE Supervisor who was able to attend the intensive as well. I want to thank the Region for budgeting the ample continuing education funds that made this possible! I believe they were very well spent both because of what the experience meant for me personally and for what will translate out of it into my work with you, my colleagues, and with students.



Michael White



Walter Bera

Michael White, from the **Dulwich Centre in Adelaide, Australia** (<http://www.dulwichcentre.com.au/>) to offer a one day theory presentation for up to 125 people followed by a two day intensive workshop limited to 25. While a good number of ACPE colleagues were able to attend the first day with me, I was privileged to be the one ACPE Supervisor who was able to attend the intensive as well. I want to thank the Region for budgeting the ample continuing education funds that made this possible! I believe they were very well spent both because of what the experience meant for me personally and for what will translate out of it into my work with you, my colleagues, and with students.

One of the things that really stood out in the functioning of Michael White was the way in which he always seemed to **focus on the positive**, helping his clients identify and use their strengths to move in a direction that was consistent with their core values—values defined by the client, not by Michael. These practitioners seem to live out the following words of **Jean Vanier, founder of L'Arche Communities**:

**To love is not to give of
your riches
but to reveal to others their
riches;
their gifts, their value;
and to trust them
and their capacity to grow.**

**So it is important to approach
people
in their brokenness and little-
ness
gently,
so gently,
not forcing yourself on them,
but accepting them as they are
with humility and respect.**

The practice also seemed to incorporate the following:

- **transparency** – a preparedness to name and explain theory and the practices which arise out of the theory;
- **equity** – acknowledging the inequity of the therapy situation and attempting as much as possible to equalize the situation;
- **self-disclosure**-sharing aspects of self and own life where appropriate;
- **validation of the person’s expert knowledge of self** – a belief in people’s stories and a corresponding valuing of their opinions;
- **understanding of oppression**- the therapist acknowledges when persons are oppressed because of race, class, and gender; and, where possible, names such oppression when it is evident in people’s stories.

In this it seemed very amenable to feminist thought and liberation theologies.

Some of the other things I observed about narrative therapy:

- deals with counter plots – lived experience that has been neglected, rendering them significant.
- believes people make sense out of life experience by taking them into a narrative frame.
- believes that life is multi-stories, not single storied. (There are always subordinate stories—these need to be allowed to come forth)
- uses "scaffolding" as a metaphor for the work of its practitioners. (The therapist helps the person build a

structure for healing and is no longer necessary after building is completed.)

- believes learning is characterized by the scaffold provided by more experienced peers and is the outcome of social collaboration.
- sees the goal of therapy as restoration of personal agency—a preferred sense of self that is consistent through time. (It seeks to development of a story line that organizes events in sequence through time around a theme that reflects personal agency.)
- understands the therapist's practice as a "permanent apprenticeship in skills development".
- believes a good practitioner needs to be under-girded by "rigor" (i.e. a good practical theory base), but capable of improvisation.

One practice that could easily be incorporated into our small group activities is the "**Outsider Witness / Definitional Ceremony**" process. In this process, several persons are invited to silently observe the interchange between the therapist and the client (or clients, if group or family therapy is being undertaken). Afterwards, they are asked to comment on three things: What does the person value in life? What are you drawn to? What images / metaphors does this evoke for you? They share this with the therapist--speaking of the client(s) in third person, as the client(s) silently observe—in effect re-presenting what the client(s) give value to. I was amazed at how powerfully this impacted the client(s) and how it built community between the outsider witnesses and the clients, particularly when the observers declared what they were drawn to and what it evoked for them.

Another practice that could be incorporated both into the unit and taught as a pastoral care intervention is the "**Remembering Conversation**", which was used to reposition or reclaim a significant deceased person in a client's narrative frame. In this conversation the client is first asked to share the person's contribution to the client's life. Then they are asked to talk about their own identity through the eyes of the person (out of Barbara Myerhoff's theory that identity is a public and social achievement, not a private, individual one). Next they are asked to talk about their contribution to the person's life. And, finally, they are asked to talk about the implications of that for the deceased person's identity. I have often worked with people around the first two questions, but I observed how real movement happened for people when they engaged the final two as well.

