

ACPE NEWS

of the North Central Region

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Gary Sartain, Regional Director

A couple reflections on a wonderful experience...

by Tim Thorstenson, outgoing NCR Chair



When I agreed to fill in for Beth Burbank as the chair-elect of the NCR Board nearly four years ago, I had little conception of what such a decision would mean for me. I really didn't know much about how the board functioned or how to lead it (and some would say that that is still the same today!). The learning curve was steep, with ample support and guidance from many, to whom I am ever grateful – Gary, Randy, Roger, & Kate most predominantly. I quickly realized what a privilege it was to be able to give voice to our regional work, and to be a part of a vital, thriving community. We do great work in the NCR. We are financially sound, passionate about our educational processes, committed to a dynamic future – and our members are uniformly at the top of the field of pastoral care. Little do our institutions realize the wealth of talent and professionalism in our association.

I also quickly became more tuned-in to the challenges facing us – the growing secularism and diversity in our workplaces, the changing nature of our students, the expanding religious pluralism, the social polarization. In my position as board chair, I heard often the laments of our folks caught in difficult institutional circumstances. And being a member of the Certification Commission, I realized anew the struggles to achieve high standards in training, the difficulty capturing concepts of integration, and the pain experienced by SITs seeking to synthesize the deluge of theories and methodologies in an organization that has traditionally valued autonomy over collaboration. Becoming a supervisor in this day and age is no simple thing. We haven't yet figured out how to maximize desired outcomes in training, we live with difficult competitive realities, and trust and mutual support are elusive quantities.

Our response was to hold a reflective conversation – among ourselves, and then among our membership. We soon recognized the value in developing a new core ideology, new mission and vision statements, new values, and a new strategy to get at promoting best practices in supervision. It is no coincidence that the national board followed right on our heels by initiating their own process to develop a new strategic plan. Across the country, people in leadership positions in ACPE were recognizing the challenges: the barriers to continued growth, the growing un-ease, and the clear desire for concerted reflection and action.

Now we have a marvelous working document – yet I know that the process is only half-complete. Roger Ring as the board liaison, together with Peter Holland and his new Strategic Planning committee, have led us through a rich and rewarding conversation. And as with most anything of spiritual value, the process itself was more valuable than the outcome. We have wonderful draft statements, but we also have deepened understanding and respect for each other's perspectives and needs and anxieties. And that said, only half the job is done, with the real work of implementation still remaining. I suspect the new statements will be altered as they are given further consideration, but I trust that they will still serve their real purpose – that of stimulating our goals and strategies for carrying this work forward and becoming a still more vital organization and a true partner to the students, the educational institutions, the academic centers, and the judicatories which we serve. I trust this work lays a new “floor” on our foundation, one that will generate feelings of high value and renewed focus for years to come.

In truth, I am delighted to turn over leadership of the board to Kate and entrust this work to those who have led the process thus far. And - I realize I won't be able to let go very easily; I have a certain passionate investment in where we go with our planning that, no doubt, will prevent me from being very silent!! **Our gathering in Hawaii will conclude my office, but it certainly won't end my commitment to the NCR and ACPE! Mostly, I just want to say thanks – it is a privilege working with each and every one of you, and I am deeply gratified by our work together and by the care expressed in our community. Thanks for opportunity! And let's keep talking!**

Committee Reports from the NCR Board/Committee Convocation
Chula Vista Theme Resort, Wisconsin Dells, WI—September 25 &26, 2005

The NCR Strategic Planning Committee Report
October, 2005

**"The purpose of strategic planning is to set the direction of the organization
and to improve its prospects for long term survival and prosperity."**

