

ACPE NEWS

of the North Central Region

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Gary Sartain, Regional Director

Volume XXXVII, Number Three

November, 2004

Important Information for Centers & Supervisors...

Annual Regional Accreditation Fee — The North Central Region Board acted at its March, 2004 meeting to establish an annual accreditation fee that will replace the fee for five year and ten year reviews. That annual fee is set at **\$55.00** for 2005 and will be invoiced along with the annual center surcharge in March or April. This parallels action taken by ACPE at the 2003 annual meeting, and is designed to remove the “spikes” to assist Centers in their annual budgeting.

Student-Unit Fees — The North Central Region Board acted at its October, 2004 meeting to establish a new policy regarding payment of student-unit fees: **Payment is now due within 45 days of the completion of a unit. It should be accompanied by a copy of the unit report form submitted to ACPE.** Income vouchers are no longer required. **Payments made after 45 days will be charged a penalty of 10% of the total due. Payments overdue by 90 days will have 20% added to the original total due.**

Peer Review — All CPE Supervisors and Active Retired CPE Supervisors are required to comply with the NCR policy on peer review in order to maintain their certification. **To be in compliance you must have either completed a peer review or successfully met a committee for CPE Supervisor in the last four calendar years (2001 through 2004). It is the responsibility of each individual to make sure that documentation of compliance is provided to the person designated to monitor compliance, the Regional Chair-elect, currently Kate Sullivan.**

Just over 50 individuals were recently advised that such documentation was not in Kate’s possession regarding them. A good number were in compliance and simply needed to forward documentation. A number of others already had peer reviews scheduled, and a number of others have declared their intent to act expediently to arrange for and complete one. Those who might be inclined to procrastinate are forewarned that Region policy dictates that names of people who have not demonstrated compliance by December 31 be submitted to the Certification Committee for their review and action. You are encouraged to go to the North Central Region website and follow the guidelines for peer review published there. The supervisors who have engaged in this new Peer Review format have reported finding it most helpful.

If you have any questions, contact Kate at kate.sullivan@vmp.org or (414) 607-4123.

Bulletin Board on NCR Website — The North Central Region has installed a bulletin board on its website for members use. There is a general forum area where members may post topics and/or reply to topics previously posted. There are also private forums for each of the NCR Committees. Page two of this newsletter provides start-up information for persons interested in using this tool.

You are invited to give the North Central Region Website Bulletin Board a try...

Access the website from the hyperlink on the main page of our website (www.ncracpe.org) or directly by typing the following into your internet browser address line:

www.ncracpe.org/forum

When the bulletin board comes up, click on "Memberlist" from the group of items just below the NCR Bulletin Board header and check to see if your name is listed. The names of members of NCR Committees have already been entered.

If your name is already listed, follow the instructions in section 1 below. If your name is not, follow the instructions in section 2.

1. Listed name: Click "Login" from the same group of options where you found "Memberlist" and type in your name exactly as it is found on the Memberlist. For your password, type "admin" (small letters - omit quotes). Press enter. Next click "Profile" from that same group of items, and change the password from "admin" to one of your own choosing. Scroll to the bottom of the page and click "Submit"

You are encouraged to click on the "FAQ" hyperlink, which explains the board and its functioning.

When you are logged on, you will see at least two areas: "General Area" and "NCR Committees"

If you click on your committee under the "NCR Committees" header, you will be allowed access to your Committee forum. You can post topics or reply to posted topics, etc. Only your fellow committee members can see this forum and post or reply on it. Any registered person can post and reply in the general forum area.

2. Name not yet listed: Persons who are not on NCR committees for which forums have been created are not yet registered. You need to register yourself by clicking on "Register" and scrolling to the bottom of the page that comes up and accepting the user agreement. Then, on the next page, you type in your name, email address, and password. After that the only additional action you need to take is to scroll down to the "Preferences" section of the profile section you are in and change the "Always show email address" toggle from no to yes, then scroll to the bottom and click "Submit". From that point, only you can log into your account. Even the bulletin board administrator (Regional Director) will not have access. This makes it possible for people to post to you privately on the board with full assurance of confidentiality. If you forget your password, there are instructions for requesting a reset.

After you have completed your registration, you can log on to the forum. Once you have done so, you will initially see only the general forum area. at this juncture. If you should have access to one of the hidden forums, the administrator will set that up. Then, when you log on, you will see that forum as well as the general forum.

You are encouraged to click on the "FAQ" hyperlink, which explains the board and its functioning.

The public forum area currently has information from the Strategic Planning Committee and the ACTS Urban CPE Practices Conference. Current user groups and hidden forums on the bulletin board include the NCR Board, the NCR Committees, and the Twin Cities Supervisory Academy. Other groups (sub-regional groups), area SIT groups, etc. may wish to have forums and user groups created for them. Just email ncracpe@frontiernet.net with your request.

There is lots of potential for extensive use of this forum. For example, down the road it might be possible to have each Center listed, with each responsible to update any information it wants to share, i.e. unit schedules, openings, costs, etc.

Any creative ideas are welcome!!!

Regional Strategic Planning Continues through all-committee workshop at October 10-11, 2004 NCR Board/Committee Convocation and through on-going dialogue on NCR Bulletin Board...



The Strategic Planning Committee has reviewed the offerings of the NCR community shared at the concluding session of our annual meeting last spring and produced the following summary:

I. What are the North Central Region's internal strengths?

- Community** -- teamwork, urban/rural, retired and clinical members
- Leadership** -- visionary, creativity, numbers, out-of-the-box thinkers
- Diversity** -- ethnic, gender, faith, program
- Integrated** -- hospital, Academy, technology

II. What are our internal weaknesses?

- Aging** -- supervisors, matured organization, losing students? Failure to attract new students
- Volunteers** -- leadership of volunteers
- Racial/Ethnic Minority** -- limited
- Funding** -- heavily healthcare based
- Communication to key customers** -- professionals, judicatories, colleagues

III. What are our external opportunities?

- Dialogs and partnering** -- interdisciplinary collaboration with seminaries, other process educators
- Funds** -- raising money
- Underserved Populations** -- marginalized, lay people, clinical members, and supervisors in training
- Research and technology**

IV. What are our external threats?

- Government** -- DEA Standards, Medicare funding
- Narrow Vision** -- hospital focus, religious base, upstaged by "spirituality".
- Complex Standards** -- certification and accreditation, loss of creativity
- Managerial Skills** -- lacking
- Promotion** -- failure to stay in touch with alumni, failure to sell product

The Committee instituted the next phase of the process at recent Board / Committee Convocation, where participants were asked to consider four standard qualities / methods / practices they associate with CPE, and to consider what practices we might adopt to integrate our training with theological education. These questions will be posted on the NCR bulletin board for input from the larger body before results are formulated.