Both Walter Bera and Michael White talked about how our various psychological and personality theories were initially metaphors that tried to relate external observed phenomenon specific to their time to the unseen world of the mind. They raised the concern that these become problematic to the extent that they are now treated as fact, not metaphor. I like this quote from Michael: "**When metaphors die they become facts; the goal is to re-convert facts to metaphors.**"

I am drawn to narrative because it seems to be consistent with and builds upon with my original theory, while also fitting with the work of **Daniel Siegel**, whose recently published book **The Developing Mind--Toward a Neurobiology of Interpersonal Experience** (ISBN 1-57230-453-7) I commend to you highly. One quote from the book to illustrate this and wet your appetite:

"Integration refers to the way the mind establishes a functional flow in the states of mind across time. An important means of assessing integration is in the coherence of the structure of autobiographical narratives. Narrative coherence is reflected in both the way a life story is told and the manner in which life activities are lived. These linguistic and behavioral outputs are generated from a proposed central integrative process. Developing the capacity to integrate mental coherence is profoundly influenced by experience. In this way, attachment histories revealed in adult attachment narratives reflect the capacity of the individual to integrate a coherent sense of self. By organizing the self across past, present, and future, the integrating mind creates a sense of coherence and continuity."

I am thinking of asking the annual conference planning committee to consider inviting Walter Bera to be our main presenter for our 2006 Annual Meeting. Walter has more than 25 years of clinical experience and holds Minnesota Licensure as a Psychologist, Marriage and Family Therapist and Alcohol and Drug Counselor. He is an AAMFT Supervisor. He is also an adjunct faculty member at a number of area universities and has authored articles, books, videos and curricula. He has worked extensively with victims of clergy sexual abuse. He is a Karate Sensei and Mindfulness Meditation practitioner. Your feedback about your interest (or lack thereof) would be appreciated. Please contact me or the committee members: **Nan Aalborg, Mark Tabbut, and Dean Hokel.**

Attachment

Marty Halvorson
Manager, Fairview CPE Center, Minneapolis, MN

I have been thinking a lot about attachment theory lately. Strange you say? I agree! Maybe it is because I turn the big 60 this year or that our two children are doing just fine in a mildly attached manner. Maybe it has to do with revisiting old issues or even all of the above. Eventually I turn my interest towards the CPE arena and my practice of supervision with some insights resulting. First, I have a negative impression about attachment theory and I am not even Freudian. I don't view it as a regression to an early stage in life but rather as a weakness. This is at total odds with my theory. "Bowlby's view is that attachment is a fundamental innate need, as biologically rooted as needs for food or sex." Furthermore, attachment has developmental nuances and is necessary for all age groups. Lack of adequate attachment results in loneliness and isolation, which are all too familiar partners of mine, and many of my students. So you see, I should not question the attachments as much as support them with the insight coming forward when the attachments become trustworthy enough to have them emerge.

Secondly, I notice that I am not alone, from my observations, in this negative view of attachment. In orientation we tell our students that the patient is the expert on their situation and we as chaplains are there to listen and support. Wouldn't it be interesting if while meeting a committee for Associate Supervisor status that the competency of the candidate and the committee were evaluated as to their ability to join in mutual collaboration and fruitful attachment. Wouldn't it be fascinating if lifting up the strengths and weaknesses of the trainee were central rather than seeing how trainees can tolerate the pursuit of several fully certified supervisors? There is no such thing as a shame based personality only those of us who have a greater or lesser degree of shame represented in our make up. If it is pathology I look for, I will find it.

Finally, I know that I can accept affirmation, challenge, and critique from those who care about me and show it. I have very little interest in entering a dialogue with anyone whose purpose is to show his or her superiority at my expense. But then, isn't that exactly where I started, with my propensity to negatively critique attachments in my learning?

Dee Brown-Daniels receives APC Award

April 10, 2005, Chicago, IL— Each year the Association of Professional Chaplains (APC) recognizes individuals who have made outstanding contributions in the field of pastoral care through its Annual Leadership Awards. This year's **Anton Boisen Professional Service Award** recipient is the **Rev. Delois Brown-Daniels**, vice president of Mission and Spiritual Care at Illinois Masonic Medical Center in Chicago, IL, a part of Advocate Health Care. The award was presented during the APC's 2005 Annual Conference in Albuquerque, NM, on April 10.

Each year the award is given to a Board Certified Chaplain of the APC who demonstrates a commitment to excellence in professional chaplaincy and has offered a unique contribution to contemporary pastoral care. "This award honors the creative vision and unique talent of our association members," states Robert Kidd, president of the Association of Professional Chaplains. "Chaplain Brown-Daniels has exhibited visionary leadership in the APC, which not only strengthens our association, but increases awareness of the importance of professional spiritual care in her community." She is the first African American to receive this award.

