

EAST CENTRAL REGION, ACPE**INDIANA, KENTUCKY, MICHIGAN, OHIO
& PITTSBURGH, PA.**www.ecr-acpe.org

October 2003

Frankly Speaking

Making Memories

Scrapbooking has become a very popular hobby. Especially with mothers and grandmothers of young children. Unlike the scrapbooks of my childhood, which were literally notebooks in which we saved "scraps" of this and that to serve as memorabilia of events and people we wanted to remember, today's scrapbookers are participants in a highly developed craft. An entire industry has grown up to provide practical, creative and attractive books, pages and accessories to help scrapbookers to produce professional looking records of the lives of their children, their pets, their vacations, collections or whatever they want to remember. It is a wonderful way of preserving in a convenient form, memories of good times and previous stages of the lives of our children. The hope is that when they grow up and inherit these books from their parents and grandparents, they will look through them and be reminded of their past and the good times and good people who have been a part of their lives.

I know about this phenomenon from the inside. Dinah, my wife, is not only a skilled scrapbooker herself, but she works for a store that sells scrapbooking supplies. It is amazing how big this hobby has become. The volume of books, pages, and stickers that move through her store is staggering. Perhaps the term, *stickers*, needs to be defined. Stickers are peel and stick adornments for scrapbook pages. They can be little balloons with text in them, like cartoon texts, that might say for example, "Grandma's Little Angel!" This could be affixed over a picture of a baby, to personalize or explain the significance of the photo. Others are frames, stars, arrows, or anything you can imagine. There are literally thousands of these. At my wife's store, they occasionally have sticker sales when these are half-priced. These sales bring young mothers into the sticker aisles in droves.

Many times, my wife has observed mothers, bringing their children into the store while they shop for stickers. The mothers get so absorbed in what they are doing, poring over rows and rows of sale-priced stickers, that they are oblivious to the children. Babies in strollers cry and scream, but the mothers continue to select stickers. Toddlers fidget and cry that they need to go to the bathroom, but the mothers simply say, "You should have thought of that before we left home!" and keep on selecting stickers that say things like, *You are the most important person in my life!* It is at moments like this that my wife and her colleague exchange a knowing look, and say to each other, "Making memories!" How ironic it is that these mothers are unaware that the memories they are making at that moment are not at all congruent with the image they are attempting to create in those scrapbooks—images of a happy, loving family. Wouldn't it be better if they were more attentive to the children in the moment? How can it be, that producing a book that portrays a wonderful childhood should be the cause of unhappiness in the child's life? What are the chances that the child who is treated in this way will value that book, or see it as a reflection of the life they remember in that home?

This is not the only place in our society where this sort of incongruity exists. As a minister I have performed hundreds of weddings over the years. All too frequently, I see weddings that are completely dominated by the photographer. It is not uncommon for the bridal party to spend an eight or ten hour day "getting married." In reality, the wedding ceremony is often about twenty minutes long, and the reception a few hours, but

To the Members of the Region: As you know, our Regional Director, Frank Ciampa has announced that after 12 years as Regional Director, he is retiring effective October 1, 2004. At its September 2003 meeting, the Administrative Council appointed a Personnel Committee to recruit our next Regional Director. As noted on the attached **Draft Timeline**, the second step in the process is to review the regional director job description.

The "Responsibilities of Regional Director" document was used during the last search. The responsibilities are listed in order of priority as affirmed by the region. 1). Intra-Regional; 2). Inter-Regional/National; 3). Marketing; and 4). Personal Qualities. It is the document that the current regional director's contract is based and the document that is used in the annual evaluation of the director.

The Personnel Committee decided to take a two-step process to review the RD Job Description/Contract [Section B – Draft Timeline].

1. **Regional Director Feedback:** The Chair of the Personnel Committee, Kathy Nininger, has asked Frank Ciampa to review the job description and to provide his comments related to the document. The Personnel Committee has also asked Frank for a description of the time commitment related his duties as RD. We would like to provide accurate information to the candidates so that they may have a better idea of the time commitment required to serve as RD.
2. **Members of the Region Feedback:** Please review the current job description. We would like to hear from you **NO LATER THAN NOVEMBER 11, 2003**. Are the top 4 categories relevant today? Suggest any changes/additions. Other comments.

The Personnel Committee will be submitting a Timeline and Regional Director Job Description to the Business meeting for review and action in February 2004. We would really appreciate your comments regarding the Responsibilities of Regional Director by **NOVEMBER 11, 2003**.