The Planning Committee then asked the group to “think SPAM” (Strategic Planning Action Map) by first reminding the group of the reasons it is important for us to form a strategy:

- Strategy is a process that determines the direction needed to fulfill the mission.
- Strategy keeps you focused on making decisions
- Strategy avoids reactivity
- Strategy saves time by eliciting agreement on direction



**Our “Spammers”...
Roger Ring & Peter Holland**

The steps in developing a strategy were identified as:

- Defining your mission
- Defining your vision
- Developing objectives
- Identifying actions required to meet the objectives

The next step in the process for the NCR is to develop a mission statement, defined as “a statement of overall purpose that defines the scope of our activities and our central purpose. It was pointed out that a mission statement should be relevant for an extended period of time, not change from year to year. This should be **followed by a vision statement**, that reflects a future for the organization that is inspiring and empowering, that represents a shared expression of a future that helps create unity, that is written in the present tense, and that is an easy reference point from which to develop strategic priorities and plans.

It was pointed out that a mission statement should precisely answer three key questions:

- **(Purpose)** What needs do we meet? Why do we exist? What services do we provide?
- **(Ministry)** What are we doing to meet needs? How do we deliver our services?
- **(Values)** What values and beliefs do we and the people we serve share?

The mission statements of ACPE and two of our fellow Regions were shared and discussion was invited about how well they met or didn't meet the above criteria.

You are invited to use to NCR website bulletin board to offer your ideas on each of the following:

- What are four standards, qualities, methods, or practices that you associate as being core to CPE?
- What practices might we adopt to better integrate our training with theological education?
- The North Central Region exists to _____ (purpose).
- It does so by _____ (ministry)
- in the belief that _____ (values).

ACPE Mission Statement: ACPE Is a Professional Association Committed to Advancing Experience-based Theological Education for Seminarians, Clergy and Lay Persons of Diverse Cultures, Ethnic Groups and Faith Traditions. We Establish Standards, Certify Supervisors and Accredite Programs and Centers in Varied Settings. ACPE Programs Promote the Integration of Personal History, Faith Tradition and Behavioral Sciences in the Practice of Spiritual Care.

Collaborative Conference Reflects on Faith Practice Focus in Urban CPE

Submitted by Ellen Swinford,

CPE Coordinator at Northwest Community Healthcare, Arlington Heights, IL

On Friday, October 22, ACTS Urban CPE Supervisor Barbara Sheehan and members of the ACTS Urban CPE Educational Committee hosted a collaborative conference attended by CPE Supervisors, seminary educators, former CPE students and site placement administrators/ministers. The conference was organized to share with educational colleagues the experience of using the text Practicing Our Faith, edited by Dorothy Bass, as a tool for assisting CPE students in the development of pastoral identity and practice.

Barbara and her partners designed and led the conference as an experience of life lived within the rhythms of faith practice. The conference was hosted in McCormick Theological Seminary space and simple meals were offered for breakfast and lunch through the work of the cafeteria of Lutheran School of Theology in Chicago. Urias Beverly served as the facilitator of the practice of “singing our lives” between presentations and conversations.

The heart of the conference process involved the presentation of papers by former students and site supervisors of ACTS Urban CPE. Six students presented powerfully moving and thoughtful papers reflecting on how their ministry experience shaped their understanding and utilization of particular practices of faith, such as hospitality, testimony, discernment and jubilee. The papers demonstrated theory and practice development shaping identity and competence in ministry. Site supervisors also participated in bringing reflections upon practices of faith. Between papers, seminary educators, CPE supervisors, graduates of CPE programs and persons in urban ministry engaged in conversation together about what it might mean to intentionally focus and reflect on identified practices of faith in their specific ministry contexts.

The conversations around small tables and larger conversation among all participants was mutually thought provoking, contributing to an increased sense of commonality in our work. Gary Sartain, NCR Regional Director, was one of the participants, as was ACPE Executive Director Teresa Snorton. Both expressed interest in bringing the experience of the conference to a larger ACPE audience. The give and take between seminary-based pastoral educators and community-based pastoral educators culminated in a discussion of methods and opportunities to foster on-going collaboration.

Barbara Sheehan provided each participant with copies of handouts she had developed for her student groups. One handout provided students (and conference participants) with orienting material about the faith practices identified in the chosen text. Another offered reflective questions to facilitate engagement of faith practice concerns. A third outlined methods by which a CPE group would incorporate consideration of faith practices as part of its learning agenda.

I personally found the conference both refreshing and energizing. I found connections between the themes of the conference and my practice of supervision that were confirming. I was also able to identify opportunities for growth in my practice of supervision and in the development of CPE curriculum. I left the conference rejoicing in the connections I had been able to enjoy with other educators and practitioners of ministry in a variety of settings, whose stories and perspectives have expanded my awareness of my call and responsibility as a pastoral care educator. Thank you, Barbara and the ACTS community, for your gifts!



The NCR has received permission to post the papers from the ACTS conference on our new website bulletin board. The postings will be found in the general area, where they will be openly accessible to all who register on the board. The article on the next page is the first of those presentations. We share it here to wet your appetite!!! It is followed by some additional material on practices.

Practices Paper: Hospitality

Jen Rude — ACTS Urban CPE Student, Summer 2004
Clinical Placement: The Night Ministry (a Chicago Street Ministry)

This is your block. You tell me your footprints were all over this block before you were even born. Perhaps your footprints are more plentiful than you thought they would be because you have no shelter. Perhaps your footprints are more scattered than you hoped they would be because you roam the streets at night, for it is dangerous to fall asleep out here. You, child of God, have no safe place to lay your head.

Our Tuesday and Friday ritual brings us together again. We meet each other on that corner unknowingly embodying the Greek word *xenos*, which can mean stranger, guest, and host. Who will I be tonight? Who will you be tonight? Is it possible that we will be the fullness of that word for each other as we share this sacred city sidewalk? Yes, yes this is the way it is to be.