"Rev. Brown-Daniels has championed a strong commitment to diverse interfaith ministry in numerous healthcare settings and her efforts create an ethos where a variety of spiritual and religious expressions are welcomed and respected. She has developed partnerships with local clergy associations and community service organizations such as The Night Ministry, Casa Central, and the Community Renewal Society. As an advocate for excellence in professional chaplaincy, Rev. Brown-Daniels models a leadership philosophy that is shaping the practice of contemporary spiritual care. Like Anton Boisen, for whom this award is named, Rev. Delois Brown-Daniels has a pastoral heart which has both touched those she serves and influenced the profession of pastoral care."



Dee

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

**SPRING 2005 BUSINESS MEETING
MAY 1-3 2005
CHULA VISTA RESORT, Wisconsin Dells, WI**

First Session: Sunday, May 1

Opening: Chair Tim Thorstenson called the meeting to order at 4:00 pm. He then led the members in a time of meditation and reflection.

Quorum: Secretary Barbara Sheehan identified that those present constituted a quorum.

Approval of Agenda: The agenda was approved as set with no additional items

Introduction of New Members: Chair Tim asked new members to the Region to introduce themselves and welcomed them into our midst. A welcome was also given to ACPE President Art Schmidt. Tim then asked for prayers for our members struggling with loss in any way and with issues inviting our care. L. Kelley is in need of prayer for an eye injury that is very serious.

Approval of Minutes of Fall 2004 Meeting: With no changes to be made, the Minutes from the Fall 2004 meeting were unanimously approved

Regional Director Survey: Board Member Roger Ring encouraged everyone to complete the distributed survey and return to the box. The Board uses this feedback in making a recommendation to the membership regarding renewal of Gary Sartain's contract.

Reports:

The following committee chairs/members offered reports on their activities:

- Board – Tim Thorstenson
- Regional Director – Gary Sartain (report on file)
- Finance/Budget – presented by Gary Sartain (members had budget and other information made available through Gary's trusty technology)
- Nominating Committee – Verlyn Hemmen (announced open positions)
- ACPE Bd. Of Reps. --- Steve Pohlman (identified 7 areas of concern for National strategic planning committee –will be in ACPE News.)
- Professional Ethics –Mary Ann Weigel (written report distributed and on file with minutes.....gave special emphasis on members attention to the 45 day limit for final evaluations)
- Accreditation --- materials in writing from Nancy Wigdahl (part of these minutes on file)
- Certification --- Peter Strening (recognized the efforts of all who met committee and gave overview of certification results)

Nominations: The slate of personnel to be voted for various positions on the Board and Committees was completed through nominations from the floor.

Report from ACPE: Art Schmidt highlighted the workings of the National Office and the National Committees.

Closing ritual led by Emilee Wolf

Meeting was recessed at 6:00 pm

Second Session: Monday, May 2

Chair Tim T. reconvened the Business Mtg. at 8:15 am Monday May 2.

Completion of Committee Reports:

- RANC --- no report
- Conference Planning (Nan Aalborg unable to be present because of family care.....Gary reported and affirmed the hard work the committee did for this conference in setting a solid agenda of education and collegueship)
- REM --- Dee Brown-Daniels (encouraged everyone to think about REM in New York in 2006)
- Clinical Members -- Ed Lisowski (reported the increase of clinical members and their eagerness to serve in various capacities in the region)
- Strategic Planning -- Peter Holland (written report on file--gave brief overview of things to come in presentation and engagement with members on mission, vision, and goals on Tuesday)
- History & Research – George Paterson (Ron Mahnke has stepped down due to health concerns----reminder to send our bios to Harvey Berg for Book of Remembrance; Mary Wilkins has been nominated by H & R for the National. Distinguished Service Award.)

