

EAST CENTRAL REGION, ACPE

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

Website Address: www.ecracpe.org

NEWSLETTER

March 2011

CAN YOU BELIEVE. . .

Dennis Kenny, Regional Director

...It's not spring yet? The regional meeting has come and gone. Attendance was up and if you were there it was great to see you. We laughed, learned and cried. The schedule was full and I missed spending more time with some of you. If you were not there I missed you and I sometimes worry about you. Please stay connected with colleagues and peers. It will benefit you, your students and the region.

The State of the Region: We are in great shape. We have lost some centers; but we may be gaining more than we've lost. There will be approximately five openings in the region this year so if you're interested in moving or know someone that you would recommend let them know about the opportunities that may be available in the near future.

Numbers: We saw a slight decrease in Levels I and II student units; however, the supervisory training units increased. In a comparison of the 9 regions, we are generally in the 6th or 7th place in total number of student units reported.

Budget: The budget committee, under the direction of Jim Wright, worked very hard to come up with a balanced budget and they came close. Good job! Of course, the budget projections are contingent upon revenues remaining the same or improving. The committee plans to present some information in future newsletters that will help members of the region have a better understanding of our revenues and expenditures.

A "Thank you" from me to all of you who step up and serve as Interim Supervisors. You make my job much easier and your efforts make it much more likely that a center will continue a program after a vacancy. Well Done!

We are happy to welcome Rabbi **Julie Schwartz** back to the region! Julie and her family had been living in Atlanta for a few years. She is returning to the region and will begin supervising CPE programs at the Hebrew Union College-Jewish Institute of Religion, Cincinnati, OH July 1, 2011.

We also want to welcome, Linda Bos to our region! Linda is a Supervisory Candidate and is relocating to the ECR from the Pacific Region. She will be living near the Grand Rapids area and taking time to decide on next steps in continuing her supervisory education.

The State of ACPE: There has been a lot of consternation and hand wringing at national regarding a \$22,000 short fall. To address part of that deficit, in Utah, the membership will be asked to consider a by-law change that would decrease the number from two Board of Representatives from each region to one representative.

As our organization continues to look at ways to address its budget deficit, I may have a different take than some on this situation. I think this is wonderful news as the deficit is less than 1% of the total

budget. *It is important to remember how healthy of an organization we are that we are experiencing only a 1% shortage in the biggest financial crisis the world has seen since the 1930's.* We have to be very careful that our anxiety does not create our reality.

We had a difficult yet fruitful discussion at the regional director's meeting. We covered a host of issues concerning the organization that included: the "financial crisis," the proposed governance issues, CPSP and the role of RD's in decision making in the organization.

FCPE: Congratulations to the capital campaign committee for raising another \$100,000 that will be used to raze the existing building and create a green space until we raise the money to begin construction on our new building. The city of Decatur has been very good to work with and even changed some of the codes to allow us to build a better building. They are excited to have us in the city.

Remember spring is coming.

Take good care,

Love, Dennis

Email: RD@ecracpe.org Ph: 216-312-6145

PASTORAL CONCERNS & CELEBRATIONS

H. Joan Lyke

Our prayers and thoughts go to **Ted Hodge** in the recent death of his mother, Vera Hodge Bleasdale (1916-2011). Ted shared that he and his family were prepared and somewhat relieved as she had been in hospice care for the last year and her health had steadily declined. He said losing a parent is always something of a shock. He and his brother, Bill were privileged to share stories about her at a service celebrating her life. If you would like to reach out to Ted and Jan Yusk you may do so at: 7403 Woodhill Valley Rd., Louisville, KY 40241. Thodge@BHSI.com

Congratulations to the **Marla Coulter-McDonald!** Marla received the "Snorton-Byrd Distinguished Service Award," at the REM Invitational. Marla will be recognized at the ACPE conference in Utah as the "2011 ACPE Emerging Leader Award," for the ECR. We celebrate with Marla in the well-deserved recognition of her dedication and service to ACPE, the region and those to whom she ministers. You may send your congratulations to Marla at: marla.coulter-mcdonald@thechristhospital.com

Congratulations to **Karl VanHarn!** Karl announced that his D.Min. project was published as a book. It is entitled, "Pastors Becoming Effective Leaders: Leadership Training Through Congregational CPE. You may contact Karl for more information at: karl.vanharn@ridgewoodcrc.com

Congratulations to **Cal Brand!** Cal was nominated by the Region and voted by the Board to be named as Supervisor Emeritus at the 2011 Annual meeting in Salt Lake City, Utah.

Congratulations to **Karen Morrow!** Karen happily announced at the Hueston Woods conference that she and Ron Reeve were married, August 14 at the Indianapolis Sailing Club.

Congratulations to **Sergei Petrov!** Sergei and Christine Eickstead were married December 30, 2010. Sergei said Christine was 100% "certified" Hoosier :) and so far so good!