I was a stranger and you welcomed me. You had no reason to trust this young, Caucasian, female, minister. I probably look like someone who has passed you by without dropping a quarter in your cup, without looking at you. But I continued to come to our Tuesday and Friday ritual time and slowly I became your guest. As your guest I was honored to hear your stories: stories of pain, stories of forgiveness, stories of despair, stories of hope, your story. I listened although often it hurt. . . a small taste of your deep pain. I listened although you often shocked me by your hope... the gift of hope endures and lives in places I never knew existed. And I continued to come to our Tuesday and Friday ritual time and slowly you allowed me to be your host. Against all rules of the street you were vulnerable and allowed me to hold you, if even for a short time. You let me get to know the person underneath your street name, that identity you have created to survive, that name that instills fear in others, although you are just as fearful of it yourself.

And we meet again over turkey sandwiches and Mountain Dew, on that same corner. Our footprints, now intertwined, cover this sidewalk as the steps of an intricate, seemingly chaotic dance move. And now we fluidly move in and out of our mutual *xenos*, although I will never call you stranger again.

But whether guest or host that evening, we part and I go home. I cannot invite you into my house (although I have fleeting thoughts of this). But I have made a home for you in my heart. With pain, I know this doesn't keep you warm in the winter. But as you have hosted me, let me host you. If you grant me this privilege, I promise to be a host that listens with respect, sees your holiness, invites your gifts, also acts as guest, and takes the risk of being changed by you. And I promise to be a host that witnesses, that advocates, that fights for dignity and justice for you. For you would do the same for me, if this was my block. But this is not my block. On this, your block, you have hosted me...as a guest and I have received your gifts. . . of faith, of hope, of endurance, of joy, of healing, of love.

My friend, I will never call you stranger again. For in you, I found God. Stranger, host and guest. A trinity dwelling in you and me.

The following poem is written for all the folks of The Night Ministry whose stories I have had the honor of hearing and whose lives I have had a privilege of sharing this summer as *xenos*: stranger, host and guest.

Drugs that numb the pain of another night on the streets
Gangs that curb the loneliness of having been on your own for too many years
Trading your body for food while hearing reports of growing obesity in the United States
Fighting to feel safe, a vicious violent cycle
Running from the cops who seem to have a particular eye for your skin color, age, gender
And... keep listening. . .
Continued strength to survive each day despite the odds
Hope to keep going, keep going, keep going
Living and not just surviving
Generosity in sharing... a half a sandwich, a short of a cigarette, a squat, a listening ear
Finding joy in laughter, dancing, chatting with a friend, a few peaceful moments on that block,
your home
And, with respect and humility, compelled by your story and your journey to accompany you,
my home too, if even for a short while
But know that my inner home will never be the same again
and that there you will always have a place to lay your head.

The book on which the ACTS curriculum is based is **Practicing Our Faith: A guide for Conversation, Learning, and Growth**, edited by Dorothy C. Bass and published by Jossey-Bass Publishers, San Francisco, CA, copyright 1997. The ISBN # is 0-7879-3883-1.

Practices of a particular faith tradition are defined in general terms as things people of that tradition do with one another over time to address fundamental human needs in the light of and in response to God's active presence for the life of the world. A specific practice is defined as a cluster of activities, ideas, and images, lived by people over time, which addresses a specific fundamental human need. Practices constitute a way of life. They have roots in one's lived faith tradition, its sacred texts, and its culture. They are a way a faith community organizes itself.

The practices identified by the book include "honoring the body", "hospitality", "household economics", "saying yes and saying no", "keeping Sabbath", "testimony", "discernment", "shaping communities", "forgiveness", "healing", "dying well" and "singing our lives". To learn more about the author, the various practices, and the project out of which this material arises, visit www.practicingourfaith.org.

The ACTS program invites students to attend to practices because it ultimately instills not just information about practices but a *way of thinking* that is related to a *way of living*. Students are asked to keep the above practices in mind as they move through the patterns of their CPE week, and to reflect on their experience. A series of questions have been formulated to assist them. Because others might find the useful to use in their own settings, we include them here:

- Where in your life are you already taking part in this practice? Where and how did you learn it?
- How do you actually engage in this practice in your organization, town, neighborhood, denomination, nation, family, congregation, or workplace? Be specific as you try to recognize the things people do together that make this practice real in these settings.
- Tell about a person who engages in this practice in an inspiring way. Be concrete. Describe what this person actually does when doing this practice with exceptional grace and skill.
- Why do human beings need for this practice to flourish in our own lives and in the world?
- What theological and biblical ideas can guide you and your community in this practice. Where is this practice broken in your life and in our world? Where do you yearn for it? What other people need for this practice to be strengthened?
- Give an example of a time when you saw this practice being violated or used in a distorted way.
- What structures impede the embodiment of this practice in our society?
- What rituals embody the meaning of this practice in your community?
- What are various forms this practice has taken in history and in different communities?
- How is this practice interwoven with the others in your life and in our communities?
- How does this practice resist the patterns of the larger culture?
- What could you do with other people in your organization, town, neighborhood, denomination, nation, family, congregation, or workplace to participate in this practice in more vital and authentic ways?

There were 30 participants at the conference including seminary representatives, CPE supervisors, urban practitioners and student presenters. Seminary folks at the conference included Rev. Dr. Kadi Billman, Dean, Lutheran School of Theology Chicago; Rev. Dr. Kazi Joshua, North Park Theological Seminary; Dr. Bob O'Gorman, Institute of Pastoral Studies, Loyola; Rev. Dr. Richard Perry, Lutheran School of Theology Chicago; Rev. Dr. Homer Ashby, McCormick; Rev. Mark Wendorff, McCormick; Dr. Santiago Piñón, Jr., University of Chicago Divinity School; and Dr. David Frenchek, President, SCUPE (Seminary Consortium for Urban Pastoral Education). CPE Supervisors present included Rev. Delois Brown Daniels, Rev. Lee Joesten, Rev. Gary Sartain, Sr. Barbara Sheephan and Rev. Ellen Swinford from the North Central Region; Rev. Teresa Snorton from ACPE, Decatur, GA; Rev. Virginia Lane from Saginaw, MI; and Rev. Urias Beverly from Detroit, MI.

Summer CPE Days Offered in Three Sub-regions...

The **Iowa Area Summer CPE Retreat** was held at Pilgrim Heights UCC Camp, Montour, IA, July 6-7. It included students and supervisors from Sioux City, Des Moines, Iowa City, Davenport, and Mason City. Presenting was Regional Director, Gary Sartain, who intermixed an introduction to Enneagram theory with a structure that offered opportunity for practical application and practice.