Elections: Results of Election

<i>Board:</i>	Chair Elect: JoAnn O'Reilly Member at Large: Roger Ring, JoJo Orosa
<i>Accreditation:</i>	Chair Ellen Swinford Mmembers: Lee Joesten, Gale Kennebrew, Sue Allers Harlie, Jay Hillsted
<i>Certification:</i>	Sheryl Lyndes Stowman, Phyllis Taback, Bob Petitei
<i>Strategic Planning:</i>	Judy Roska
<i>History and Research:</i>	George Paterson (chair), Jim Gibbons
<i>Standards:</i>	Jim Tonneson, Corky DeBoer
<i>REM:</i>	Edith Finsaadal, Gale Kennebrew, Stephen O'Brien
<i>Clinical Members:</i>	Mark Papke-Larson
<i>ACPE:</i>	<u>Accreditation:</u> Ellen Swinford; <u>Board of Reps:</u> Edith Finsaadal; <u>Ethics:</u> Dick Sellers; <u>Repr. And Nom:</u> Diane Greve.

Introduction of items effecting the membership:

Tim reviewed the various items that will be voted on tomorrow. In addition he gave reported the following Board actions:

- 1) Reimbursement for Annual Mtg. : An increase of \$10.00 for each of Zones 1, 2, 3. And actual cost with a maximum of \$300.00 for Zone 4 Supervisors. This will be deducted from the registration fee –which increases to \$60.00 for early reg. and \$75.00 for late.
- 2) Tuition Gathering: The Board has asked Gary to gather the tuition fees charged by each Center as the first step in its review of the regional practices

- 3) Student Fee Wavier: The Board rescinded its previous action and will explore this topic along with grant possibilities in conjunction with tuition review.
- 4) To allocate \$15,000 to subsidize NCR Supervisors (Candidates through retired) and Seminary Representatives to attend the 2005 ACPE Annual meeting in Hawaii. The amount to be given each person requesting will not exceed \$300.00 and will be determined by dividing the number of people attending into \$15,000.

Meeting recessed at 9:15 for Plenary Session

Session Three: Tuesday May 3

Tim called the meeting to order at 10:15 am.

Chuck Weinrich said a few words of ‘departure’ as he moves on to the sun of Florida retirement. Tim also recognized Patrick Clay Joyner as she leaves the process and moves to Nashville to be with family.

Recognition of New Supervisor: Romy Manching

Recognition of New Associate Supervisors: Dean Hokel, Mark Tabbut

Extension of Regional Director Contract: Roger Ring reported high level of positive responses to the survey. There were some good suggestions as well. All surveys will be shown to Gary.

Moved and Seconded: Board recommended that Gary’s contract be extended for 2 years (January 1, 2006 - Dec. 31, 2007) with a one time 4% increase.

After Discussion Amendment: “That the salary increase be 3% for each of the next two year.

Motion with Amendment Passed Unanimously.

Governance Manual: Tim reviewed the first reading of a governance manual change that would align the turnover of Board and committee leadership with National offices and would allow a person the possible of 2 full terms after fulfilling a partial term. No vote was necessary at this time.

Budget: Moved, Seconded, and Passed to adopt the ’05 working budget with identified areas of change due to the Hawaii reimbursement.

Moved, Seconded, and Passed to receive the proposed ’06 budget.

Conference Planning Committee: (a sub-committee of the Board) Tim called for nominations to plan the next 3 conferences. Nominated and appointed were **Nan Aalborg, Mark Tabbut, Dean Hokel.**

Nominating Committee: The following persons were selected for the Nominating Committee for 2006: **Chair, Ed Foster, Janet Labrecque, Mary Altenbaumer, George Paterson, Dean Meeter.** Michelle Oberwise Lacock as RANC representative is also on the committee.

Dates for Spring 2006 NCR Annual Conference: Due to multiple factors, our usual time for May is not good. The Board recommended a Feb. meeting (12-14, 19-21) that would be same price (\$75./ngt) or June dates at \$89/ngt (4-6) and \$99/ngt (11-13) Much discussion ensued and alternate dates suggested.

Moved, Seconded, Passed: That the Spring 2006 Annual Meeting be May 21,22, 23 at Chula Vista.. (n.b. price is \$75/ngt and Chula Vista was open for us—may have full water park --- suggestion was made to consider child care—this was a one time change due to circumstances)

Meeting was adjourned.....