The Strategic Planning Committee has been working for over two years to accomplish the task of developing a plan to help our North Central Region work with greater efficiency, cohesive values, and a common mission and vision. The board of the North Central Region voted at the Annual Conference at Lake Geneva, Wisconsin, in November of 2003, to move forward with the work of developing a strategic plan. This would help the region, the board, all the committees and members, stay focused in a unified direction. Having a strategy helps everyone stay on task, avoid reactivity, work collaboratively in the same direction, with a sense of shared values. The foundational work in developing the strategy includes defining our region's mission, vision, and values, as well as develop broad objectives to channel our future work. Over the last two years, through committee meetings, board meetings, and two annual NCR meeting in Chula Vista, plus two annual convocations in the fall at Chula Vista, the Strategic Planning Committee has developed a working document that reflects the will and the input of the membership of the North Central Region. We have dealt with the mission, vision and value questions to help us solidify our diverse individual thoughts and our collective beliefs. We have received rich responses from you in helping address the following difficult, yet necessary issues/questions:

Mission:

- What is our purpose, why do we exist?
- What needs do we fulfill, how do we deliver our services?

Vision:

- What is an ideal future that is inspiring and empowering?
- Our best hopes and brightest dreams

Values:

- The fundamental beliefs that influence individual and organizational decision-making and behavior.
- The indisputable values and beliefs shared by both NCR members and consumers.

Mission Objectives:

- Broad aims that define the accomplishment of the mission.

The answers to these questions have resulted in a working document that helps us define who we are, our destination for the future, our shared values, and the development of objectives to carry out our mission. Following is the working document which summarizes your input and your thoughts to the Strategic Planning Committee as of the fall of 2005, which was approved by the NCR Board at the fall convocation in Chula Vista, September 25, 2005. At the regional meeting, to be held at our annual conference in Hawaii, we will be presenting this working document to seek your on-going endorsement of moving a strategic plan forward for our North Central Region.

"WE PLAN - TO MAKE A DIFFERENCE"

WORKING DOCUMENT

The North Central Region – ACPE

Mission Statement

We prepare students to become compassionate professionals and leaders in ministry through experience-based process education.

Mission Objectives

- We will empower our students to serve and lead in professional ministry, advocate for peace and justice, and bring life and healing to our wounded world.
- We will empower our centers and supervisors to engender transformative theological education and embody prophetic leadership and integrated spiritual care.
- We will partner with our institutions, seminaries and faith communities in carrying out our mission.

Vision

Our students will become ministers who lead with integrity, empower authentically, and teach transformationally.

Core Values

Transformative Learning

Care of the Soul

Personal and Professional Integration

Ethical Practice

History & Research Committee Report....

The History and Research Committee met at the fall NCR Convocation at Chula Vista on September 26, and recommended that Mary Wilkins' name be re-submitted for the ACPE Distinguished Service Award for 2006. This was approved by the Board, and members are urged to write letters of support as Mary's name is forwarded to the national office.

Gene Leffingwell was the nominee for the NCR Distinguished Award for 2006, "for his faithful, quiet, and competent service to the Region." Also approved by the Board, this award will be presented at the annual conference of the Region next May.

The committee heard reports from Dixie Portratz Lehman and Barbara Sheehan on their research projects which were supported in part by NCR funding. Research applications for 2006 are due by December 1, and may be obtained from and returned to George Paterson, 1530 Muscatine, Iowa City, IA, 52240. The Committee also requested funds to support the updating and revision of the NCR History. The current published version covers the only period from 1967—1987.

Both active and retired members are urged to submit their biographical data for the Book of Remembrance to Harvey Berg, at 1009 East Roberta Ave, Waukesha, WI, 53186-6713. Forms are available from Harvey, and also from George Paterson.

Accreditation Committee Report...

At its September 26th meeting, the NCR Accreditation Committee made the following recommendations:

Edward Hospital and Health Services: recommend granting continued Accredited Membership to offer Programs of CPE, Level 1 & 2

Gunderson Lutheran CPE Center: recommend granting continued Accredited Membership to offer Programs of CPE, Level 1 & 2, and Supervisory CPE

University of Illinois Medical Center: recommend granting Candidacy status to offer Programs of CPE, Level 1 & 2

Christian Homes, Inc.: recommend granting System Center Candidacy status to offer Programs of CPE, Level 1 & 2

Fairview CPE Center: 5 Year Review-recommend continued accreditation to offer programs of CPE, Level 1 & 2, and Supervisory CPE

Meriter Health Services: 5 Year Review-recommend continued accreditation to offer programs of CPE, Level 1 & 2

City of Lakes Consortium CPE Center: 5 Year Review-recommend continued accreditation to offer programs of CPE, Level 1 & 2

Northwestern Memorial: 5 Year Review-in process

Mayo Clinic CPE: add satellite at Immanuel St. Joseph's, Mankato MN

Certification Committee Report...