All participants used a provided assessment to begin to discern their Enneagram type. They were then grouped with others sharing the same number for discussion around what it's like to live out of that particular style. They discovered how simultaneously similar, yet unique they were relative to each other. Learning from small groups was shared in summary fashion with the group as a whole.

People were then asked to form into their regular CPE groups with their supervisors to discuss with each other their understandings and perceptions about their particular fit with a detailed descriptor of their identified type. They had gone through and highlighted things they saw in themselves and things they didn't see. They further identified whether they liked or disliked those things. In the group they learned how consistent their peers experience of them was with their own perceptions. Some previously unclaimed gifts and strengths were lifted up, as were some "shadow" or not-so-helpful items. Feedback from supervisors indicated that the exercise provided momentum for group process that carried forward in the quarter.

In keeping with long-standing tradition, each CPE group provided a skit for the evening session. There were fun "jabs" at IPR, on-call, the "perfect" pastoral visit, verbatims, etc. One group for Iowa Lutheran presented the "Top Ten CPE Psalms", ala David Letterman:

10. In the morning, O Lord, you hear my voice; in the morning I lay my requests before you and wait in expectation. (5:3)
9. Do not let them thin, "Aha, just what we wanted!" or say, "We have swallowed him up." (35:22)
8. Test me, O Lord, and try me, examine my heart and mind. (26:2)
7. How long must I wrestle with my thoughts and every day have sorrow in my heart? (13:2)
6. I am worn out from groaning; all night long I flood my bed with weeping and drench my couch with tears. (6:6)
5. I said, "I will watch my ways and keep my tongue from sin; I will put a muzzle on my mouth. (39:1)
4. All day long they twist my words (56:5)
3. I have done no wrong, yet they are ready to attack me. Arise to help me; look on my plight! (59:4)
2. My soul is in anguish. How long, O Lord, how long? (6:3)
1. My God, my God, why have you forsaken me? (22:1)

The Twin Cities Area Summer CPE Event was held at the Minneapolis Veterans Administration Medical Center on July 8th from 12:30 to 4:30 p.m. David Fredrickson, Professor of New Testament at Luther Seminary, St. Paul, presented on Ephesians 5:21-33 and Philippians 2:5-11. And Dr. Rose Busscher, PsyD, LP presented on the topic of Shame. Dr. Busscher defined shame; differentiated between shame and guilt; identified triggers for shame, origins of shame, and perpetrators of shame; and then identified "the 6 C's" required for the healing of shame. These are confession (facing issues and feelings), compassion (offer to self and to others), compliments (use affirmations and soothing words to self), connection (of present with past, i.e. how past bleeds into present), capture (of the origins of your shame), and cognitions (watching out for absolutizing, negativity, self-criticism, self-degradation, and self-blaming in your thought patterns). Dr. Busscher referenced two books by Sandra Wilson, "Release from Shame" and "Hurt People Hurt People". She also lifted up the website www.despair.com.

The **Milwaukee Area Summer CPE Day** was held July 23 at The Village at Manor Park, hosted by Chaplains Kate Sullivan and Chuck Weinrich. About 40 people gathered for a morning session with Karen Stobbe, an improvisational actress and daughter of parents with Alzheimer's disease, who has combined those two dimensions of her life in a presentation, titled, "Use of Improvisation in Ministry with People with Dementia." Over two hours of lively discussion and interactive exercises were enjoyed by supervisors and students. Participants found that many of the ideas Karen shared were applicable in other types of pastoral situations than just with people with Alzheimer's.

After a delightful lunch in Park Place, the restaurant located on the Village campus, the group adjourned to the Wagner Courtyard and Pavilion for casual conversation, structured only by an invitation to spend time with people not previously known. It was a beautiful afternoon weather-wise. Combined with the conversations with new acquaintances, it was an excellent complement to the stimulating morning session.



**North Central Region
contributes \$5000.00
to the
Council on Collaboration**

**Receives thank you from
organization's treasurer**

The North Central Region voted at its 2004 annual meeting to make a contribution to the Council on Collaboration, and included the amount under an allocated grant budget line on the 2005 budget it went on to approve.

It was determined, however, that the Council needed to receive the funds in the fourth quarter of the 2004 calendar year in order to be able to apply them toward a matching grant of \$150,000.00.

Given our current excellent financial position, the executive of the Board approved expenditure of the funds in mid-October as a "pre-paid 2005 expense".

**The
Council
on
Collaboration**



October 22, 2004

Rev. Gary W. Sartain
Regional Director, North Central Region
The Association for Clinical Pastoral Education, Inc.
PO Box 1832
Burnsville, MN 55337-1832

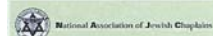


Dear Gary:

It is my privilege to accept and acknowledge the receipt of a \$5,000 contribution from the North Central Region of the Association for Clinical Pastoral Education in support of the work of the Council on Collaboration. This group of representatives from the six major pastoral care, education and counseling organizations in North America are seeking to develop and adopt common standards for the provision of clinical pastoral education and for the practice of professional chaplaincy and pastoral counseling. It is fitting that the North Central Region support this work and assist in our efforts to assure consistency in educational standards and competencies for the practice of professional pastoral care. Thank you for sharing the vision.

With gratitude,

Josephine N. Schrader
Josephine N. Schrader
Executive Director, APC
Treasurer, Council on Collaboration



Rev. Arthur Otto Bickel

July 4, 1927—October 19, 2004

We are saddened to report the death of another of our elders, Art Bickel, who died at his home from complications related to the Parkinson's Disease with which he had lived for many years.

Art spent the first ten years of his ministry as a parish pastor, before becoming a chaplain at Lutheran Medical Hospital in Wheatridge, CO in 1963. He moved to the Chicago area in 1967 and became Director of Clinical Pastoral Education at Lutheran General Hospital, Park Ridge, IL, where he served until his retirement in 1987.

Our condolences to his wife, "Sparky" (LaVerne), and to his family that includes four daughters (Debbie, Sue, Kathleen, and Jenny), several siblings, and six grandchildren.

Memorial gifts may be sent to St. Paul Lutheran church, Mt. Prospect, IL, to Parkinson Disease associations, or to one's preferred charity in Art's name.