ANNOUNCEMENTS FROM REGIONAL OFFICE

H. Joan Lyke

- Clarian Health Partners – recently changed its name to: Indiana University Health (IU). Take a moment to update your e-mail list accordingly (i.e., fimpicci@clarian.org to fimpicci@iuhealth.org).
- The 2012 ECR ‘Spring’ Conference, at Hueston Woods State Park Lodge, may actually be a “spring” conference. In light of the 2012 REM and ACPE conference schedule, the 2012 ECR Conference will be held March 23-24.
- As noted in the February ACPE e-News, Lerrill White lwhite@slch.com is available to answer questions related to the Nursing & Allied Health Education Passthrough, Medicare, PART “B.”

ACPE RACIAL ETHNIC MULTICULTURAL XXIV INVITATIONAL

Victoria Johnson, ECR REM Chairperson

The February 2-5, 2011 REM Invitational took place in Richmond VA. It was hosted by the ACPE Mid-Atlantic Region in partnership with the Samuel DeWitt Proctor School of Theology, Virginia Union University. The conference theme was “Talking About Race: Moving Toward a Transformative Dialogue.” Several members of the region were in attendance. The Regional REM Committee granted five \$250.00 scholarships toward expenses for the REM XXIV Invitational. The Rev. Levi Gause and Chaplain Tina Merriweather shared their experiences in the following articles.

TALKING ABOUT RACE: MOVING TOWARD A TRANSFORMATIVE DIALOGUE

Levi Gause

Chaplain Resident, Cincinnati Childrens Hospital Medical Center

This letter is written to express my gratitude for the scholarship received toward expenses to participate in the REM Invitational, in Richmond, VA. “I enjoyed the invitational immensely. The richness experienced was as follows:

The theme, *Talking About Race: Moving Toward a Transformative Dialogue*, was presented as a herculean task that left many saying, ‘When are we going to do something about this, then what do we do?’

The plenary sessions were captivating in content. This occurred because the speakers took us outside the box (binary thinking of black and white) and challenged us to think, talk and begin to consciously act upon the content presented.

Dr. Dale Irvin, a Caucasian, was good as he talked about ‘Transcendental Whiteness’ [T.W.] an invisible but present and existing wall, and pushed us to think about ‘The Other Side of White Privilege.’ He talked about the period of time when the Puritans changed the writings from slavery that stopped by becoming a Christian, to the perpetuity of slavery, regardless. He said that ‘Black is not transcendent but at best a special interest. WE ask, like Marxism, ‘Who is it who benefits?’ Whites do not want to dialogue because of the possibility of losing status or privilege. He then made three statements about the question, “What do we do?” We can keep TW in place and try to open

so others can join in, since it is learned. But we would still have to answer the question, “How white are you and how long does it take to be white? He concluded that Blacks do not ever get to be,

ever, ever, ever, no matter how much you try. You can be in the game but never achieve. Second, we need to start talking about white theology. TW always looks up, never down. They look up, imagining self, economically, fearful of loss of benefit or privileges. Then, he challenged us by saying the only way to have community beyond TW privilege is to ask the question, “How white are you?” What does it look like to get beyond this binary thinking. Address the binary in the context of theology. This will cause us to question our professional judgment. We must own this tension.

Dr. Katie Cannon was stellar regarding, “The Underbrush of Paradise: Exposing the Truth of Trans-Atlantic Slavery” – the beginning of marketing evil in the modern world. Dr. Cannon posed a couple of questions: ‘What are the ancient memories that lie dormant in our past that gives to who I am?’ I suspect that the reflective method of CPE can assist me in finding my lost places and lost needs. Followed by, ‘Is it possible for slave master and the slave to worship the same God?’ One of eight died on the ships coming here totaling from 6 to 60 million that died during the 280 years of slaveocracy.

The breakout sessions were stimulating. The many questions reflecting the plenary speakers went unanswered but I walked away understanding that I must be a facilitator of the race issue in all my spheres of influence, while hearing the perspective of others. I must not encourage color, encourage people. God does not look at color. He is not color-blind or we would not have all the colors in the world. Problem is we focus on privilege. God does not disown anyone. God is for diversity, different and other. Transformative dialogue will not happen unless everyone is at the table.

Dr. John Kinney, of Virginia Union University and Seminary, was fantastic, as he preached a rousing sermon about, “Mine Eyes Have Seen the Glory,” from Ezekiel 37.

I enjoyed the Cultural Excursion as we toured a few local sites and had lunch with the Mayor of Richmond at the city library. I saw a statue of Bo-Jangles and the remodeled Hippodrome Theater (opened after 40 years of closure).

Dr. Jeremiah Wright, Jr. delivered a memorable, stimulating, historical lecture at a delicious buffet banquet and a solid sermon during the worship at the Saturday morning closing ceremony.

To sum it all up...I enjoyed being with my own, as we made friends, did some networking, fellowshiping and worshipping together. Thank you for helping me get to and participate in this experience. I am looking forward to February 2012 in Washington, D.C.

