NACC MISSION STATEMENT

The National Association of Catholic Chaplains (NACC) is cultivating the ministry of chaplaincy and transforming spiritual care locally, nationally and globally to faithfully reflect the healing presence of Jesus Christ by:

• forming life-giving relationships with individuals, families, colleagues and organizations;
• advancing compassionate care through creative educational and spiritual growth opportunities;
• promoting the dignity of persons of every age, culture and state in life.

NACC is a light of hope, whose members are persistently advocating for those dedicated to the spiritual care of people experiencing pain, vulnerability, joy and hope.

NACC VISION

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• advancing compassionate care through creative educational and spiritual growth opportunities;
• promoting the dignity of persons of every age, culture and state in life.

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**NACC Office Staff**

**Executive Director**
David A. Lichter, DMin

**Administrative Specialist/ Education and Renewal of Certification**
Jeanine Annunziato

**Associate Administrative Assistant**
Mary Ann Barragry

**Administrative Specialist/ Association Support**
Timothy Charek

**Administrative Specialist/ Educational Programs**
Andris Kursietis

**Vision Editor**
David Lewellen

**Administrative Specialist/ Information Technology and Special Projects**
Philip Paradowski

**Finance and Office Director**
Susan Walker

**Administrative Specialist/ Membership**
Linda Yanasak

**Administrative Specialist/ Certification**
Ramona Zeb
2015 Board of Directors

CHAIR
Mary Lou O’Gorman
Saint Thomas Hospital
Nashville, TN

CHAIR ELECT/SECRETARY
Dr. Mary T. O’Neill
Catholic Health Services
Melville, NY

TREASURER
Jim Letourneau
Trinity Health
Livonia, MI

EPISCOPAL LIAISON
Most Rev. Donald J. Hying
Bishop of Gary, IN

Fr. John T. Crabb
University of Vermont
Medical Center
Burlington, VT

Mary Heintzkill
St. Vincent Health
Indianapolis, IN

Jane A. Mather
Providence Urban Hospitals
Spokane, WA

Michael R. Saxton
Indianapolis, IN

Margo Tafoya
Diocese of Saginaw, MI

EX-OFFICIO
David A. Lichter
Executive Director
The 50th Anniversary in 2015 was a remarkable year for the NACC. We engaged in multiple celebrations honoring its contributions as well as those of members who have shaped the NACC and the ministry of chaplaincy during the past 50 years. The cloth draped over the altar at the national conference was covered with the names of 500 deceased members who influenced the development of the NACC, serving as a magnificent symbol of our 50-year journey. It has been a privilege to serve as board chair during this landmark time and to join colleagues as we “Honor the Gift,” the theme for this 50th year.

During this year, the Board welcomed four new members: two elected members, Mary Heintzkill and Jim Letourneau, and two appointed members, Brian Yanofchick and Sr. Margo Tafoya. Father Jack Crabb completed six years on the Board of Directors at the end of 2015.

The NACC continues to focus on the four goals identified in the 2012-2017 Strategic Plan:

Goal I: To educate and support association members for the future of professional chaplaincy.

Goal II: To increase awareness of the value of professional chaplaincy among key constituencies.

Goal III: To enhance advocacy efforts with strategic partners.

Goal IV: To advance NACC as a mission-driven, financially stable and resilient association.

In the executive director’s report, David Lichter describes the progress toward each of the goals. Many of you have been engaged in activities during 2015 as part of commissions, task forces, panels and projects that further the work of this organization and enable the NACC to fulfill these goals.

A significant portion of the Board’s activities this year have been related to Goal IV. We have thoroughly reviewed the financial stability of NACC, given the steady decline in the number of certified chaplains and NACC members, and we are exploring options to ensure its viability and capacity to perform its mission into the future. David Lichter, Sue Walker, and the other members of the national office staff have been effective stewards of our resources. Sound financial investments have provided a safety net for the NACC but are not a permanent solution to the challenges of decreased revenue. David has engaged a consultant to assist the Board members in identifying opportunities to supplement our financial resources. In 2016, a Board priority is to identify strategies to grow membership and/or significant partnerships to enable this organization to thrive.

