

EAST CENTRAL REGION, ACPE

Indiana, Kentucky, Michigan, Ohio & Pittsburgh, PA.

August 2004

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Regional Director:
Frank Ciampa
(317) 962-8115
fciampa@clarian.org

Business Office:
H. Joan Lyke
(800) 336-5099
hjoanlyke@yahoo.com

Web Site:
www.ecr-acpe.org

Web Manager:
Fay Beanblossom
Fbeanblossom@clarian.org

An Open Letter to the Members and Colleagues of the East Central Region, ACPE:

The Search Committee met in Lima, Ohio on Saturday, July 24, 2004 to interview the two applicants for the position of Regional Director. Those serving on this committee were: Katherine Nininger (Chair), Lin Barnett (Vice Chair), Billie Beverly (Chair REM), David Koch (Secretary), Bob Uken (Chair Budget & Investment) and Frank Impicciche (Board of Reps). Carol Green was unable to attend. Joan Lyke (Secretary/Bookkeeper) also met with each of the applicants.

Both individuals were ably qualified with unique gifts, strengths and a willingness to serve the Region. We appreciate the significant personal and professional investment each of them made before and during the interview. After much thoughtful discussion, it is with pleasure that we recommend D. Calvert (Cal) Brand for the position of Regional Director of the East Central Region.

In accordance with our Governance Manual, ratification by the membership is required. We will be presenting our recommendation of a five-year contract (October 1, 2004-September 30, 2009) with Cal to serve as Regional Director for action at the general business meeting agenda on Saturday, September 25, 2004. If you have any questions in the meantime, please feel free to contact me and/or any member of the Search Committee.

We invite you to join us at the September Regional meeting in Lexington where we will be celebrating Frank Ciampa's retirement and honoring him for the 13 years of service and taking action regarding our next Regional Director.

*Katherine Nininger, Regional Chair
knininger@clarian.org
(317) 962-6952*

Note: The September program and registration information were mailed last month. If you did not receive a copy – or need another one – please contact Joan at hjoanlyke@yahoo.com

CALENDAR OF EVENTS

- **September 24-25, 2004 - ECR Fall Conference, Hilton Suites, Lexington, KY.**
- **October 25-31, 2004 Pastoral Care Week**
www.pastoralcareweek.org
- **November 10-13, 2004 - ACPE Annual Conference, Holiday Inn By the Bay, Portland, ME.**
- **February 2-3, 2005, REM Invitational Conference, Miami, FL**
- **February 18-19, 2005, ECR ACPE Conference Hueston Woods, College Corner, OH**

Newsletter Deadline:
Information for the September Newsletter must be received by August 30, 2004. Send to the Regional Business Office.

Job Opportunities:

The Cleveland Clinic Foundation has five positions for the 2005-2006 CPE residency program and six for the summer 2005 CPE program. Residency stipend is \$22,000-\$22,600. Apply by 2/28/05: The Rev. Patrick M. Persaud, Pastoral Care, H19, The Cleveland Clinic Foundation, 9500 Euclid Ave., Cleveland, OH. 44195. (216) 444-2518. FAX (216) 445-9678. Web Site: <http://www.clevelandclinic.org/pastoralcare>

They live in Fort Wayne, IN. Saneta is a Seminary student at Concordia Theological Seminary].

Steve Luchies, wrote: *"The insights I learned from Orin Newberry's session about family systems are very helpful in my ministry to patients and families at the Lutheran Hospital. It also caused me to think about how I relate to my family of origin and my family-in-law.*

I also enjoyed meeting CPE students and supervisors from around the region. It was refreshing to participate in the CPE student roundtable where we discussed our learning experiences at different centers. Overall, I learned a lot!" [Steve Luchies is a Summer CPE Student at the Lutheran Hospital of IN.]