The NCR Certification Committee met at Chula Vista. We had a very good discussion about the format and content of presenter's reports, as well as other issues related to the process of preparing materials and meeting committees. The committee plans to experiment with a uniform format for presenter's reports.

Lori Kaufman of Gunderson Lutheran in La Crosse met a committee for Supervisory Candidacy. The committee granted her request.

Congratulations to Lori !



FAIRVIEW CPE CENTER INITIATES NEW SUPERVISORY EDUCATION MODEL

By Sheryl Lyndes Stowman

The Fairview CPE Center in Minneapolis has been looking at ways to improve our supervisory education program. If we are to keep pace with the need for supervisors in the present and future, we believe it is important to be providing more extensive training in our center and in our Region. In our Twin Cities area alone, it has been regularly taking up to two years to fill CPE Supervisory vacancies. With 6 supervisors on our team, we decided we had the resources to extend our supervisory training efforts, but wanted to consider different models as we sought to make changes. In consulting with Joan Hemenway, our center was impressed with several dimensions of the program she developed at Yale-New Haven. She graciously shared her curriculum with us, which she had received from Frances McWilliams, and had further refined and adapted to her setting. We also consulted informally with other centers in the North Central Region and initiated our new program last year.

Some of the key dimensions of our program are:

*Supervisory students are accepted as traditional residents with Fairview and as students already established in chaplaincy/parish settings in the community. Community based students commit to two days per week on average (more during summer intensive programs) to devote to the supervisory education program, and they need to receive support from their institutions for this commitment.

*We received a \$75,000.00 grant from the Thrivent Financial for Lutherans Foundation to provide 50% of the tuition costs we charge for the supervision required to conduct the program.

*All of our supervisory students form into one weekly learning peer group, which is supervised by our *training supervisor*. The resources of other supervisors are utilized regularly. We have emphasized learning group dynamics through participation in a supervisory peer group.

* Our units of supervisory education now include 100 hours of structured learning activities in either group or individual supervision for the supervisory student. This is beyond the time spent in actual hands-on supervision of Level 1 or 2 students. We offer two twenty-two week units per year. One afternoon per month we join the sub-regional supervisory group for consultation, presentations and didactics.

*We have been able to extend our efforts and develop more supervisors working in supervisory education by adopting a two-tier system of supervision. The *mentoring* supervisors are the supervisors who work with each student in a "hands-on" unit, whether through co-supervision or observation. The *training supervisor* works with the weekly peer group, does individual supervision, administrates the overall program, takes responsibility for the writing of evaluations, and works closely with the *mentoring supervisor* and student to keep the practice and reflection of supervision in consort. At times the *training supervisor* may also function as the *mentoring supervisor* for a particular student.

*We have developed a more rigorous and supportive curriculum, with emphasis on theory development and personal/theological integration. The expectations within CPE for higher levels of integration over the years between theory / practice and personhood /supervisory functioning led us to provide a more structured and mutual (not an independent study project) approach to supervisory education.

*We currently have three students committed to our supervisory program, and are looking at expanding our program to include up to five students. We have structured the program to be based on a three-year process—obviously being adjusted to each student’s needs. It is a more intensive approach, which fits our new standards regarding the length of time a student can take in the candidacy phase of training.