In accord with Goal III, I have had firsthand experience this year in collaborating with ACPE and APC while serving on one of four task forces designed to advance chaplaincy. Our task force focused on increased competition among CPE and chaplain certification groups. I have appreciated the commitment of task force members to partner together to enhance and sustain our ministries. Additionally, NACC’s collaboration with other cognate groups to review and revise the Common Standards for Professional Chaplains and Common Code of Code of Ethics and to update the 2001 white paper demonstrates our shared commitment to strengthen and advocate for professional chaplaincy. Further, I represented the NACC at CHA’s Assembly in
Board of Directors Report (continued)

Washington, DC, and APC’s National Conference in Louisville, KY, in June. Based on member requests, the Board has committed to a joint NACC/APC Conference for our national meeting in 2018.

Mary Lou O’Gorman, Chair

Wow! NACC’s 50th Jubilee year of 2015 was a grace for the organization and a blessing for our members and staff as we lived our Jubilee theme, “Honor the Gift.” Wonderful preparation went into the Jubilee year by the many who served on the Jubilee Task Force. While the 2015 National Conference, March 6-9, 2015 in Arlington, VA, was a highlight of the year, the many local events also celebrated the Jubilee year with prayer and reflection.

2015 also marked the middle year of implementing NACC’s 2012-2017 Strategic Plan (see http://www.nacc.org/about-nacc/strategic-plan/). I will use the Plan goals again as the structure for my report.

Our Goal I is to educate and support association members for the future of chaplaincy, with initial focus on Objective A, Provide formation and resources for chaplains to be effective ministers and leaders, especially in emerging settings and health care systems (both Catholic and other) across the continuum of care. Our NACC 2015 webinars and 2015 national conference were again guided by this goal and objective. Our webinar topics included topics of spiritual screening and assessment; weighing spiritual care and other priorities; a dialogue with a chief executive; mental illness; ethics; trends in chaplaincy; as well as the spiritual topic of healing. And our 2015 National Conference included topics such as pastoral care in high-tech world; charting spiritual care notes; non-traditional grief support; supervising staff and volunteers; research; team well-being; change and transition; EMRs and quality; and multidisciplinary team work. The national conference in Arlington drew more than 400 participants; 350 participated in 12 local events marking NACC’s 50th Jubilee; and over 650 lines used our ten webinars.

We also continue to provide network calls on ministry areas including service settings such as palliative care and hospice; long-term care; correctional; one-person departments; pastoral care directors; and outpatient settings; as well as other affinity groups such as deacons; retired/emeritus; 45 and under; African members; and Hispanic or Latino members. The NACC also continues to partner on the CHA Pastoral Care Advisory Committee (PCAC), especially the outpatient setting. In November 2015, the PCAC identified staff support, chaplain development, and patient services as the areas to concentrate its attention.

Goal II is to increase awareness of the value of professional chaplaincy among key constituencies, with initial focus on Objective A, Develop materials and programs to communicate the value of professional chaplaincy. The major project for this year was linked to NACC’s 50th Jubilee, as members contributed stories of their ministry that were included in each NACC Now, then further edited and collated into a book, Chaplain Encounters. This book is available in PDF form on the NACC website, and will be distributed in other ways as well. NACC also developed a new logo and a new website, as well new brochures and portable banners as part of its material development.

Goal II Objectives B and C are concerned with professional research on chaplaincy. In 2015, our Research Task Force became the Research Advisory Panel, in order to create more permanent direction and education around research. NACC member Catarina Mako was appointed the NACC representative on the newly formed oversight team of our cognate partners, headed by Drs. George Fitchett and Wendy Cadge, to implement the Transforming Chaplaincy Project (http://www.researchliteratechaplaincy.org/), which involves two grants totaling $4.5 million from the John Templeton Foundation. The grants seek to better equip healthcare chaplains to use research to guide, evaluate and advocate for the spiritual care they provide. Research-related workshops were again part of the NACC 2015 National Conference.
Executive Director Report (continued)

Our ultimate goal remains that our members become confident in reading and integrating research findings into the profession of chaplaincy.