Additional Evaluations:

1. *It was a joy to worship together with co-workers of many faiths. I also found the opportunity to interact with people at various stages of ministry experience and with many perspectives to be especially valuable.*
2. *The worship experience was meaningful. I found an opportunity to meet other students and supervisors. It was a good exposure to understanding what CPE is by interacting with other people in seminars and individually.*
3. *Summer CPE Day was an enriching experience that combined informative presentations and chaplaincy resources with lively interaction among participants. A different setting in which to raise questions and to get feedback/responses from other perspectives, including other students, supervisors and presenters.*
4. *I learned many valuable skills during the conferences. It also provided for some exposure to other CPE students, and the questions and concerns and trials they faced as well as the knowledge they have learned. This gave us the wonderful opportunity to share our resources.*

Supervisory Education In the Region

Associate Supervisors

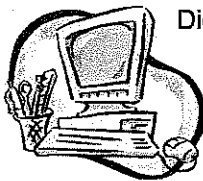
Rhonda Gilligan Gillespie
Lonnie E. Long
Dana C.J. Schroeder

Supervisory Candidates

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

Officers of the Region

Frank Ciampa, Director
Katherine Nininger, Chair
Lin Barnett, Vice Chair
Rhonda Gilligan-Gillespie,
Accreditation
Carol Reynolds Green, Board
of Reps
Frank Impicicche, Board of
Reps
Bob Uker, Budget &
Investment
Mary Burks-Price, Certification
Co-Chair
Michael Rice Saxton,
Certification Co-Chair
Carl DeMeritt, Clinical
Members Co-Chair
Martha Amann, Clinical
Members Co-Chair
_____ History
Earl Hoppert, Long Range
Development
Daryl Hanson, Nominations
Carl Buxo, Professional Ethics
Billie Beverly, REM
Celia Thurston, Research
Karl VanHam, Standards



Did you know??? That Social Security numbers can no longer be used to identify students on Program Unit Reports. You may, however, use the last 4 digits but not the complete SSN.



SUMMER CPE DAY - 2004

A total of 115 students from 14 centers attended the Summer CPE Day. Bethany Seminary and Earlham School of Religion were the host facilities for this year's summer CPE Day in Richmond, Indiana.

Mike Saxton and St. Joseph Regional Medical Center, Inc., South Bend, Indiana organized the event.



Orin Newberry, the plenary speaker, presented "Ministry to Families and several workshops on a variety of topics were held in the afternoon. Program evaluations are still being tabulated but there were many positive comments about the day, the facilities and the speakers. Following are just a few:

Rev. Saneta Maiko [from Kenya], an ordained United Methodist Pastor of Butler UMC wrote: "As a Ph.D. student I came into the CPE training program because I felt that God wanted my theological training to be put into practice in a hospital setting. As a CPE student at Lutheran Hospital of Indiana, I have come to realize that there is more of self Theo-formation in the pastoral care ministry than just the presentation of Christ to the patients. This is a calling that one has to use context to develop a theology that cares for specific cases as they present themselves.

The CPE Day at Richmond was an enlightening, informative and educative experience specifically to me. It brought together students of diverse cultural, educational, professional and religious backgrounds. Indeed, if there is anything I enjoyed most was the Keynote speaker who dealt with issues of family dynamics. The facilitators seemed to be well equipped and fairly handled their seminar extremely well. May God bless you as you continue serving God through pastoral care giving." [Rev. Maiko, is married to Beatrice Mhache and they have a baby Rachael.