After conducting our new program for one year, it has been exciting to see how responsive our students have been to the peer group aspect, the increased didactic focus and the diversity of supervision in the process. Our staff has learned more about how to work with the mentoring and training functions, and how important retired supervisors are to the mix of available mentoring supervisors for the community based portion of the program. At the same time it is sobering to recognize how much we must all invest in addressing the outcomes of supervisory education, in the midst of busy schedules and other ministry demands. It is daunting to recognize we are doing this graduate level of training, often on a shoestring. Our regional and national certification processes still hover around a 50-50 outcome up through the Associate level, which often involves multiple committee appearances and a prolonged process.

Many centers may not feel capable of taking on all of the challenges of supervisory education. We have discovered that with this model we can partner with other institutions that want to mobilize their resources of time and talent to bring forth our next generation of supervisors and to expand centers in long-term care, prison, or parish, as well. This model, and others you may be using, are our attempts to seriously address new approaches in supervisory education. What are your organization’s responses to the challenges of supervisory education and what innovations are you considering?

I am interested in receiving further discussion, comments or questions. Please contact Rev. Sheryl Lyndes Stowman, Training Supervisor for the Fairview CPE Supervisory Education Program at 952-924-5732 or sstowmal@fairview.org.

Chicago sub-region plans November event

The Chicago sub-region will hold a continuing education event from 8:30 to 3:30 p.m. on Friday, November 11th, at the Advocate Good Samaritan Wellness Center which is next to Advocate Good Samaritan Hospital in Downers Grove, Illinois. A continental breakfast will be provided. Jim Pohling, a professor at Garrett-Evangelical Theological Seminary, will present his ideas and theological perspectives on the topic of physical and sexual abuse regarding persons in ministry:

“When survivors of sexual and physical abuse, whether female or male, respond to their call to ministry, especially the ministry of pastoral care, their issues of trauma often are reactivated. Mentors, teachers, and supervisors must be prepared to respond to the psychological and theological issues that arise in the process of transformation into professional ministry. We need to respond with care and resources for survivors’ continuing healing journeys, and help them claim the wisdom they have gained from their years of resilience and healing. In order to prepare for these tasks, we supervisors need to confront our own internalized cultural prejudices and counter-transference issues so we can be trustworthy companions for our students. Also, among our students may be abusers, men or women who have abused children or other adults. How do we begin thinking about their needs and call to ministry?”

Three volunteers are being sought who will submit short clinical vignettes or brief case studies involving “a student you were/are supervising where the student’s physical or sexual abuse history was operative in their ministry and/or your supervision of them”. One of these vignettes will be discussed in the context of the plenary. The others will be discussed in small groups, after which the collective wisdom and experience of all in attendance will be shared and applied to Jim Pohling’s contribution. Persons willing to share vignettes need to get them to Mark Tabbut by November 1.

Persons wishing to attend the event should RSVP to Mark by November 1 at Mark_Tabbut@rush.edu.

Iowa and Minnesota Sub-Regions combine recreation and learning at recent retreats

The Iowa Supervisors and their colleagues from Omaha, NB met at Pilgrim Heights Retreat Center in Montour, IA in late August, and the Minnesota Supervisors met at Hut Point on the north shore of Lake Superior in mid-September. Both groups mixed excellent didactic content with time for relaxation and renewal.



The Iowa group enjoyed singing and telling stories around a late evening campfire. They also had a very engaging discussion around “What makes CPE theological education?” Each person was asked to answer from their own perspective, as well as bring supportive vignettes from the units they had recently taught.



The Minnesota group opened their time together with a late afternoon barbeque on the shore of Lake Superior. There was also opportunity for golfing, biking, hiking, etc., along with a wonderful food both at the Anderson complex (Mark & Oz) and at the “cabin” of Tim & Gail Thorstenson west of Lutsen.



The group enjoyed the opportunity to dialogue in depth with Brooks Anderson, Mark & Oz’s cousin, who is a retired campus and parish pastor and who has been active in the peace movement and local politics for many years, culminating in his arrest and subsequent incarceration for crossing the line at the School of the Americas in Georgia. While in prison he wrote his life story in the form of a letter to his children and grandchildren which he entitled “Choose to be Hopeful”.