Goal III is to enhance advocacy efforts with strategic partners, with a primary focus on continue dialogue with other key professional organizations integral to advancing the profession of chaplaincy. First of all, ACPE, APC, and NACC leaders have four task forces examining: 1. Consistency in teaching to and assessing the common standards; 2. The parallel processes for certification of ACPE supervisors and board-certified chaplains; 3. The demographic trends for future clinical pastoral educators and board-certified chaplains; and 4. The increased competition among CPE and chaplain certification groups. These are very important topics, and it is vital we discuss these together. In a second collaborative initiative, five of the six cognate groups (ACPE, APC, CASC, NAJC, and NACC) who implemented the Common Standards for Professional Chaplains and the Common Code of Ethics are revising these two foundational documents. The sixth original association, American Association of Pastoral Counselors, affirmed and supported the work we will do, but chose not to participate since its pastoral counselor members do not use these standards.

Thirdly, NACC, ACPE, NAJC, and APC are collaborating, as mentioned in Goal II, with George Fitchett, PhD, and Wendy Cadge, PhD, on a four-year project to advance research literacy among us healthcare chaplains. Finally, the Joint Research Council, initiated by APC, is a collaborative effort to transform chaplaincy in ways related to research. It seeks to enhance communication around research; advocate for research efforts and literacy; and provide a central place for information about opportunities for chaplain-related research. This council is really a global initiative, as it includes the major chaplaincy associations of North America, Europe, and Australia. Along with our cognate associations, participants include the National Association of Veterans Affairs Chaplains, Spiritual Care Australia, Scottish Association of Chaplains in Healthcare, and Healthcare Chaplaincy Network. Katherine (Kate) Piderman, PhD, BCC, is our NACC representative on the council.

Goal IV is to advance NACC as a mission-driven, financially stable and resilient association with initial focus on continue to assess and adjust our business model, governance, staffing, administrative and financial processes and resources as needed to carry out our mission. Addressing this goal remains in the forefront of each NACC Board meeting. Diverse scenarios for the future continue to be examined, as the profile of the NACC continues to change. In 2015, 137 new members joined the NACC. They included 54 lay women, 33 lay men, 27 priests, nine sisters, eight deacons, and six were of other faiths. Overall, the total was more than in 2014 (132). Our membership profile is now 54.6% lay (39.4% women, 15.1% men), 23.2% sisters, 18% priests, 3.6% brothers and deacons, and .6% other faiths, with 67% board certified.

The NACC ended 2015 in sound financial condition, as you can see in the 2015 Financial Report included in this Annual Report. While the net assets of $49,467.37 was far less than in 2014 ($189,265.44), it was still a good financial year. Over the past six years, the NACC was blessed to have had net surplus of over $100,000 each year due to good budgeting, stewardship, revenue and healthy markets. Even the $932,848 net revenue is healthy, with the two main factors being sound budgeting and stewardship. Sound financial stewardship kept operational expenses ($50,132.72) under budget. Secondly, we exceeded most of our budgeted revenue goals, which included again the tremendous generosity of our members to the Annual Member Campaign, which far exceeded the budgeted goal ($56,109.41 against the $52,000 goal). The most disconcerting revenue line against budget was membership, as membership revenue was $28,123 under budget. We adjusted our 2016 revenue assumptions in light of the 2015 membership revenue. 2015 was not a good year for NACC investments, as the weak market results in $17,426.04 unrealized capital losses, which are reflected in the Investment income revenue line of the Financial Report.
Executive Director Report (continued)

Overall we are grateful for the year ending well financially.

However, Goal IV Team is working hard to examine future scenarios for NACC, and has set clear objectives for 2016 to clarify future options for NACC. We realize that we cannot do business as usual for many more years, due to our current pace of membership decline.

We remain so deeply grateful to all of you, our NACC members. You make the NACC the invaluable resource it is to one another through volunteer leadership, networking calls, providing for one another opportunities to grow spiritually, personally, and professionally. Thank you! Thank you! Thank you! I am blessed to serve with you.