**MINUTES
GENERAL BUSINESS MEETING
FEBRUARY 21, 2004**

- I. The meeting was called to order by Chair, Kathy Nininger. She reminded everyone to fill out the conference evaluation form.
- II. Kathy announced Pat Shelden Ward's resignation as Secretary and appointed David Koch as Interim Secretary.
- III. Regional Director's Report – Frank Ciampa
 - A. Frank announced the ACPE Directory is available in CD Format
 - B. He announced that Ralph Carpenter recently earned a Masters in Classical Languages
 - C. Frank indicated that this would be his last Annual Regional Director's report as he was retiring effective October 1, 2004. After his report, he received a standing ovation.
- IV. RD Search Report by Chair
 - A. Timeline and job description were distributed for review and feedback. Possible interview dates should be July 10, 17, or 24 (not 31).
 - B. Job Description – Section I Intra-regional "B" delete the word "enabler" and replace with "administrator."
 - C. The Officers of the Region are the Personnel Committee. They will also serve as the Search Committee. Those officers are: Kathy Nininger, Chair; Lin Barnett, Vice-Chair; Bob Uken, Budget & Investment Chair; David Koch, Secretary; and Billie Beverly, Chair of REM.
 - D. Ralph Carpenter suggested the RD Salary be reported on Schedule C rather than Miscellaneous Income; that will be left up to the discretion of the RD.
 - E. The Ad for Regional Director will be included in the April Newsletter.
 - F. Resumes will be mailed to Joan in accordance with the job posting.
- V. Retirement Party

The Regional Director was asked to leave the room while the group discussed the retirement party. The 2004 budget included a \$1,000 line item for the party and gift. The following people volunteered to serve as the Retirement Party Planners: Urias Beverly, Ralph Carpenter (local contact), Carol Green, Victoria Johnson and Stan Mullin. The committee will draft others to help as plans develop. Joan will assist the group to coordinate with the September Conference Program Planning Committee.
- VI. Committee Reports:
 - A. Nominations – Daryl Hanson thanked the members of the Nominations Committee, Carrie Culleen, Ted Hodge and Bill Scrivener.
 1. Daryl provided an overview of our compliance with the National requirements. He stated that the Region seems to be operating in a "best guess" of the group. He noted several areas where our Shared Governance Manual needs to be revised. For example:
 - Wording conflicts: see item Section 7.2 Election and Term as example
 - Standing Committee chairs: which ones are they
 - Voting members: not student members; why not Associate Supervisors
 - Standing Committees: listed Accreditation
 - Officers: 5, not REM or "treasurer"
 - Administrative Board: not nominations
 - Task Forces: time limits?
 - National Representatives:

2. Bill Scrivener suggested that the Region adopt the National process for National Commissions. With regards to RANC he stated that we need to comply.
3. The Nominations Committee will review the Shared Governance Manual this summer and will present the changes for action at the Administrative Council meeting in September.
4. Daryl presented a slate and the following elections were made:

Chair Elizabeth Price
 Secretary, David Koch, unexpired term, plus 2 years
 Long Range Planning vacancies (unfilled)
 Budget and Investment: Ralph Carpenter 06, Bob Uken, Chair
 Standards: Dana Schroeder, Bob McGeeney was in wrong class
 Semi Annual Conference: Celia Thurston, Mulima Evans

Question was asked about appointing people to committees that do not attend the meetings. Daryl will check with Celia regarding her participation on the committees.

Nomination Committee: Jon Paulus, Ted Stoneberg, Cecelia Williams, Orin Newberry

The motion was made, seconded and passed to close nominations and accept the slate as presented. (See attached roster for complete listing)

National ACPE Committee and Office

Carl Buxo and Frank Impicicche were presented as nominees for Board of Reps

Motion was made, seconded and passed to close nominations for the class of 2004 and 2006. The membership voted by ballot and Frank Impicicche was elected to

- B. Budget & Investment - Larry Brandon presented the proposed budget for 2005 and changes for the 2004 budget. Larry stated that the committee anticipates Revenue will continue to increase thereby eliminating the projected budget deficit for 2004 and 2005. Larry explained that the 2004 proposed budget adjustments included the following items:

- Increase from \$25 to \$35 per diem for meals
- Increase of Certification fees – as per the attached document
- The Certification Committee also proposed fee increases for all categories
- Line item for computer equipment for the new RD
- Money for retirement party
- Budget for interviewing RD candidates

Motion was made, seconded and passed to accept the changes to FY 2004 and to approve the proposed FY 2005 as presented.

Larry announced that he had accepted a position in the North Central region. He expressed his appreciation of everyone in the region and how much he enjoyed his 36 years with the ECR. The group gave Larry a standing ovation.