Art Bickel

News & Notes of the Region

The Village at Manor Park recently purchased Friendship Village, a geriatric long-term facility on the far north side of Milwaukee. The facility's name will be changed to "Trinity Village", to unabashedly reflect their Christian heritage. The new facility has about 400 residents, mostly in independent living (including a "gated" community now called "Freedom Village") and assisted living, with a small skilled nursing area. This will mean that VMP will now have over 1000 residents and 5 staff chaplains as resources for their CPE students. Chuck Weinrich will be retiring as one of the CPE Supervisors in May. Any Full or Associate Supervisor interested in a position with VMP should contact Kate Sullivan. A Supervisory Candidate would also be given consideration.

The Presbyterian Association of Specialized Pastoral Ministries (PASPM) has instituted the **John Rea Thomas Award** and presented it for the first time to Louisville Presbyterian Theological Seminary Marriage and Family Therapy (MFT) "in recognition of the unique program of LPTS in preparing students for the practice of marriage and family therapy". The award is named for the Rev. John Rea Thomas, who was a founding member of the Presbyterian Health, Education and Welfare Association and "has had a lifetime of service through ministries in military and hospital chaplaincy, in parishes, as an instructor at Austin Seminary, in leadership roles of the PHEWA Board and PASPM Leadership Team and was president of the Association of Mental Health Clergy (AMHC) and the Association for Clinical Pastoral Education (ACPE). Throughout his career, he has fought for the recognition of ministers in specialized settings."

George Fitchett has combined with five Chicago area colleagues, including **Jim Gibbons**, in publishing a research paper entitled "Religious Struggle: Prevalence, Correlates and Mental Health Risks in Diabetic, Congestive Heart Failure, and Oncology Patients". The paper was published in the International Journal of Psychiatry in Medicine, Vol. 34(2) 179-196, 2004. Reprints are available from George upon request: (312) 563-4801 George.Fitchett@rush.edu. The portion of the study that focused on people with diabetes received support from the NCR's History and Research Committee several years ago, and this was acknowledged on the title page of the article.

Donald Mortenson has taken the place of **Nils Friberg** as seminary representative to ACPE at Bethel Seminary in St. Paul: Donald L. Mortenson, D. Min., Associate Professor of Pastoral Care, Bethel Seminary, 3949 Bethel Drive, St. Paul, MN 58112-6998. 651-635-2499; fax 651-638-6002; d-mortenson@bethel.edu. **Jim Tonneson's** new address is **Unity Hospital**, 550 Osborne Rd. NE, Fridley, MN 55432-2718. 763-236-4638; james.tonneson@allina.com. **Theresa Becker's** new email at **University of Chicago** is therese.becker@uchospitals.edu. **Thanda Ngcobo** is now at **Altru Hospital**, Department of Pastoral Services, 1200 S Columbia Rd PO Box 6002, Grand Forks, ND 58201-4036 Phone: (701) 780-5300; Fax: (701) 780-1631; email tngcobo@altru.org.

The NCR welcomes new Supervisors.....



Judy Roska
Allina CPE Center
Twin Cities



Mary Altenbaumer
Rush University Medical Center
Chicago



Larry Brandon
Christian Homes
Lincoln, IL

Judy is a new Associate Supervisor. Mary and Larry have transferred into our Region. Addresses for each are:

- The Rev Dr Judith S. Roska, Allina CPE Center Abbott Northwestern Hospital 800 E 28th St Minneapolis MN 55407-3723 Work Phone: (612) 863-4877 Fax: (612) 863-5785 e-mail: judith.roska@yallina.com
- The Rev. Mary L. Altenbaumer, Rush University Medical Center, Pastoral Care Dept 1653 W Congress Pkwy Dept of Religion & Health Chicago IL 60612-3839 Work Phone: (312) 942-5571 Fax: (312) 942-2987 e-mail: Mary_L_Altenbaumer@rush.edu
- The Rev. Larry L. Brandon D.Min., Christian Homes, Inc. Vice President Pastoral Care 200 N Postville Dr Lincoln IL 62656 Work Phone: (217) 712-5168 Fax: (217) 732-8686 e-mail: lbrandon.co@christianhomes.org

The **Chicago Area sub-region** has planned an education event on “Leadership Development, ‘People Mapping’” that will be led by Dr. Mark Masters, PH.D., a licensed psychologist and vice-president of Peoplemap Training from Jacksonville, FL.

The people mapping system is billed as a fun, interactive, fast paced program designed to assist persons to understand their leadership style and its inherent strengths and weaknesses and to develop critical skills for setting and achieving goals. People mapping creates a “map” which further assists persons to build more effective relationships, identify ways to resolve conflict, and build more effective and cohesive teams both in the workplace and the educational setting.

The NCR Board took the following action at its most recent meeting:

Voted to transfer \$15,000.00 from the checking account into our investment holdings, maintaining an average balance of approximately \$20,000.00, rather than \$35,000.00 based on our demonstrated income and expenditure patterns.

Voted to ask the Nominations Committee to present a slate of nominees for open positions on the national ACPE roster effective January 1, 2005 to be voted on at the NCR Business meeting at the upcoming ACPE Annual Meeting in Portland, MA, and to ask them to present nominees for the national slate for 2006 for vote at the Spring, 2005 NCR Annual Meeting.

Voted to change our practice regarding the start of regional terms of office to reflect the national ACPE time lines, which have turnovers taking place January 1 of the year following election. To accomplish this they voted to extend the present regional committee terms by six (6) months to December 31 of the year of term expiry, rather than June 30th. Thus, the Class of 2005 will serve until Dec. 31, 2005 and the Class of 2006 until Dec. 31, 2006, even though their respective terms were to have ended June 30th. Nominations Chair, Verlyn Hemmen, and the Regional Director were mandated to clarify terms and timetables and communicate that to the membership.

Set up a sub-committee to study our handling and use of temporarily restricted funds (currently the Bob Otto and Mary Wilkins funds) and requested that the Strategic Planning committee look at our practice of designation and use of continuing education funds through sub-regions.

Minnesota Continuing Education celebrates 25th Anniversary of the North Shore Event

It began as a summer unit follow-up event for Lutheran Supervisors called “The Thirteenth Week”

Over 40 Supervisors, spouses & friends gathered at the Anderson complex on the North Shore of Lake Superior for the 25th anniversary of this continuing education event that first took place Sept. 29-Oct. 2, 1979, with Lee Snook, professor at Luther Seminary presenting. That first year they roasted a pig and over 20 supervisors attended. Lots of changes have taken place since then, including the retirement of most of those first attendees. But the tradition of a pig roast lived on, as seasoned veteran roaster, Clyde Burmeister broke in a new recruit, Verlyn Hemmen. According to Clyde, the torch has been passed!