Levi Gause
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**TALKING ABOUT RACE: MOVING TOWARD A
TRANSFORMATIVE DIALOGUE**

**Augustine “Tina” Merriweather
PRN Chaplain, The Christ Hospital, Cincinnati, OH**

Conference Goal and Objective: To partner with colleagues, seminarians, communities, churches and institutions for the purpose of stimulating, facilitating, and learning through conversations about ways diverse heritages have contributed to communal patterns and practices of care. To examine how administrative systems in relation to racial and class identity shape pastoral practice.

Overall Learning: The REM conference was an excellent and empowering networking experience. It met the objectives through exciting and stimulating plenary sessions and breakout smaller discussion groups. There were over 300 Chaplains, CPE supervisors, Pastors and Community Representatives that attended the conference. The speakers challenged us to consider how race, a sense of identity, and our life experiences are interrelated in our work environments. It was an excellent opportunity to share experiences, and a reminder of the importance of how race and ethnicity shape our pastoral practices.

Conference Highlights:

Wednesday February 2nd was an exciting but stressful day as severe weather across the country caused canceled and delayed flights for those attending the conference. My flight out of Dayton was canceled but I was able to get on a direct flight into Richmond leaving out of Cincinnati, CVG. Hallelujah and Praise God! Although we set on the tarmac for 30 minutes, we finally lifted off and had a very nice flight to Richmond. Although I missed the opening seminars, I was there for the first plenary session. The speaker, Dr. Katie Cannon, challenged us to examine how our heritage experiences are an important part of who we are. They are not to be erased but remembered and remind us that we take who we are into our practice of ministry.

Thursday, February 3rd started with a sacred time of devotion and an interfaith worship with a Native American focus. The speaker for the second plenary session was Dr. Dale Irvin, president and professor of World Christianity at New York Theological Seminary in New York City. He is an ordained minister in the American Baptist Churches USA. He had the audience spellbound with his lecture on "Transcendental Whiteness" (a very risky and enlightening subject from a Caucasian male scholar).

Some key points:

To be color blind in America is to be transcended into whiteness, because white is normative in this country. Those who benefit from transcended whiteness have illusions (real and/or unreal) of power, prestige, prosperity regarding position and privileges due to their white skin. One point of view suggests that we keep transcendental whiteness but open it up until all are included. The objective would be to work to build relationships by participating in meaningful dialogue that is liberating and creates wholeness for all. African Americans are the only race that cannot be transcended into whiteness and are challenged regarding how to speak these truths in a way that is enlightening. Another perspective is that the vision of true community is to reach beyond the "binary" - which states that black is not all one thing and white is not all one thing.

One of the objectives for REM was to open up this conversation. This lecture opened up the dialogue in the breakout sessions where we (in smaller groups) considered the questions: What does it look like to practice our "whiteness" versus what does it look like to practice and embrace who we are. This breakout session was followed by a Feedback session with Drs. Katie Cannon and Dale Irvin where questions were fielded from the individual breakout groups.

Thursday evening, REM took us to the campus of Virginia Union University. We shared in an evening of worship expressions through dance and musical selections. Dr. John Kinney, Dean of the Samuel Dewitt Proctor School of Theology at Virginia Union University was the key note speaker. Dr. Kinney blessed with a powerful and thought provoking message from Ezekiel 37 about "*The Valley of Dry Bones.*" A message from this sermon is that God's promise goes beyond the physical and geographical because He is able to breathe breath into His people to change hearts and attitudes. We should never give authority to the circumstance but we should invite God into the midst of our

circumstances because He is “the God that heals.” God’s Holy Spirit transcends beyond the Christian religion because we cannot box God into a particular religion.

Friday, February 4th started with a time for Interfaith devotion. Plenary session number 4 was once again led by Dr. Dale Irvin. His powerful message invoked the “Burning Bush” story from the Old Testament book of Exodus to illuminate the importance of “Presence.” Key points from this lesson were: It is in “presence” where you find the space for dialogue. As chaplains we need that burning bush presence. The “presence” of God in the temple was healing rather than safe. In fact, it was terrifying. Yet, healing occurs in the presence of God. Healing involves some risk, but the risk is another form of healing. The “Burning Bush” for many chaplains is in the moment with a patient. As chaplains, we are called to be there in the “presence.” God can be hidden or revealed in “presence.” In the breakout group that I attended we were asked to think about “spiritual praxis” and discuss the importance of community, race, and professionalism. I was fortunate to be in a group that was made up of African Americans, Latinos, Asian and Caucasians. We agreed that community is broader than the Church. Community occurs at work and everywhere we go. We agreed that race is an incomplete dialogue until we set a new table where everybody is equally represented. I quote from a Latin American participant: “How do we learn to raise our voices to ask ‘Is there another voice I can use?’ How do we focus on our own peculiarities as different cultures; Latinos, Asian, Blacks and Whites? When we are able to recognize everybody at the table we can understand going beyond what is missing and not leave anyone behind.”