Minutes submitted by Secretary barbara sheehan, sp

Attachments to these Minutes including submitted reports from Committee Chairs can be found on the NCR Website: www.ncracpe.org

NCR BUDGET AS APPROVED AT 2005 ANNUAL MEETING	ACTUAL 2004	BUDGET 2005	BUDGET 2006
INCOME			
Unit Fees	\$107,494	\$110,000	122000
Certification Review Fees	1,800	1,800	1800
Accreditation Review Fees	2,947	2,400	3000
Revenue Sharing-A.C.P.E.	923	900	900
Investment Income	11,036	10,000	11000
Miscellaneous Income	263		0
Center Fees (20%)	11,461	11,000	11000
Registration For Regional Meeting	7,576	7,500	8500
Annual Conference Guest Fees			
Reimbursed Expenses	1505		
TOTAL INCOME	\$145,004	\$143,600	\$158,200
EXPENSES			
COMMITTEES:			
Nomination	440	500	500
Certification	3,330	5,000	5000
Appeals			
Reviews			
Accreditation-Committee	6,811	7,000	7000
Accreditation-Site Visits			
Standards	1,408	1,500	1500
Strategic Planning	457	1,500	1500
History and Research Committee	1,515	1,500	1500
Research Awards and Grants	24	6,000	3500
Annual Conference	230	300	300
Professional Ethics	330	500	500
Hearings		1,000	1000
Budget and Investment			
Clinical Member Services	898	1,500	1500
NCR REM Network	1,800	2,000	2000
TOTAL COMMITTEE EXPENSES	\$17,243	\$28,300	\$25,800
ANNUAL CONFERENCE:	17,983	19,000	20000
Program	3,094	2,000	3000
TOTAL CONFERENCE EXPENSE	\$21,077	\$21,000	\$23,000
ADMINISTRATION:			
Salaries	47,600	49,505	50990
Benefits	17,048	17,600	18128
Regional director's Cont. Ed.	364	1,000	1000
Regional Director's Expenses	6,753	6,500	7500
Office Expense	6,454	7,000	7000
Accounting and Audit	1,550	1,500	1700
Office Rent	0		
Board's Expenses	2,392	4,800	4000
Scholarship			
Taxes and Miscellaneous	180	300	500
Hospitality Expense			
Consultation and Travel		500	500
TOTAL ADMIN. EXPENSE	\$82,341	\$88,705	\$91,318
CAPITAL EQUIPMENT & MAINT.	\$606	\$500	500
CONTINUING EDUCATION	\$4,664	\$15,000	\$15,000
Expenses to Be Reimbursed	\$1,405		
Allocated Grants	\$5,000	\$20,000	3000
TOTAL EXPENSES	\$132,336	\$173,505	\$158,618
NET SURPLUS (DEFICIT)	\$12,668	(\$29,905)	(\$418)

Dates to Remember

- September 25-26, 2005** **NCR Board Committee Convocation**
Chula Vista Resort, Wisconsin Dells

- October 23 - 25, 2005** **ACPE Leadership Meetings**
Honolulu, Hawaii

- October 25-29, 2005** **2005 ACPE Annual Conference**
Honolulu, Hawaii

- February 2 - 4, 2006** **2006 REM Conference**
New York, NY

- May 21-23, 2006** **2006 NCR Annual Meeting**
Chula Vista Resort, Wisconsin Dells

- November 15-18, 2006** **2006 ACPE Annual Conference**
Grand Hyatt Tampa Bay, Tampa Bay, FL

‘SURFING THE WAVES OF CHANGE’ ACPE Annual Conference—Honolulu, Hawai’i

ACPE Members should have received information and registration forms for “Surfing the Waves of Change”, the 2005 ACPE Annual Conference in Honolulu, Hawai’i in mid-May. If not, information is available on the ACPE website, where you can register on-line. The Conference will be held at the Marriott Waikiki Beach Resort, where rooms are \$149.00 per night single or double occupancy. There is a \$30.00 fee for a third person sharing a room. Children under 18 may stay for free. For reservations call 800-367-5370 or go to the marriottwaikiki.com website, click reservations and type acpacpa in the Group Code box.

Many people are planning to bring families to the event. Please note that the registration form does not speak to that. However, our inquiry to the conference planning committee produced the following response through Arabella Young:

“No person under 18 needs to register or pay a registration fee. Children ages 10-18 may go to the Opening Celebration Tuesday evening and the Luau on Friday evening by purchasing tickets at the full price. Children under 10 may go to the Opening Celebration for \$15 and to the Luau for \$30. That's half price for each of those events. To order "Kid's tickets" just make a notation on the registration form. All tickets for the excursions are full price.”