- C. REM - Billie Beverly reported that the 2004 REM Invitational was held in Oaklawn, IL. February 5-7. The conference was entitled "Making Connections in an Age of Multiculturalism." There were approximately 200 people in attendance. Rev. Dr. Jacquelyn Henderson was installed as the new President/Convener. A variety of workshops were offered for supervisory students, clinical members as well as workshops for supervisors. The next Invitational will be held in Florida. Our regional meeting was well attended. We awarded a grand total of \$980 to applicants to help offset expenses for their attendance at the REM.

- D Certification Report - Mike Saxton reported that the Certification Committee reviewed one theology paper and met nine individuals as follows: 2-Readiness Consultations; 1-Extension of Associate (granted); 3-Extension of Candidacy (granted); 3-Candidacy (two granted); 1-Theology Paper Review (not passed).

The Committee proposed an increase in Certification fees charged to candidates. This proposal was later approved by the Budget Committee, Administrative Council and included in the 2004/2005 budget as approved in the General Business Meeting.

- E. Accreditation: Rhonda Gilligan Gillespie reported on the status of Riverside and Tri-Health. She announced that Howard Community Hospital had changed its name to Howard Community Regional Medical Center. One center withdrew voluntarily-Central Baptist.
- VII. Appointments by Chair: Kathy Nininger announced that Carl DeMeritt and Martha Amann were appointed to serve as Co-chairs of the Clinical Member Task Force.
- VIII. Lin Barnett thanked Teresa Snorton and Karl Van Harn for their excellent presentations. Larry Brandon for Fridays worship service and Carl Buxo for Saturdays worship service. Jon Paulus for the leading the SIT/SC event and for coordinating the entertainment for Friday evening. He also acknowledged Jon, Henry Uy and Lisa Rhyand for playing music during the social hour.
- IX. ACPE Presidential Election – Frank Ciampa announced that Bill Scrivener was throwing his hat into the ring for ACPE President Elect. Frank gave his endorsement of Bill and asked that the region support Bill in his run for office.
- X. The next meeting is scheduled for September 24 & 25, 2004 in Lexington, KY. (Committees will be meeting Wednesday & Thursday the 22nd and 23rd). Program Co-chairs are Ted Hodge and Donna Farrar.
- XI. Summer CPE day is scheduled for July 9, 2004 at Earlham IN.
- XII. Announcements: Hueston Woods does not use credit card or other information on their key cards.
- XIII. Adjournment – 11:10 A.M.

Respectfully submitted,
David Koch
E-Mail: dkoch@scec-cpe.org
Telephone: 419-536-9351

Learn More About FairPay
The U.S. Department of Labor
Employee Standards Administration Wage and Hour Division
<http://www.dol.gov/esa/regs/compliance/whd/fairpay/main.htm>
1-866-4-USWAGE

If your stipends for residency or supervisory CPE are less than \$23,600, expect a call from your Department of Human Resources. You may be informed that your residents will now become non-exempt, hourly workers and are required to punch a time-clock and must now be paid overtime and call pay. If, for example, you offer 24-7 in-house coverage or on-call backup, such a change could make that service, and perhaps residents themselves, seem cost prohibitive given we live in a time of bottom-line consciousness. It will be critical to understand how the new regulations still define "exempt" and how The Department of Labor defines "employee" in contrast with "student."

On April 23, 2004, The Department of Labor (DOL) issued its final "fair pay" rules to strengthen overtime protections and modernize overtime exemptions for various employee groups. The Wage and Hour Division of the Employment Standard Administration in the U.S. Department of Labor administer the act. This is the first such change since the Fair Labor Standards Act (FLSA) became law in 1938. Changes were hotly debated. Legislative attempts to block them the past year failed. **Employers must now comply with new regulations by August 23, 2004.** These rule changes affect only federal law. Employers must still comply with state or local laws that grant employees greater rights.