Friday evening was the REM Network Banquet. It was a wonderful evening where we had a time of gratitude and thanksgiving followed by an excellent dinner. The speaker for the banquet was Dr. Jeremiah A. Wright, Jr., Pastor Emeritus of the Trinity United Church of Christ of Chicago, Illinois. His speech was an intellectual discourse on the history of race, emancipation, and transformative multiethnic visioning which concluded with three main points: We should: **Learn** from and about each other, We should **Listen** to each other and we should **Love** each other with all of our differences.

The highlight of the evening for me was when our very own Rev. Marla Coulter-McDonald received the Distinguished Service Award. I felt honored and blessed to be present and share in that moment with Marla. We can be very proud that Marla represents The Christ Hospital as well as the ACPE East Central Region very well among such a distinguished group of Professional Chaplains, and other CPE Supervisors.

Saturday, February 5th was the REM Business Meeting which was followed by the closing worship service. The speaker for the worship service was Dr. Jeremiah Wright. What a way to end the conference! Dr. Wright preached on the topic of “Waiting” and drew from three sermons that he preached during advent: Moses **Waiting** for the Promised Land, Isaiah **Waiting** for the Promised King who is all knowing, everlasting, loving and almighty and **Waiting** for the Promised Community.

Summary

Against the backdrop of the overarching theme for the conference: *“Talking about Race: Moving Toward a Transformative Dialogue”*, I will conclude my insights with words expressed by others who attended the conference:

A young 33 year old pastor - “What kind of transformative action is necessary to move us beyond the transformative dialogue. In my generation we don’t want to go to church. We want more than talking about talking. “We have to engage others about this profession that we are in. How can we in the

profession work through, talk through to make it better?” “Transformative dialogue cannot happen until everybody is at the table. We need to have these conversations at an ACPE conference where it isn’t optional to attend.”

White male CPE Supervisor – “These conversations are frustrating, but I have to be liberated from a new reality. Years ago, this was a white man’s club. It is important to retrace my steps.” “Transformation is in talking and in action (duality). We have to start with self and community. My job is to pull back the layers and to be that bridge for all ethnic groups. When do we start to holistically attack the problem? What difference does it make what color I am? What are we willing to do as ministers to help others to heal?” “We need to be liberated within ourselves to know who we are. I want to hear a different perspective from our European brothers and sisters. If we are going to engage in this type of dialogue we have to be authentic.”

I think that this was a very rich conference. I believe that we engaged in conversations that were not necessarily easy but important. I believe that it will be important to continue the dialogue with a better representation of each group so all will feel “safe” in contributing their authentic selves and where everybody can tell their story. I conclude with the words of Dr. Jeremiah Wright: “We are not there yet.”

Tina Merriweather
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**APRIL 7, 2011, 2-3:30 P.M.,
CHANGE IN WORKSHOP TITLE AND DESCRIPTION**

**Yoke Lye Lim Kwong
Professional Ethics Commission**

TITLE: “WHEN THINGS GO WRONG BETWEEN SUPERVISORS AND STUDENTS”

Description: Our increasingly diverse and multiculturally rich education environments offer new opportunities for learning and growth but can also, at times, become settings in which misperceptions and misunderstandings lead to conflict, i.e., cultural impasses, within peer groups and in supervisor/student relationships. What do you do when things go wrong? How do you resume relationship with integrity, i.e., rebuilding a learning relationship that is open to the contextual complexities and paradox in post-modern CPE? Do our past mistakes determine our future relationships?

The Professional Ethics Commission is pleased to present Lee Taft, J.D., M.Div. who will address these questions, and offer an interdisciplinary model of reconciliation. His model pushes against the idea that we are powerless to change the past and shows a way to create what was once an unimaginable future. The workshop will integrate theory with praxis through lecture, discussion and story.

Lee Taft is a nationally recognized expert on apology and the related reparative processes of forgiveness and reconciliation and is a pioneer in the movement to transform cultural and legal responses to conflict. Lee was a dually board certified trial specialist in Texas for twenty years before entering Harvard Divinity School in 1996. After his 1999 graduation, he was named dean of students at Harvard Divinity School. His scholarship focuses on the interrelationship between accountability and healing. His essays on apology have been published in the country’s leading scholarly journals such as the YALE LAW JOURNAL, the MICHIGAN LAW REVIEW, and the HARVARD HEALTH

POLICY REVIEW. In his consulting practice Lee integrates theory with praxis by designing responses to error – and systems to support those responses – based on transparency, accountability, integrity, and fairness, particularly in medical settings. He has worked with some of the nation’s leading medical facilities from Stanford University to the Lexington VA to the University of Texas Health Science Center. He can be reached at lee@taftsolutions.com or 214.384.6624.