NCR Supervisors & Sem Reps who attend the conference are eligible for a travel subsidy from the Region for up to a maximum of \$300.00. \$15,000.00 will be prorated into the number attending. Application forms will be available in Hawaii.

Congratulations to the following Centers whose requests were granted by the ACPE Accreditation Commission at its spring meeting in Atlanta:

- **St. Luke’s Regional Medical Center** (Sioux City, IA): Continued Accreditation (Steve Pohlman, Supervisor)
- **Evanston Northwestern Health Care** (Evanston, IL): Accredited Member status (John Katonah, Supervisor)
- **CPE Ministry of Green Bay/Fox Valley** (Green Bay, WI): Accredited Member status (Gerri Krautkramer, Supervisor)
- **Wheaton Franciscan Services, Inc.**(Wheaton, IL): Candidacy (Linda Bronersky, Supervisor)
- **Alexian Brothers** (Elk Grove Village, IL) **Centegra Health System:** satellite status retro to 2002 (Jim Gullickson, Supervisor)

We recognize with regret the acceptance of Glenwood State Resource Center’s request for voluntary withdrawal of program. The Center was located in Glenwood, IA where it was served by Jack Kouth until, his retirement last year.

Congratulations to the following Supervisors whose requests were granted by either the Regional Certification Committee or the ACPE Certification Commission since the publication of our last newsletter:

Supervisory Candidates:

Ann Galloway-Egge, Fairview CPE Center, Minneapolis, MN
Mollie Ward, BroMenn Health Care, Bloomington, IL

Associate Supervisor:

Dean Hokel, Northwest Community Healthcare, Arlington Heights, IL
Mark Tabbut, Rush University Medical Center, Chicago, IL

ACPE Supervisor:

Romulo Manching, Resurrection Health Care, Chicago, IL



Romi Manching

A Call for Poster Presentations for the Poster Session at the ACPE 2005 Annual Conference in Hawai’i

This new event, a “Poster Session” will be held between events when most of the members are available to see the presentations offered. It will be held in an open room with light refreshments for the attendees. With space for up to 30 presentations, It is intended to provide “a room full of ideas and programs readily accessible for attendees to see and experience.” Each presenter will be given a 2.5 by 5 foot cork board on which their presentation can be hung. There will be a title banner large enough for people strolling by to read it. There can be written text, photos, poster boards, etc. These presentations are intended to be “Snap Shots” that can be helpful and stimulating to others in the field of clinical pastoral and clinical supervision.” Presenters are invited to be near their poster to talk with persons wanting to discuss the material.

CPE Supervision, Spiritual Care practice, multi-cultural learning, developing professional competencies, specialty programs (e.g. ethics consultations, end of life care), research in spiritual care & education, educational theory, interdisciplinary services, spiritual care management, group process, individual supervision, evaluation processes, accreditation preparation, personal & spiritual growth are only some of the possible areas for presentation. The potential list is long.

Do you have a unique program model, learning module, spiritual care service, research project or personal interest that can be captured in text and pictures for others to review and experience? If so, go to <http://www.acpe.edu/hawaii.htm> and download, fill out, and submit the Poster Application Form by July 31.

**ACPE North Central Region
Board of Representatives Report
Spring Meeting, Atlanta, Georgia
April 21-24, 2005**

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



The Board met from Thursday afternoon till Sunday noon. A major part of the work centered on the development of a new strategic plan for the ACPE. Art Schmidt, President, had asked Joan Hemenway, President-elect to be the chair of a work group to lead the board and the association in this endeavor. The strategic planning process is intended to inform the direction of the ACPE's mission and work for the next five years. The process will be Board led and involve all levels of the Association. The plan is for the work group to gather information from the membership during the coming months, present a draft of a proposed plan to the Board meeting in November 2005, publicize and get additional feedback on the draft from the membership and then seek approval by the Board meeting in April 2006. The work group plans to use our ACPE newsletter, regional newsletters and on line capabilities to publicize and gather data and feedback from the membership. In Atlanta, David Forney, Ph.D., Associate Dean of the Faculty and Director of Institutional Research from Columbia Theological School led the Board and the members of the Commissions that were there in a three hours workshop about strategic planning. He also did some follow up work with the Board to gather data, encourage and stimulate creative and critical reflection. David has his Ph.D. in strategic planning and has done a unit of CPE.