In general, under the new FairPay rules, workers earning less than \$23,660 minimum salary per year — or \$455 per week — **are guaranteed overtime protection.** This should affect overtime rights for 6.7 million American workers, including 1.3 million low-wage workers denied overtime under old rules. The FLSA already requires most employers to pay their employees a minimum wage of \$5.15 per hour and overtime pay of one and one-half times an employee's regular rate of pay for hours worked over 40 in a workweek. However, there are exemptions from these requirements for executive, administrative, **professional** (as relates to us), outside sales, and computer employees who meet certain criteria.

Fact Sheet #17D entitled: "Exemption for Professional Employees Under the Fair Labor Standards Act (FLSA)," cites among exempt "learned professionals," those in fields of learning including "theological." Applying criteria like "primary duty" and "advanced knowledge," the DOL determined that one with a requisite academic degree for general practice, borrowing on the example of medicine, is exempt if he or she is engaged in an internship or resident program for the profession (see 531.3f). Our residents fit the criteria. Many train to become board eligible as segue to professional certification in the field. Further, in a recent call, a DOL rep specified her opinion that residents, medical and pastoral, are "students" per the DOL, not employees. While that can lift the weigh of the new, coming statues, it may open the door and place them elsewhere.

If this is confusing, take heart in this, confusion reigns. There are hundreds of pages of verbiage related to FairPay, the new rules, like the old ones, promise years of case-by-case interpretation as employers seek to clarify what the rules mean and as workers are expected to file administrative law complaints about job misclassification. One expert concluded, "It's going to take years to figure it out." The path of wisdom at this point is: Be Prepared!

Respectfully Submitted,
The Rev. Dr. James M. Harper, III, ACPE Supervisor
James.harper3@hcamidwest.com

LODGING RESERVATIONS MUST BE MADE BY AUGUST 23, 2004

Conference information was mailed in July; contact Joan Lyke if you need a copy.

East Central Region

Fall Conference

September 24 & 25, 2004

We will gather for our fall conference in Lexington, Kentucky. There are many shopping and dining options in the immediate area of the Hilton Suites, Lexington Green. (Maps will be available at the hotel).

Jim Heisel, LISW CCDC III-E, will be our keynote speaker. Mr. Heisel is an adjunct instructor at the University of Cincinnati and Xavier University. He specializes in brief treatment approaches, adolescent services, chemical dependency, family therapy and ethics workshops. He is known for being informative and entertaining as a presenter. During his address "**Clinical Supervision: Combining Outcome and Process,**" participants will learn:

- To teach the process of engaging, assessing, focusing, determining and monitoring clinical services
- To identify behavioral, relational and attitude/belief stuck points and form plans to address them
- To identify criteria for "red flagging" cases
- To be sensitive to cultural differences, learning how to teach others how to engage people very different from themselves

One underlying theme that will be prevalent throughout this gathering will be Frank Ciampa's retirement after 13+ years as Regional Director. The focus of the evening will be to honor Frank and to welcome our new Regional Director.

Saturday morning brings another opportunity to learn as participants can select from two workshops. The Rev. Cal Brand, will be presenting a workshop, "Spiritual Formation in Pastoral Development," and Dr. Tapiwa Mucherera will be presenting a workshop, "The Use of Narrative in Pastoral Care. Cal is an ACPE Supervisor currently in practice at Clarian Health Partners in Indianapolis, IN. He has been in the ECR for many years. He took a brief time away but eventually saw the light and came back! Dr. Tapiwa Mucherera is a professor in Pastoral Care at Asbury Theological Seminary. He is originally from Kenya. He teaches classes in the Use of Narrative in Pastoral Care. He is also the Seminary Representative from Asbury.

Donna Farrar and Ted Hodge, co-chairs and members of the fall conference planning committee: Carol Reynolds Green invite you to join them at the Hilton Suites, Lexington Green to **learn something new, celebrate Frank's retirement, welcome the new Regional Director, shop, visit with old friends, shop, meet some new friends and enjoy being together - again!!**

(Contact H. Joan Lyke if you have additional questions; hjoanlyke@yahoo.com; Telephone (800-336-5099)

LODGING RESERVATIONS MUST BE MADE BY AUGUST 23, 2004!

(1-859-271-4000)