**ACPE BOARD OF REPRESENTATIVES (BOR)
SUMMARY REPORT TO EAST CENTRAL REGION (ECR)
FEBRUARY 18-19. 2011**

Submitted by: Board Representative, Marla Coulter-McDonald

Highlights from Fall 2010 ACPE Leadership Meeting

Governance Changes: The Regional Board Representatives reported back the feedback received during the regional meetings in the fall of 2010, regarding the governance restructuring study document. *(Please see the 2010 collated feedback from regions)*. Based on the feedback the following affirmations were made by the Board.

The Board affirms:

- The work of the Task Force
- The need to change to be more efficient
- The need to reduce costs
- To further the dialogue with the Regions
- The value of regional structure.

No consensus about:

- Vision/Mission/Values integrated with strategic plan and governance
- Leadership Council: Role, Function, Relationship to Board, or its existence and budget
- Board Membership Selection Process
- More direct link/analysis between proposed changes and finances.

A Motion was made (*motion #28*) based on the above conclusions. Moved that the ACPE Board direct an expanded Strategic Planning Work Group to consider the feedback on the proposed governance structure, gather and circulate supporting data, and refine and complete the proposal, to be distributed to the Fall 2011 regional meetings for consideration and feedback, and then adopted or amended at the Fall 2011 leadership meeting and put before the membership at the Spring 2012 meeting. This motion was passed.

Update: This task group has already met via conference call and has decided that the strategic planning project be called “ACPE 2015.” Other representatives have been requested to join in the task group planning from the Personnel Committee, FCPE, and Representative from Regional Directors.

Executive Director’s Report: Teresa Snorton gave a written report of the work accomplished during the past year. A few highlights from this report included: The Joint Professional Ethics Commission with APC has been processing many complaints; the complaint process involves the Executive Director. The Ethics Commission will be evaluating the joint process at the end of the year. JPCP

still continues to involve the ACPE Executive Director as a business manager even though it is not a formal position anymore. There is a new process for complaints against Centers which the Accreditation Commission and Associate Director oversee. In May 2010, a delegation from ACPE, CPSP, and NAJC traveled to Israel to attend the Israel Spiritual Care organization. The Israelis are practicing some CPE are interested in creating their own standards. The Academy for Continuing Education has now completed four webinars and their first seminar at the ACPE annual conference. The webinars have been very successful. Recordings are available for purchase on the ACPE website. Teresa with the Personnel Committee will continue to evaluate the impact of her new responsibilities as Bishop of the CME Church, on her Executive Director duties.

Personnel Committee – Mark Jensen, Chair and Ted Trout-Landen, Chair-Elect

An annual evaluation of the ED was done across the ACPE through a web survey. 36 out of 50 surveys were returned. The survey reflected that the Ed job performance was done in a competent way across a wide range of job duties. Teresa helped launch the ACPE Academy and was instrumental in the purchase of ACPE property. For the first time a national office staff survey was done. The committee has been in conversation with the ED about her duties as newly elected Bishop in the CME church. For the next 12-18 months, she will do this on her own time. Quarterly conversations will take place and monthly reports will be given to evaluate how this is going. Personnel committee received a detailed plan from Teresa concerning her plans for the next twelve months.

Board Size and Funding of Board Meetings in 2011: The Board voted to request that the ACPE membership vote to suspend Article 5 of the By-Laws in order to reduce the Board to nine regional representatives. This reduction would be effective for the 2011 fall meeting and remain in effect until the new governance is in place. Recognizing that the fall 2011 meeting will require an additional \$22,000 that is not budgeted, the following steps were considered as optional:

1. Board members will be invited to pay all or part of their expense as a charitable gift to ACPE.
2. National office will be asked to seek other sources of funding.
3. Finance Committee and Regional Directors will be asked to look at increasing the governance surcharge.
4. As a fund safety net, the required funding will be taken as a grant from the endowment.
5. The Finance committee met recommended (as a default means of income), to borrow the potential shortfall from endowment funds. The repayment expense would be spread over the 2012-2014 budgets (\$7500 per year). There is also hope that conversations with RD's would allow for the regions to possibly provide for the expenses by means of a designated contribution to the FCPE to repay the amount borrowed. Individuals and institutions would also be invited to contribute to repay the borrowed funds.

CPSP Mediation: Mediation between ACPE and CPSP was scheduled and held on November 30, 2010 and facilitated through a firm called: Judicial Arbitration and Mediation Service, Inc. (JAMS) in Philadelphia, Pennsylvania.*

Recognition of Reciprocity Status with Norwegian Clinical Pastoral Education (NCPE): Voted to formally recognize NCPE as an organization with whom ACPE enjoys a mutually reciprocal relationship, including the recognition of ACPE Level I and II CPE units a equivalent in credit to NCPE 501-3 units; access for NCPE Supervisory students to ACPE supervisory educations programs (as

negotiated with individual ACPE accredited centers) and for ACPE Supervisory Education Students with language proficiency to have similar access with NCPE centers.