The educational topic this anniversary year was “CPE Then & Now”. Oz Anderson, Max Maguire & Gordy Grimm led the segment that looked at CPE prior to the merger of the various groups into ACPE. Oz shared his experience coming out of the Lutheran Advisory Council. Max talked about his learning under the Council for Clinical Training (as tempered by “Bag Sprang, Texas”), and Gordy shared on the Institute for Pastoral Care. (Though he, like Oz, was originally under the Lutheran group, he did receive training from Institute folk, and we needed to know how that tradition has shaped us in our Region as well.) The only group that was not represented was the Southern Baptist Association of Clinical Pastoral Education.



Verlyn, Oz, Dick, Clyde, Dan & the pig

Bill Miller and Tim Thorstenson presented on CPE as they experienced it in ACPE’s formative years (post 1967). There was lots of lively discussion about the gifts, emphasis, and weaker sides of all of the traditions, and how they have impacted our present paradigms. Oz shared a touching story of his early experience presenting a verbatim to some twelve “seasoned” chaplains in the Lutheran group who were jumping all over him with “creative suggestions” for improvement. He reported feeling isolated and attacked and unable to hear their critique until the leader, Fritz Norstad, jumped in and pointed out that Oz and the patient were not the only ones in the room that day—that they were accompanied by the Holy Spirit. Because of that, he was sure some quality pastoral care took place! Oz shared how that word of grace had opened him to be able to hear as constructive criticism that had felt destructive, and how that was a formative moment for him in terms of shaping his later supervisory style. Those who received training under Oz know his supervisory style was often marked by parallel growth-enabling interventions of grace for his students. All present resonated with the need to model this practice in our current work.

There was also a memorial service for Rock Stack; plus time for golf, hiking, and other forms of relaxation.

A Norwegian “Solar Upper” ritual was held at sunrise every morning to guarantee good weather. “Head rooster” **Mark Anderson** guided “wide-awake” participants in an aquavit toast..



Sola er oppe
Den klare dag
Hånen hilser
ved vingerslag
Op med merken
Hender på verken
Alle som en Skol!



The sun is up
It is a clear day
The rooster greets the morning with flapping wing
Up with the flag
Hands to the work
All is one Skol!



The 25th Anniversary Participants

Factors influencing changes in CPE methodology, from a post-modern vantage point

Tim Thorstenson

Presented at the North Shore Supervisor's Retreat 2004

Background:

- Liberal theologians of the 50s and 60s attempted to make sense of a world that had been deeply damaged by two world wars, the holocaust and the atomic bomb, putting emphasis on God's response to the human condition, on the problem of evil, and on the work of pastoral care. Theism was opened to scrutiny, the historical-critical method of approaching the scriptures took hold, and ecumenism began to be promoted.
- Traditional atonement theories (and the theology of glory of contemporary culture) with emphases on hierarchy, personal autonomy, individual transcendence and achievement, began to be challenged by new/old theological strands including:
 - a theology of the cross with emphases on suffering, God's engagement of the human condition and realized salvation;
 - liberation theologies that emphasized social justice and political action;
 - process theologies that elevated the divine mystery, mutuality and an unfolding salvation history, de-emphasizing literalism and dogma.
- The pastoral care movement, of which CPE was a part, (Seward Hiltner et al, drawing on Whitehead, Tillich, Perls and Rogers) placed its emphasis on *functionality*, and was conceptualized into a subset of activities intended to be pragmatic and definable, claiming legitimacy alongside of psychology.
- At the same time, western culture saw emerging an unflinching belief in the promise of science to help transcend the human condition, with a strong accent on human knowledge and insight. The "medical model" took shape, objectifying the human condition, relying on diagnosis and intervention, and on causality and outcome. The ethos of individual autonomy began to become institutionalized and prioritized over communal need, influencing clinical pastoral training.
- Religious expression gradually adapted to culture by "smoothing away the rough edges," birthing a new emphasis on spirituality without dogma, beginning a slow decline of ritual and tradition. "Historical-critical" approaches to scriptures shifted authority dynamics and generated broader pluralism.

On being a CPE student in the 70s and 80s:

- Diversity of identity in the profession, multiple theoretical approaches, no clear framework or methodology.
- Emphasis was on experiential learning, group process, self-knowledge, self-directed learning and practical skill-building.
- Curriculum was based in a psychotherapeutic model ("shadow" rather than shame) with eclectic methodologies. Emphasis on self-actualization rather than on personal faith or religious expression. Adaptive responses deconstructed seemingly without clear rationale or goal.
- Supervisors reflected different pastoral identity than portrayed at seminaries and in parish ministry, setting up a disconnect. CPE seen as an alternative to dominant models, rather than as an integral component of pastoral formation, and therefore suspect by some church leaders.

- Self-directed learning and student initiative was valued; but outcomes were undefined and mysterious, leading to confusion, anxiety, conflict and diversity in practice - and distrust at seminaries.

Factors influencing clinical pastoral education in the 90's and today:

- In Western culture, the decline of theism in the West contributes to the increase of the existential anxiety that it was meant to control. This may be a key factor in the mainstreaming of pharmacologic agents, the elevation of empiricism in the medical model, and deepening fanaticism in world religions. This has been amplified by *post-9/11* confusion and insecurity.
- The deconstruction of the person of Jesus contributes to the growing cultural/theological divide between mainstream Protestantism and Christian fundamentalism. This is being paralleled by a social/political divide, seen currently in the ideology of the neo-cons in Washington.
- The re-emergence of the divine feminine as essential god-imagery gives rise to holistic and nurturing spirit-based god images. This has also generated growing numbers of female ministers and church leaders in mainstream Protestantism, and given rise to an inclusive social and ecological vision. These are all factors that enrich the church and theological education, while also contributing to tensions in gender and power dynamics.
- There is a renewed emphasis in health care institutions on "spirituality" as a component of health, accompanied by emerging disciplines outside of Christian ministry. In addition, medicine is striving to co-opt spirituality as quantifiable and measurable.
- The value on traditional approaches to institutional chaplaincy slowly decreases, accompanied by a subtle demand for greater accountability (experienced as a pressure for self-justification), broader skill sets, and increased job responsibilities. Supervisors who become managers and directors also become at risk of compromising pastoral/prophetic identity.
- Theological schools see growing diversity in the pool of students, including greater numbers of second-career students, GLBT students, and students who have been spiritually wounded and lack sufficient integration to function professionally. Resistance to learning is complicated by the range of value given to CPE by various judicatories, and by lack of academic credit.
- Lack of universal framework for supervision and the wide variance in theories and methodologies for theological education continue to challenge ACPE. Standardized competencies and outcomes seem not to promote uniformity of supervisor training or practice.