Brooks has a son who is gay, so he readily joined the conversation with Mary Albing who attended with her partner, Jane Lien. Mary shared her story of coming out as an ordained Lutheran clergy woman and also talked about the implications for her ministry as a result of the recent action of the Evangelical Lutheran Church in America vis-à-vis gay clergy at its national convention. The stories of each were the spring board for conversation around how we create curriculum to adequately address ACPE standards 309.4 (Level 1) and 312.2 (Level 2). Willy Poster came all the way from Germany for the event and, upon his return home, emailed us the picture of the beach activity.



Brooks, Jane & Mary

The Andersons have graciously invited the sub-region to return again next year and have reserved the dates of September 15-18, 2006 for the event.

News & Notes of the Region....

Our condolences to the following over recent losses:

- Our **colleagues in the Order of St. Camillus** at the death of clinical member, Fr. James F. Kovarik on 8/17/05. Fr. Kovarik worked at the Milwaukee, WI VA Hospital with Ed Lisowski.
- SIT **Bob Bowlin**, University of Iowa Hospitals & Clinics on the death of his mother.
- **Lyle Greiner**, Des Moines, IA, on the death of his father.
- **Dixie Potratz Lehman**, Fargo, ND, on the death of a brother-in-law and her husband's mother.
- **John Katonah**, Evanston, IL, on the death of his mother.

Our prayers for healing for Gene Leffingwell who is battling a recurrence of his cancer and prayers of rejoicing for Gene Sitzman, who had successful angioplasty after experiencing some pains preliminary to a heart attack.

There have been a number of position changes in the Region since our last newsletter:

- **Bill Tallevast** has gone from Aspirus in Wausau, WI to Aurora St. Luke's in Madison and has been replaced in Wausau by **Al Merwald**.
- **Thanda Ngcobo** has left Altru in Grand Forks, ND and **Emily Wolf** has left Genesis in Davenport, IA.
- **Jim Winjum** has come to Carle Foundation Hospitals in Urbana, IL.
- **Nancy Osborne** has accepted the position with Good Samaritan Society CPE Programs in Minneapolis, MN.
- **David Carlson** has retired from Fairview in Minneapolis, and **Mark Mallinger** has left Advocate Good Shepherd in Chicago, IL to replace him. (David's email contact is now davidflindstrom@aol.com)
- **Bill Carpenter** is doing CPE in Mason City, IA, under contract with University of Iowa Hospitals & Clinics.
- **Gary Sartain** is doing CPE at Immanuel-St. Joseph's in Mankato, MN as a satellite of Mayo Clinic CPE in Rochester.
- Christian Homes has CPE units ready to go in Joplin, Mo with **Dick Dayringer** and in Council Bluffs, IA with **Elaine Forrest**.
- **Beth Burbank** has returned to Chicago from the west coast. Her contact email is bburbank@quoinpublishing.com.
- Two new persons have joined the Chicago SIT group. They are **Mark Bradley** (mark@thenightministry.org), who is with the Urban CPE Consortium and **Del Shinabarger** (dshinabarger@hotmail.com), who is with Elmhurst and Rush.

Address and email changes:

- **Barb Sheehan** has a new email address: b-Sheehan@sbcglobal.net
- **Chuck and Carol Weinrich** are at 1870 Big Crane Loop, Port Orange, FL 32128 cweinrich@cfl.rr.com
- **Steve Corum** is at steven.corum@tyndall.af.mil until January 28, 2006

Congratulations to John Thomas who was published in the "Brief Communications" section of the Fall, 2005 volume of *The Journal of Pastoral Care & Counseling* and a big thank you to **Noel Brown**, who continues to edit "Pastoral Ab-

Regional Certification Deadlines...