Racial Ethnic Multicultural Network / Board Dialogue: Seven (7) representatives of REM joined the board for conversation. An agenda for the REM dialogue was presented. It included:

1. Invite an on-going dialogue in a format determined by REM.
2. Accept REM's invitation to hold a celebration together in Washington DC in 2012, and
3. Propose to REM that beginning in 2013, we hold one national conference per year hosted by REM in alternate years.

The discussion centered on feelings and thoughts shared among the REM participants regarding racial concerns that have been experienced by minorities within the ACPE organization. The discussion allowed for strong feelings to be vented as well as feedback from Board members.

(Please see ACPE minutes for detail information)

History Manager – Bill Scrivener: The Board affirmed Bill Scrivener's offer to serve as History Manager and ask him to provide his outline of responsibilities and initiative including financial ramifications. Expenses will be provided for Bill to go to Atlanta to become familiar with the ACPE archives and library, utilizing funds from the president's budget.

Distinguished Service Award: The Board voted to name Harlan Ratmeyer for the 2011 Distinguished Service Award.

ACPE Emerging Leaders Award: A new award will be awarded at the ACPE annual meetings called the ACPE Emerging Leaders Award. The award is to encourage and affirm new leadership within ACPE Supervisors to become more involved in leadership roles on the regional and national levels of ACPE. Marla Coulter-McDonald was voted to represent the East Central Region to receive the award at the 2011 Annual meeting in Salt Lake City, Utah.

Supervisor Emeritus: Cal Brand of the ECR was voted to be named as Supervisor Emeritus at the 2011 Annual meeting in Salt Lake City, Utah.

[If you have any questions about this report you may reach Marla at:

marla.coulter-mcdonald@thechristhospital.com

***UNDERSTANDING & RESPONDING TO THE MEDIATION
AGREEMENT BETWEEN ACPE AND CPSP
[as noted in the February 2011 ACPE e-News]**

A formal mediation occurred between ACPE and CPSP on November 30, 2010. The meeting was facilitated by the Honorable Diane M. Welch (Ret.) from JAMS, the resolution experts. The signed mediation statement is accessible on the ACPE website. Representing the ACPE were Teresa Snorton, Executive Director; Sally Schwab, President and Tim Thorstenson, ACPE Board of Representatives. Representing the CPSP were Raymond Lawrence, General Secretary; James Gebhart, Past President and George Hankins Hull, Associate General Secretary. [For more information visit the ACPE website www.acpe.edu

**2010 COLLATED FEEDBACK
FROM REGIONS REGARDING PROPOSED GOVERNANCE
CHANGES**

[As presented to the ECR by Board Representative, Marla Coulter-McDonald]:

Things that were “heard” by the Board from the Membership

- Affirmation for the importance of addressing governance issues facing ACPE .
- Slow down and be reflective.
- Don't decide for at least one more year.
- Communicate processes and information to membership.
- Cut costs in the meantime to give the Board and the membership time to be reflective and make informed decisions.
- There is much support for a smaller, more efficient Board. Lots of affirmation that ACPE's governance is rooted historically, but may need to change to face the challenges of the future.

Broad Guiding Questions Regarding Governance Change:

- What is the theology behind the governance changes being proposed (i.e., stewardship; community / relationality / wholeness; creativity; growth and development of a body, etc.)?
- What is the rationale for Governance change? (***SE Region proposed: “Governance changes are being made for better efficiency and for decision-making processes to flow more smoothly.”***)
- Is the concept of an “Association” being lost? What does it mean to be an Association? A great deal of the work is done by volunteer time and energy. Is ACPE still functioning like an Association? (***SE Region echoed through several members that they want to “keep our identity as an Association, and avoid the pitfalls of isolation and competition found in the culture of a corporation.”***)
- What is the relationship between a Board and a Leadership / Membership Council? Why do we need both?
- A message echoed across the organization is to hire a consultant with skills in organizational development and LISTEN TO THEM.
- Is ACPE becoming a “top down” organization?
- How will this model address how ACPE can certify more supervisors, accredit more centers, etc.
- How do creativity and cross fertilization happen within this plan?

Governance Board

- Define purpose clearly.
- Need timelines for elections, terms of service / limits / staggered terms.
- Elected or appointed? What is the process for election or appointment? What would hinder the members from being elected from larger regions?
- “Embeds” values of the organization...use another term.
- How many members sit on it?
- Who will sit on Board? (RD? Commission Chairs? Former Commission Chairs? 1 representative from each region? ACPE members only? etc.). What is the rationale for whatever is decided? (***Pacific Region – “Who would speak truth to power if there is no regional representation?”***). **Note from Jenny – is this a Value of ACPE?**
- How will the Board function? Why does the Board need to make decisions about Seminary Membership, etc.? How can we empower the Executive Director to provide leadership to

the Board? Will the Board be “representative” in nature? How can Board be empowered to lead the organization through collaborative efforts?