Gratefully,
David A. Lichter
NACC Executive Director
Governance Committee Report

The Governance Committee oversees the organization’s governance and management structures. The committee reviews the effectiveness of organizational processes and, after reviewing the work of the Nominations Panel, makes recommendations to the Board of Directors to fill vacant positions on committees, commissions, and panels. The committee also reviews NACC’s bylaws, policies and procedures in order to update or amend, and reviews the annual reports of the Board and the Executive Director.

The Nominations Panel and the Executive Director have been stellar in finding excellent candidates to fill vacancies, but more members must engage in new ways in order to keep the organization vital and fresh, because we are finding the same names being moved from one committee or commission to another. We are considering changing or reframing the roles and the criteria for participation in order to improve engagement. We need to be more proactive in nominating persons/groups for our annual awards, which is the reason for changing the Annual Awards Taskforce to Annual Awards Advisory Panel.

During 2015 our main goal was the long-overdue revision of criteria for leadership roles and encouraging more members to participate in the association. A companion piece was a review of the job description for the executive director. We successfully revised the roles and responsibilities section of all the various leadership groups and adjusted the number of years as an NACC member prior to qualify for each group. We updated the Executive Director’s job description to be current with the present responsibilities. We eliminated any mention of salary or benefits, which belongs in another document.

The Governance Committee recommended and the Board approved that the Research Task Force and the Awards Task Force both become advisory panels, which gives them more authority. We also worked diligently on finding ways to engage newer members and received Board approval for an auxiliary member to be appointed to various commissions and committees.

The Committee also brought forward a new procedure for succession planning that helps both Governance and Nominations populate various leadership groups. In response to the Certification Commission’s request for the category of Retired Board Certified member, the Governance Committee proposed to the Board criteria for such a category. We also updated the bylaws and constitution, with changes in the membership categories and standing committees/panels.

The primary task for 2016 will be to oversee the election of two new Board members and to implement the succession planning process. We will also consider and possibly develop a generic application for leadership positions. As always, the Governance Committee and the Nominations Panel will work together to seek qualified candidates for leadership positions on the various bodies. The Governance Committee also needs to make sure that the Board Manual and other association manuals (e.g. employee handbook) are up to date. We will also help revise the executive director assessment tools.

Rev. John T. (Jack) Crabb, SJ BCC-S

Nominations Panel Report

The Nominations Panel’s year began with difficulty as two members needed to step away due to health issues. Due to work-related transitions, the current chairperson could not assume the responsibilities until July 2015. David Lichter worked closely with members of the panel to address immediate responsibilities. The panel thanks David Lichter and Tim Charek for their support throughout the year.

The main responsibility in the first half of the year was to present to the Governance Committee a list of candidates for the open Board of Directors elected position. The applicant pool was limited, and only one candidate was presented to the membership for election. However, we presented members for appointments for all the commission, committee, and panel openings or anticipated openings for 2016. The Nominations Panel enhanced the leadership succession planning grid that has helped identify the needs for the different groups.

The panel did note the need for more diversity on the Board of Directors, especially in having elected members from different ethnicities, regions, and experiences in chaplaincy. The panel also noted that the commissions, committees, and panels (which ideally help populate the elected Board of Directors) would benefit from members with a fresh perspective of chaplaincy. Strategic planning on leadership roles in the NACC and, in particular, the Board, would provide guidance on succession planning for the Board. If the Board has done a needs assessment, those needs should be shared so that the panel can be strategic in its outreach efforts to populate the committees, commissions, and panels.

For 2016, the Nominations Panel has the following plans:

- Identify, through the succession planning form created by the Board of Directors, the commissions, committee, and panels that need applicants and appointments.
- Each Nomination Panel member will be responsible for one or two commissions, committees, and panels and work closely with them to identify the needs and members who can fulfill those needs.
- The panel members will also assess if any of these members would be qualified applicants for the Board of Directors elections, especially as there will be two open positions at the end of the year. It would work to encourage application for the Board of Director election.
- The chairperson will regularly communicate with the chairperson of the Governance Committee so that the leadership needs of the NACC are known in a timely manner.
- The chairperson will also work with the panel to identify early in the second half of the year the 2017 chairperson of the Nominations Panel, so that transition is as smooth as possible.