My current conceptual and theoretical approach to CPE supervision:

- CPE exists today to aid in developing competent and effective professionals in ministry, whatever the setting. We provide an opportunity to develop and learn the art of pastoral care, not as a subset of ministry, but as the essential and defining core of ministry.
- Pastoral formation and development toward competence focuses on clarifying professional identity, strengthening personal authority, and resolving dependency struggles. The measure of such development is the integration of person and practice, of experience with thought, of affective dimensions of life with meaning frameworks, of beliefs and actions, and of theology and personal morality. Integration is the central concept in CPE today, and is the means by which students develop professional effectiveness. The curriculum of CPE supports the process of personal integration and pastoral formation.
- Supervisors are first of all pastors, working to effect self-awareness, transformation, liberation and empowerment in their students, informed by an astute understanding of the human condition and theological and spiritual acumen. If the goal of pastoral

care is to help the patient/parishioner in their journey of meaning-finding and developing hope and courage, so is it the task of supervision of the CPE student, always tending to the parallel process. Addressing integration issues and providing frameworks to promote "head and heart collaboration" serves that goal.

- CPE Supervisors are educators, providing a vision and framework for effective pastoral care to the students. Self-directed, student-initiated models of education do not fully fulfill that obligation. Providing curriculum (including theories, frameworks, stories, and illustrations) and passionate guidance for effective pastoral care does. We are becoming teachers as well as facilitators.
- In the same way, the defined competencies for training are far broader than learning to be a good listener and providing a "ministry of presence". Such outcomes are now seen as necessary means to greater ends. Implicit in the competencies is engagement, assessment, and transformative intervention into (or development of) the spiritual meaning-making frameworks of the patient.
- The above skills require personal integration and the ability to enter into intimacy with others. The group becomes the vehicle to develop or enhance that capacity. And that, in turn, depends on the supervisor's ability to do the same: to become vulnerable, self-disclosing, reflective and spiritually expressive.
- "Resistance" in students is to be validated and addressed with compassion and care. It is a natural and expected reflection of anxiety. The supervisory task is to respond to the anxiety by creating trust through self-disclosure and articulation of goals and process, naming the reality and raising consciousness. Beneath the anxiety may be painful life experiences that have generated shame, hurt and anger. Such experiences need to be normalized and brought into awareness, slowly but purposefully, to aid in their integration.
- Confrontation is a technique to raise consciousness about the student's incongruence and lack of integration and is a process of looking together in the mirror at what it reveals. As Rock Stack used to say, "when done well, it will feel like support" to the student.
- "Reflection upon experience" remains the heart of the curriculum. The supervisory task is not to critique the student's work, but to "join with" the student to identify barriers to effectiveness, generate the desire for greater depth and "soul" work, and empower increased effectiveness. The group process is intended to increase energy, clarity and desire for each member and the engagement of the supervisor is essential. Using Michael White's therapeutic posture of being "de-centered and influential", the supervisor becomes "invigorated" in the task of supervision, committed to "digging into the holy complexity (Joseph Sittler)." And using Douglas John Hall's concept of getting to the heart of the matter, we "follow God into the dark place...entering into sympathetic identification...sharing the burden of existence...discovering 'in company with them' what it might mean to have light for their darkness."



Accreditation News

Congratulations to **The Church Home at Montgomery Place**, Chicago, who were accredited for Level I and Level II CPE at the spring meeting of the Accreditation Commission.

Congratulations to **Bethesda Christian Counseling/Midwest Inc.**, Sioux Falls, SD; and **Methodist-Park Nicollet**, St. Louis Park, MN, who were simultaneously granted continued accredited membership.

We are excited that **University of Illinois Medical Center**, Chicago, has provided ACPE with a letter of intent to pursue accreditation, while **Christian Homes, Inc.**, Lincoln, IL, have submitted a request for accreditation review as a System Sponsored Center. (Though technically located in the South Central Region, Christian Homes has asked to affiliate with us because most of their sites are within our boundaries.) Similar moves toward accreditation are pending with three other sites around the Region.



At left: David Middleton is assisting **Larry Brandon** with the accreditation of Christian Homes. He will also supervise for them. **At right: The Christian Homes Professional Consultation Committee** after signing off on their request for accreditation review.



From NCR Accreditation Chair, Nancy Ruth Wigdahl....

The NCR Accreditation Committee processed the following requests during its meeting at the Wisconsin Dells on October 11:

Recommended continued accreditation for the following Five Year Reviews:

- Rockford Health System
- Cherokee Mental Health Institute
- Glenwood State School
- University of Iowa Hospitals and Clinics
- St. Camillus Campus
- Village at Manor Park
- Wausau Hospital

Recommended an extension to 2005 for Edward Hospital and Health Services.

These centers will be presented to the Accreditation Commission for final action at the Portland meeting.

The committee also discussed the zero tolerance relative to the 45-day completion rule for student evaluations. There is an automatic notation to the center during a review process and can also be grounds for a professional ethics charge for the supervisor who is out of compliance. Of course, there are occasionally legitimate extenuating circumstances that prevent meeting this deadline. In order to prove compliance to this 45-day completion rule, supervisors should provide in the evaluation the dates that the unit covers, the date the evaluation is completed and the dated signature from both the supervisor and the student.

Another area of zero tolerance is the reporting of the activity of the Professional Advisory Group. Annual reports should be signed by the chair of the advisory group. Centers are encouraged to document how the PAG is being used effectively in the CPE program. Activity other than meetings is considered effective use of the PAG, i.e., involvement in entrance and exit interviews, consultation with students, etc.

The committee discussed the plan that the 2005 Standards and Manuals will go into effect on January 1, 2005. Understandably, this is bound to raise the anxiety of supervisors who are preparing for review in 2005. However, the Accreditation Commission reasoned that the changes in the manual are not broad or substantive. The major changes are in the numbering of the standards, and, thank goodness, the organization of the manual. There is also the new standard relative to the cultural aspects of learning, which many centers and supervisors are already addressing in many ways. I also note the pre-conference workshop that is being offered at Portland on "Multicultural Competencies in CPE and ACPE." Another relevant workshop is: "Self and Context: A Constructive-Developmental Approach to Supervision from a Multicultural Perspective."