- What are the qualifications / competencies / skill sets, etc. to be a Board member? What are expectations of a Board member? (i.e. fundraising?, follow-through?).
- What do we lose by going with this model?
- What do we gain? Benefits of this model?
- Financial implications?
- Would the Board “direct” or “collaborate?” Look at the balance of power between the Board and a Leadership / Membership Council.
- A couple of comments in the nation about wanting to elect a President.
- Diversity needs to be racial, gender, sexual orientation, cultural, spiritual, ethnic in nature. How will diversity be guaranteed?
- “Could utilize a simpler structure, having one regional ‘rep’ and forming an executive committee to make certain decisions quickly and clearly documented guidelines” (Pacific Region). **Note from Jenny – this thought seems to “fly in the face” of the majority concern that there is a lot of “power in the hands of a few.”**
- The membership does not want “cost shifting” to occur from national to regional budgets.

Leadership Council (or Membership Council)

- Define purpose clearly (i.e., representation and creative energy to make proposals to the Board and to supply Work Group / Task Force staffing for projects.) Is it “oversight?”
- Why 22 members? Who would sit on the Council? (1 member from each region? ...elected / appointed? By whom? RD? Spiritual Representatives? ACPE membership only?) What is the rationale for the final decision? **NOTE: A couple of persons noted that they did not want Regional Directors on the L.C. (can create a “conflict of interest” as they would be representing the region’s interest...Jenny really doesn’t understand this well).**
- What are the lines of communication and power between the two bodies?
- How to fund “face time” for the L.C. ---many persons felt the need for face time at least once a year. (Paula Teague suggested that there be a meeting at the Annual Meeting and that ACPE fund their per diem or hotel or something). Majority feel the L.C. needs a budget for more than conference calls.
- Could the Leadership Council be divided into “work groups” somewhat like the Board and then the Work Groups could function a bit more effectively by conference call as needed?
- What are the qualifications / competencies / skill sets, etc. to be a L.C. member?
- Who are ACPE’s stakeholders? They need to be represented and have a voice on the L.C.
- What do we lose by creating a L.C.?
- What do we gain?
- What are the financial implications?
- How will the membership have a voice?
- Diversity needs to be racial, gender, sexual orientation, cultural, spiritual, ethnic in nature. Why is REM represented on the Council when other networks are not?

Again if you have any questions about this report you may reach Marla at:

marla.coulter-mcdonald@thechristhospital.com

ACCREDITATION NEWS, NOTES AND – DEADLINES FOR 10-YEAR REVIEWS, SITE VISITS, ETC.

Ruth Alpers happily reported at the February conference that she received 100% of the Annual Reports on time! Thank you for all those involved in gathering the information and completing the required paperwork!

Accreditation Deadlines: For 10 year reviews and any other Accreditation Site Visit requests (e.g., Satellite to Accredited Center) contact Ruth Alpers for deadline information.

Reminder: Satellite Materials (see pages 32-34 in the Accreditation Manual) need to be in at least 30 days before beginning a program at the Satellite center and a provisional letter must be received from the Accreditation Chair prior to recruiting students.

Direct your questions and/or requests for more information to: Accreditation Chairperson: Rabbi Ruth Alpers, Cincinnati Children's Hospital, Department of Pastoral Care, 3333 Burnet Avenue, MLC 5022, Cincinnati, OH 45229; Ph: 513-636-6999; Fax 513-636-4971; ruth.alpers@cchmc.org.

CERTIFICATION COMMITTEE DEADLINES

The next opportunity to meet the ECR Certification Committee will be at the fall Regional meeting, Thursday, September 22, 2011, Salt Fork State Park Lodge, Cambridge, OH.

- **The application deadline is August 5, 2011. [Applications are available on the website www.ecracpe.org**
- **Materials must be postmarked to committee members no later than August 26, 2011.**
- Questions/inquiries regarding the Regional Certification Committee to: Frank Impiciche, ACPE Supervisor, Manager, Spiritual Care & Chaplaincy Services, Indiana University Health, 550 University Blvd., UH 1410, Indianapolis, IN 46202-5250. (Office 317-944-7415; Cell 317-437-2734; Fax 317-944-7440), fimpicci@iuhealth.org
- Questions/inquiries regarding the National Certification Commission to: Beth Newton Watson, Certification Co-Chair 317-965-9229; Indiana University Health, Chaplaincy and Pastoral Education, P.O. Box 1367, WH 230, Indianapolis, IN 46206-1367; bwatson@iuhealth.org