Please send your comments to my attention, by E-mail lykbyl@aol.com; or by regular mail 7672 Cottonwood Lane, Dexter, MI. 48130. I will combine all comments into one document and will forward to all members of the Personnel Committee as they move forward to create the draft Job Description and timeline.

RESPONSIBILITIES OF REGIONAL DIRECTOR

I. INTRA-REGIONAL

- A. Pastor-This is primary among the several functions for which the regional director is responsible. The director is available to all members and students of the region for pastoral consultation regarding personal and professional concerns. The director also represents the ECR membership at times of personal/family crisis.
- B. Administrative/Enabler-The director supervises the work of the regional office secretary and bookkeeper, including making sure that financial documents are prepared and published, as well as editing the monthly regional newsletter. The director serves as contact person for new CPE programs and new members in the region.
- C. Communicator-The director is responsible for providing leadership for the region by sharing information on a national scale and visionary ideas. The director is responsible for writing and providing a State of the Region Report.
- D. Consultant/Resource Person-The regional director serves as a consultant to individuals, centers, committees and chairpersons of the ECR.
- E. Mediator-The regional director responds to requests regarding the grievance mechanisms. Because of ACPE, national training, the director can be used by centers, individuals and outside agencies as facilitator/mediator.

II. INTER-REGIONAL/NATIONAL

- A. Liaison-The director functions as colleague with other regional directors.
- B. Communicator-The director is responsible for representing the ECR, its trends and concerns at national levels and communicates national level issues to the ECR membership.
- C. Representative-The director serves as representative to all inter-regional and national meetings of regional directors.
- D. Promoter-The director promotes interacting with other cognate pastoral groups in the area.

III. MARKETING

The director is a resource, enabling others to increase marketing skills, promoting new models of CPE and supporting present ones. Director also serves as a contact person for new CPE programs.

IV. PERSONAL QUALITIES

- A. Person Centered-Interest in, and ability to reach out, in a spirit of welcoming and hospitality to all members of the region.

supervision and recruitment of interns and residents at all levels; reestablishing the accreditation of the supervisor in training program; ensuring these services are responsive to the needs of employee, patients, families, the medical staff and community clergy. Ensures Clinical Pastoral Education Accreditation for the Hospital under the Standards of the Association for Clinical Pastoral Education. The qualified candidate should possess a Master's Degree of Theology from a recognized seminary, divinity school or school of theology or equivalent. Credentialed as a Clinical Pastoral Education Supervisor under the Standards of the Association for Clinical Pastoral Education. Must have ordination, ecclesiastical endorsement by a faith group. Experience in an acute hospital setting is preferred. If anyone you know would want to pursue a conversation with us they may contact Susan Ockovic, Human Resources Consultant at 484-884-4745 or susan.ockovic@lvh.com. Fax 484-884-4701. Relocation is offered with a competitive salary and benefits package.

Calendar of Events

- **November 12-15, 2003** – ACPE Annual Conference–Grand Geneva Resort and Spa, Lake Geneva, WI.
- **February 5-7, 2004** – REM – Chicago, IL.
- **February 20-21, 2004** – East Central Region, Annual Meeting – Hueston Woods, College Corner, OH.
- **April 21-25, 2004** – ACPE Leadership Meeting (Board Commissions, Committees) Fairmont Hotel, Dallas, TX.

Information for the November newsletter must be received by October 27, 2003. Send to: Regional Business Office, 7672 Cottonwood Lane, Dexter, MI. 48130 Telephone: 1/800-336-5099; or E-mail lykbyl@aol.com

Regional Associate Supervisors

Rhonda Gilligan Gillespie
Lonnie E. Long

Regional Supervisory Candidates

Ruth Alpers
Ed Bastien
Carrie Cullen
Donald Harris
James Mitchell
Jon Paulus
Joe Roberts
Pat Sheldon Ward
Tim Waits
Frank Woggon

Officers of the Region

Frank Ciampa, Director

Rhonda Gillespie, Accreditation
Lin Barnett, Vice Chair
Urias Beverly, Nominations
Billie Beverly, REM
_____, Board of Reps
Larry Brandon, Budget & Investment
Mary Burks-Price, Co-Chair Certification
Carl Buxo, Professional Ethics
Carol Green, Board of Reps
Earl Hoppert, Long Range Planning & Development
Robert Leas, History
BJ Myers-Bradley, Clinical Members
Kathy Nininger, Chair
Michael Saxton, Co-Chair Certification
Karl Van Ham, Standards
Celia Thurston, Research