Professional liability insurance for ACPE committee and commission members was another main issue. The former insurance provider cancelled the contract with ACPE in February because it no longer provides liability insurance to religious organizations. The company the ACPE office found willing to cover ACPE because of it being a religious organization asks for a \$13,203.94 annual premium, which is double of what ACPE has been paying before. The insurance went into effect April 15th this year. There is a sexual action exclusion and liquor liability exclusion. The Board allocated 75 % of the total cost of the insurance to the regions based on the numbers supervisors in each region and the remaining 25 % to the ACPE national office.

The board received several task force reports. A task force focusing on clergy substance abuse issues plans to get competencies and resources in this area available on the ACPE website. A task force working on clarifying the relationship between the ACPE and its networks, especially the financial and legal implications, is continuing its work as part of the strategic planning process. A task force appointed to review how we educate supervisors, has launched a certification pilot project with 12 candidates, 6 females and 6 males. 1 candidate is Japanese/American by descent, 3 are Latino, 2 are African, 1 is German, 5 are European /Americans. 2 candidates are Buddhist, 10 are Christians. 2 candidates from our region are among the 12 that were selected to participate.

Speaking of certification, the Board voted to remove a mandate passed some years ago that the Certification Commission meets with candidates three times in a given year. For the past five years, Certification meetings have occurred during the ACPE National Conference, the REM Conference, and the Spring Leadership Meeting. At recent meetings, e.g., the one in Atlanta, there were more people who could meet with candidates than there were candidates. For the future, the Certification Commission will assess and decide regarding two or three meetings.

The following supervisors from our region were granted Supervisor Emeritus status: Arnold Enslin, Ronald Mahnke, William J. (Jack) Kouth, Steven H. Pohlman, James L. Gibbons, Kenneth J. Siess, Eugene W. Leffingwell and P. Michael Carlson. The Supervisors Emeritus will receive certificates in Hawaii or if unable to come in Tampa next year.

William Russell will receive the Distinguished Service Award for 2005.

Randy Nelson in his Seminary Advisory Council report informed the Board that University of St. Mary of the Lake, Mundelein Seminary in our region was among three seminaries that recently withdrew their ACPE membership.

Work is underway to streamline the process for reporting ACPE student units nationally and regionally. The plan is to bring this together and put it on line. The immediate plan is to do a test/pilot with one region in August and then put it on line for everybody next January.

The following changes to the North Central Region Governance Manual were presented to the Region at the 2005 Annual Meeting. They could not be acted upon because proper prior notification had not been provided the membership. The following serves as official notice that these revisions will be voted on at the next Regional Business Meeting which will take place at 4:30 p.m., Wednesday, October 26th, 2005 at the Marriott Waikiki Beach Resort in Honolulu, HI!!

Proposed Governance Manual Changes

Current:

Section 5.3. Election of Administrative Board Members. Members of the Administrative Board shall be nominated by the Nominating Committee for the Region and elected at the Annual Business Meeting to take office the following January 1. Approximately 1/3 of the Administrative Board will be elected each year according to the following schedule: Chair, Chair Elect, and one member at large; Secretary and one member at large; Treasurer and one member at large.

Proposed Revision: (schedule changed to reflect current practice)

Section 5.3. Election of Administrative Board Members. Members of the Administrative Board shall be nominated by the Nominating Committee for the Region and elected at the Annual Business Meeting to take office the following January 1. Approximately 1/3 of the Administrative Board will be elected each year according to the following schedule: Chair, Chair Elect, and one member at large; Treasurer and one member at large; Secretary and one member at large.

Current:

Section 5.4. Terms of Office. The Chair and Chair Elect shall be elected for one three (3) year term. The Secretary and at-large members may serve two three (3) year terms and may succeed themselves one time after serving a full or partial term.

Proposed Revision: (allows for two full terms after completion of a partial term; adds Treasurer)

Section 5.4. Terms of Office. The Chair and Chair elect shall be elected for one three (3) year term. The Secretary, Treasurer, and at large members serve three-year terms and may succeed themselves one time after serving a full term. In the event someone completes a term of office for another member, they are still eligible to complete two full terms of office.

Current:

Section 7.4. Election and Term. With the exception of the Annual Conference Advisory Committee, the members and chairpersons of all standing committees shall be elected at the Annual Business Meeting for a term of three (3) years and shall take office on January 1 of the following year. Committee members and chairpersons may serve three (3) year terms and may succeed themselves one time after serving a full or partial term, with the exception of Accreditation committee members who may succeed themselves two (2) times when the first term of service was a partial term. Committee members shall be elected on a staggered basis so that approximately one-third of each committee shall be elected each year. No person shall hold more than two (2) elected offices at any given time.