JOB/EDUCATIONAL OPPORTUNITIES

- [Covenant HealthCare, Saginaw, MI](#) is seeking a **CPE Supervisor (or Associate)**. Does it feel like you've been neglecting your pastoral care roots? Want an opportunity to serve a trauma hospital and its regional community as both an educator and chaplain? Then consider joining Covenant HealthCare's Department of Pastoral Care in Saginaw, MI—where all 3 staff chaplains are former educators and the director has a Ph.D. in curriculum and instruction. Participate in our integrated approach to pastoral care and education, in which all members of the department are seen as teachers, students, and caregivers. Check us out at www.covenantpastoralcare.com and then contact Kathy Bonn at 989.573.6037 or KBonn@chs-mi.com if you'd like to consider joining our team!
- [The Saint Joseph Regional Medical Center \(SJRMC\) in Mishawaka, IN](#) [North Central Indiana] is seeking a **Clinical Pastoral Education Supervisor (or Associate)** to continue its well-established program. SJRMC is a multi-hospital health system 90 miles from Chicago with locations in South Bend, Mishawaka and Plymouth, Indiana. Known for the University of Notre Dame, the region offers diversity and numerous educational and cultural opportunities in a family-friendly environment. A Ministry Organization of Trinity Health, has a Mission to heal body, mind and spirit. SJRMC has four certified Chaplains and several on-call Chaplains. Its Spiritual Care Education Program works closely with a number of seminaries in the area. Currently, there are four residency positions with strong support for adding an extended unit and/or summer unit. The position offers a competitive salary and comprehensive benefits package. Learn more at www.sjmed.com. For more information contact Sister Laureen Painter at paintelm@sjrmc.com or (574) 335-2342.
- [Norton Healthcare, Louisville, KY](#) – **7 CPE Residency openings** for 08/15/11-08/1/2012. This CPE Residency offers 3 ACPE units. Residents will earn a stipend of \$27040 including benefits at employee rates. Ranked one of the best places to work in both Louisville and Kentucky, Norton Healthcare is a faith-based five-hospital system which includes one pediatric hospital. Residents gain experience in all life developmental stages from pre-birth to bereavement care. Residents gain clinical competence in two hospital settings, plus on-call in all 5 hospitals. The strong commitment to pastoral care is evidenced by 2 experienced CPE supervisors, a Supervisory Candidate and 17 mentoring staff chaplains. The curriculum includes a focus on pastoral listening skills, family systems and theological reflection as well as addresses the outcomes of Level I and Level II CPE. For further information, please contact: Mary Burks Price, Director of CPE at 502-629-3152 or maryb.price@nortonhealthcare.org. Find information about Norton Healthcare at www.nortonhealthcare.com and the CPE program at www.nortonhealthcare.com/cpe. Applications will be received until the positions are filled.
- Other **Job/Educational** positions may be found on the Regional Website: <http://www.ecracpe.org>

IDEAL INTERVENTION PROJECT (IIP) SURVEY FEBRUARY 2011

A survey was emailed in February to gather feedback regarding the IIP project. If you did respond to the survey THANK YOU! If you misplaced the survey and would like to participate – contact John J. Gleason immediately. mariejohn50@att.net

DEADLINE FOR APRIL NEWSLETTER- Thursday, March 31, 2011. Send to: hjoanlyke@yahoo.com. For more information contact: 734-239-3423.

CALENDAR OF EVENTS:

- 04/6-9/2011-ACPE Annual Conference, Sheraton Salt Lake City, Salt Lake City, Utah
- 04/28-05/1/2011-The Alchemy of Our Spiritual Leadership: Women Redefining Power, Hotel Sofitel San Francisco Bay
- 08/20-27/2011-International Council on Pastoral Care & Counseling 9th World Congress, Quality Hotel Geysersland, Rotorua/Aotearoa, New Zealand
- 09/23-24/2011-Fall ECR Fall Conference, Salt Fork State Park Lodge, Cambridge, OH
- 03/23-24/2012-Spring ECR Conference, Hueston Woods State Park Lodge, College Corner, OH

**SUPERVISORY EDUCATION
IN THE REGION**

Associate Supervisors

Don Chase
Cam Holzer
Vickie Johnson
Stacy Kenney
Vera Markovich
Wayne McKenney
Stephen O'Brien

Supervisory Candidates

Linda Bos
Mary Q. Browne
Ron Compton
William Jensen
Debbie Mansell
Peggy Matacale
Frank Nation
Jill Rasmussen-Baker
Sarah Reed
Whit Stodghill
Doug Vardell
Versey Williams
Jim Wright

OFFICERS OF THE REGION

Dennis E. Kenny, Director
Judy Ragsdale, Chair
Bob Uken, Chair Elect
Ruth Alpers, Accreditation
Marla Coulter-McDonald, Board of Reps
Ted Hodge, Board of Reps
Jim Wright, Budget & Investment
Frank Impicliche, Certification Chair
Martha Amann, Clinical Members Co-Chair
Stan Mullin, Clinical Members Co-Chair
Karl VanHarn, Long Range Development
Lin Barnett, Nominations
David Hurst, History
Yoke Lye Lim Kwong, Professional Ethics
Victoria Johnson, REM
Frank Nation, Secretary
Joe Viti, Standards

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REGIONAL BUSINESS OFFICE CONTACT INFORMATION

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Websites Manager:

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