As always feel free to contact me with any concerns. I won't promise the answer you want, but I will work to find an answer with you! Email: nwigdahl@healtheast.org Phone: 651 232 2041

History & Research News

Book of Remembrance:

The History & Research Committee asks that all NCR Supervisors provide them with the following information to be kept on file and used to produce your page for the ACPE Book of Remembrance when your days on this earth are done. These should be submitted to **Harvey Berg**, 1009 E. Roberta Ave., Waukesha, WI 53186-6713. (Because of changes in the responsibilities of committee members, John Thomas should no longer be the recipient, though he was named as such in a past issue of this newsletter.)

Information requested of all NCR Supervisors:

1. basic biographical data: family, siblings, early life and education
2. college, seminary and post-divinity degrees, etc.
3. pastoral/chaplaincy ministry prior to CPE
4. CPE history prior to certification
5. dates of certifications
6. CPE supervisory history, institutions served
7. unique contributions as a supervisor
8. other professional and religious activities
9. hobbies, etc.
10. post-retirement activities
11. articles and books authored
12. recent photograph

Research Grants:

If you are interested in applying for a research grant (up to \$3000.00), please contact George Paterson, 530 Muscatine, Iowa City, IA 52240 e-mail: Georgelda@aol.com Application forms can be found on the History & Research Page of the NCR website.

Certification News

See “Dates to Remember” on the next page for meeting times for candidacy, consultation, or extension.



Marsha Collins with
Training Supervisor Barb Sheehan

Congratulations!!!

Congratulations to our newest Candidate Supervisor, **Marsha Collins**, who successfully met her committee at the recent Regional Convocation in the Wisconsin Dells. Congratulations also to **Terry Becker** and **Jerry Kaelin** (Rush University Hospitals) and **Nan Aalborg** (University of Iowa Hospitals) for successful appearances for extension of Candidacy. Best wishes to **Jay Hillestad** and **Emilie Wolf**, who are appearing for ACPE Supervisor at the ACPE National Conference in Portland, Maine; and to **Mark Tabbut**, who is appearing there for Associate.

From ACPE...

AN INVITATION TO PARTICIPATE IN “CERTIFICATION BY A CONSISTANT COMMUNITY”

The ACPE Board of Representatives has authorized a pilot certification process in order to test the results of maintaining the same certification review team (CRT) from the time that position papers are submitted until the time that Associate Supervisor is granted. This project is the result of a study initiated under Jim Gibbons’ leadership in 2001.

The purpose of this article is to provide general information to the entire membership about this exciting development. Candidates interested in applying to participate in this pilot should visit the ACPE website for detailed information and required application forms. Additional insight can be gained by reading “The ACPE Certification Review: An Alternative Model,” *Journal of Supervision and Training for Ministry* (24:2004), 7-18.

Overview of the pilot

When a student has been certified a Supervisory Candidate and is prepared to submit Position Papers, the Certification Commission Chair will appoint a CRT. The CRT will review Position Papers and function as the Candidate’s Certification Committee until Associate Supervisor is achieved. The timeline will be more strict and quicker than required by current standards. Although committee members may provide some consultation to the student and supervisor, they will avoid frequent contact that might confuse supervision and mentoring processes with the certification process.

A maximum of twelve candidates will be admitted between February 1, 2005 and February 1, 2006. **The application deadline for initial consideration is January 15, 2005.** Additional applications will be considered on a rolling basis until twelve have been admitted.

Why a certification pilot?

ACPE seeks to be a hospitable community that mirrors the contexts in which it trains persons for spiritual care and education. The diverse faces of the United States reflect changes that invite and challenge our ACPE community to continually seek ways to meet, honor, and respect an inclusive process that facilitates the development of persons in their respective communities. Using our action-reflection model, both Candidates and

Commission members have observed that some of the core values of our association are sometimes not experienced in the certification *process* to the desired depth.

This pilot project develops a certification process through which candidates, supervisors, and certifying committees can experience a certification experience centered on the principles of "knowing in community," which may contrast with our present "stranger certification" model.

How will the pilot be evaluated?

An evaluation process will assess a number of variables in order to determine the effectiveness and efficiency of the pilot. An evaluation team is working closely with the implementation team so the evaluation will be an integral part of the process. Utilizing a control group of supervisory candidates in the current process, we will examine such aspects as: (1) successful outcome, (2) time from submission of papers to certification as Associate, (3) candidates' experience of "hospitality" in the process, (4) number and nature of notations when certified as Associate, and other relevant variables.

Who is involved?

The Pilot Implementation Team: Carlos Bell (SW), Carl Buxo (EC), Deryck Durston (staff), Steven Ivy (co-chair) (EC), Miriam Needham (co-chair)(SE), Orlando Perez (SE), Bonita Taylor (E), Sandee Yarlott (P).

The Evaluation Team: Sharon Engebretson (MA), Tim Thorstenson (NC), Jim Travis (chair)(MA), Sandee Yarlott (P)

Board Contact: Peter Keese (SE)

For additional information contact Steven Ivy (sivy@clarian.org, 317-962-3591), Miriam Needham (mneedham@taccatstlukes.com, 404-876-6266), or others listed above.

Dates to Remember...

November 10-13, 2004	ACPE Annual Conference Portland, Maine (Commissions meet November 6-10)
January 14, 2005	NCR Certification—Minneapolis (declare by December 1; materials due December 15)
January 28, 2005	NCR Certification-Chicago (declare by December 1; materials due December 15)
February 3-5, 2005	REM XVIII - Miami, FL
May 1 -3, 2005	NCR Annual Meeting - Chula Vista Resort, Wisconsin Dells NCR Certification (declare by March 16; materials due April 4)
September 25-26, 2005	NCR Board/Committee Convocation—Chula Vista Resort, Wisconsin Dells
October 26-29, 2005	ACPE Annual Conference Honolulu, Hawaii

This newsletter has been produced in full page format, rather than our traditional column format, to make it easier to read in its electronic form as published on our regional website (where you can find all of the pictures in color). We hope you find this helpful on the web and acceptable in hard print.

Feedback is welcomed: ncracpe@frontiernet.net.



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