Proposed Revision: (allows for two full terms after completion of a partial term for all committees)

Section 7.4. Election and Terms of Office. With the exception of the Annual Conference Advisory Committee, the members and chairpersons of all standing committees shall be elected at the Annual Business Meeting for a term of three (3) years and shall take office on January 1 of the following year. Committee members and chairpersons serve three (3) year terms and may succeed themselves one time after serving a full term. In the event someone completes a term of office for another member, they are still eligible to complete two full terms of office. Committee members shall be elected on a staggered basis so that approximately one-third of each committee shall be elected each year. No person shall hold more than two (2) elected offices at any given time.

News & Notes of the Region...

The work phone number for **Larry Brandon (Christian Homes, Lincoln, IL)** listed in our last newsletter was incorrect. The correct number is 217-732-5168. Fax is 217-732-8686 and email is lbrandon.co@christianhomes.org.



Alice

Alice McLaughlin retired from **Carle Foundation Hospitals & Clinics**, Urbana, IL on March 18th.. She plans to remain in the Urbana area.

Chuck Weinrich retired from **The Village at Manor Park**, Milwaukee, WI, on May 20th. He and Carol have purchased a home in Florida. Their address is 1870 Big Crane Loop, Port Orange, FL 32128. Their temporary email is cweinrich@wi.rr.co. Chuck writes “ All y'all come and see us, ya hear? Meanwhile, God bless each of you...and us too! “



Chuck

Ecumenical Institute (EI) founder **Gene Sitzmann** was honored at a special retirement dinner on May 1 in Cherokee, IA.. Sitzmann founded the Ecumenical Institute in 1993 and has been active in providing Clinical Pastoral Education (CPE) at the Cherokee Mental Health Institute since its inception there in the late 1960's. More than one hundred and seventy people, including 45 alumni, attended the event. Also honored was **Bob Alexander**, founder of the original CPE program at the Mental Health Institute. Supporters of the Ecumenical Institute presented Rev. Sitzmann with a symbolic check for \$92,355, the amount of cash and pledges raised for a special scholarship fund in his honor.



Gene

It was announced by **JoAnn O'Reilly**, Acting Chair, - Religion, Health and Human Values, that **Mark Tabbut** has been named Director of the Clinical Pastoral Education Program at **Rush University Medical Center in Chicago**.

The **Pitts Theology Library** (Candler School of Theology, Emory University) which houses the archives of ACPE and our Region is pleased to announce the appointment of **Aimee L. Morgan** to the position of Curator of Archives and Manuscripts. She can be reached by phone at 404-727-1222 & by email at almorga@emory.edu.

Continued support and prayers are requested for the following NCR members who have lost loved ones or experienced health issues since our last newsletter:

- **Dan Duggan** on the accidental death of his younger brother, Jim on February 17th. Dan is at Gundersen Lutheran in La Crosse, WI.
- **Nan Aalborg** on the death of her father, **Dr. Ray Hirleman**, on April 8th. Nan is a Supervisory Candidate at the University of Iowa Hospitals & Clinics and is Chair of the NCR Annual Meeting Planning Committee.
- **Thanda Ngcobo**, Supervisor at Altru Hospital, Grand Forks, ND was a passenger in a taxi on her way to work on June 1 when it was involved in a serious accident. She suffered a slight fracture at C1 in her neck, but fortunately there was no paralysis or need for surgery or a halo. Fitted with a collar, she expects to be able to teach her summer unit.

Our congratulations to **Christian Homes, Inc** (Lincoln, IL; **Larry Brandon**, Supervisor) and **University of Illinois Medical Center** (Chicago, IL; **Margaret Neal**, Supervisor) who have been granted provisional approval to begin conducting units of CPE consequent to successful site visits. Both Centers will be reviewed for recommendation at the regional level in September and presented for action at the ACPE Accreditation Commission meeting in October.

The **ACTS Urban CPE Program** in Chicago, IL has been reconstituted as the **Urban CPE Consortium, Inc.**; c/o Community Renewal Society, 332 S. Michigan Ave., Suite 500; Chicago, IL 600604-4306. Ph: 312-673-3833; Fax: 312-427-6130.



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