Chicago—January 27, 2006 Minneapolis—January 30, 2005

Request for Candidacy with submission of Theology paper—declare by 11/18/05; materials to committee by 12/16/2005

All other requests —declare by 12/02/05; materials to committee by 12/30/2005

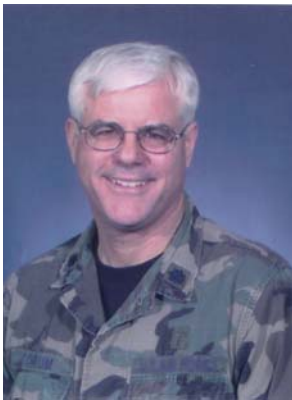
The Rev. James (Jim) Winjum, Director, Pastoral Care/ACPE Supervisor, Carle Foundation Hospital, Urbana, IL

Jim began at Carle on September 6. He most recently served with WellSpan Health at the York Hospital, York, PA and with the Milton S. Hershey Medical Center in Hershey, PA. He has been part of the Eastern Region of ACPE for the past 21 years. His most recent regional work has been with the Accreditation Committee. Jim is an ordained pastor of the Evangelical Lutheran Church in America. He holds a B.A. in Philosophy from the University of Minnesota, an M. Div. from Luther Theological Seminary in St. Paul, Minnesota. He also earned a M.S. in Education from the University of Kentucky while doing his residency in CPE.

Jim is married, and he and Joan have two adult sons. Jim's interests include aging and spirituality. He is a member of the American Society on Aging and their Forum on Aging, Religion, and Spirituality. A recreational interest is sailing.



Air Guard Deployment for Steve Corum:



Steve Corum, CPE Supervisor at Avera Health in Sioux Falls, SD, has been granted a military leave of absence and departed September 27th for Tyndall Air Force Base near Panama City, Florida, where he will be deployed for approximately four months in support of Operation Noble Eagle. He will return to his position at Avera on January 28, 2006.

Steve will serve as Chaplain to the First Air Force, which is one of four numbered air forces assigned to Air Combat Command. Currently holding the rank of Lieutenant Colonel, Steve has served as the Wing (senior) Chaplain for the South Dakota Air National Guard for the past 11 years. Previous to that he served as an Army Reserve Chaplain for 14 years, mostly in California and Texas. Steve's work will include providing pastoral care and counseling to the men and women working the mission of First Air Force. He will also make frequent staff assistance visits to subordinate units around the country in support of their chapel sections. Some of Steve's prior deployments include Guam, France, and Israel.

Bryn Carlson writes that Lutherans in residencies and supervisory training programs will be interested to learn that **The Inter-Lutheran Coordinating committee for Ministries in Chaplaincy, Pastoral Counseling and Clinical Education has begun offering \$6000.00 in scholarships per year** to be distributed to individuals seeking ecclesiastical endorsement and certification/credentialing in ministries of chaplaincy, pastoral counseling, and clinical education. Application deadlines are February 15 and August 15.

He also notes that "Caring Connections: An Inter-Lutheran Journal for Practitioners and Teachers of Pastoral Care and Counseling" is being published electronically to people who subscribe through www.lutheranservices.org. Once on the website, select "Networks", then "Affinity Networks", then "Chaplains' Network", then "Resources", then "Caring Connections" and register on that page.

Supervisory Bibliography

The Development Committee of the Pacific Region has commissioned the revision of the bibliography of resources for supervisory training first compiled about eight years ago. They are requesting that people fill out a questionnaire they have developed and mail or email it to Donna Herrick, ACPE Supervisor, Chaplain Services, Loma Linda University Medical Center, 11234 Anderson Street, P.O. Box 2000, Loma Linda, CA 92354. <mailto:dherrick@ahs.llumc.edu> The survey was sent to Supervisors in the Region by email some weeks ago and is available through a toggle on the main page of the NCR website in either Microsoft Word or PDF format.



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Dates to Remember:	
November 11, 2005	Illinois Sub-Region Continuing Education Event
January 27, 2006	Minnesota Sub-Region Continuing Education Event
February 2 - 4, 2006	2006 REM Conference New York, NY
May 10-14, 2006	ACPE Leadership Meetings Atlanta, GA
May 21-23, 2006	NCR Annual Meeting Chula Vista Resort, Wisconsin Dells
November 15-18, 2006	ACPE Annual Conference Grand Hyatt Tampa Bay, Tampa Bay, FL