The Nominations Panel is excited for the work ahead in 2016 and is grateful for this opportunity to encourage the membership to be more involved in the work of the NACC.

Theresa Vithayathil Edmonson, BCC
Chairperson, Nominations Panel

Finance Committee Report

The NACC Finance Committee has been well-served by talent both within and outside the association. NACC Treasurer Jim Letourneau chairs the committee. Other board members on the committee include Brian Yanofchick, Mike Saxton, and Board Chair Mary Lou O’Gorman. NACC members Matt Merges and Rick Nash both brought business acumen and financial articulation into the conversations. Chief Financial Officer Anne Gillis from Holy Cross Hospital in Silver Spring, MD, along with financial advisors from Christian Brothers Investment Services (Fred Duda and Liz Vella), asked helpful questions and provided useful analysis. The dedication and hard work of staff liaison Sue Walker cannot be overstated. Sue faithfully provided the data and context the Committee needed for every meeting.

In 2015, the Finance Committee examined how to effectively steward the financial resources of the association, particularly given membership forecasts. NACC currently invests with two financial management companies: Merrill Lynch (ML) and Christian Brothers Investment Services (CBIS). Early in the year, the Finance Committee decided to shift $10,000 in investments each month from ML to CBIS, where the association’s finances appeared to be growing more favorably. The committee also looked at how to implement staff bonuses in light of its value for social justice and its desire to recognize the hard work of the national office.

As of Nov. 12, the association had revenue of $37,736 over expenses. A 2016 balanced budget was approved, with projected income (and expenses) to be $939,611. The budget included a modest staff merit increase to be implemented at the beginning of the fiscal year and a dedicated financial reserve for staff recognition.

The committee approved a new lease agreement for the national office and reviewed its investments policy in light of Catholic social teachings and social/fiscal responsibility.

The long-term viability of the association is a top priority for the Finance Committee. The profit margin in 2015 is a testament to all our members, our staff, and especially our executive director. But the gap between income and costs is roughly half of what it was last year, due to declining membership. Along with the executive director, the Committee is examining additional revenue possibilities and strategies, as well as cost savings.

Jim Letourneau, Chair

2015 Annual Report Financial Overview

NACC 2015 Revenue

- Membership Dues: $490,188 (52.5%)
- Certification Fees: $72,510 (7.8%)
- Annual Campaign: $56,109 (6.0%)
- Contributions: $41,367 (4.4%)
- Education: $222,595 (23.9%)
- Investments: -$6,881 (-0.7%)
- Miscellaneous: $56,960 (6.1%)
- Total: $932,848 (100%)
### Association Financial Overview – Expenses

#### NACC 2015 Expenses

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<tr>
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To review the Independent Accountant’s Review Report go to: [http://www.nacc.org/about-nacc/annual-reports/](http://www.nacc.org/about-nacc/annual-reports/)
We would like to thank our NACC Conference and Institutional Sponsors

2015 Institutional Partners

PARTNERS
Catholic Health Initiatives
Essentia Health
Presence Health
Trinity Health

ENDORSERS
Ascension Health
Dignity Health
Franciscan Missionaries of Our Lady Health System, Inc.
Providence Health & Services
Sisters of Mercy Health System

SUPPORTERS
Avera Health
Bon Secours Health System
CHRISTUS Health
Franciscan Sisters of Christian Charity Sponsored Ministries, Inc.
Mercy Health

2015 Conference Donors

Alexian Brothers Health System
   Plenary Speaker
Ascension Health
   Pre-Conference Workshop
Beaumont Health System
   50th Jubilee
Bon Secours Health System
   Workshop & 50th Jubilee Honoring Award Recipient Rev. Joseph Driscoll
Catholic Health Association of the United States
   Plenary Speaker
Catholic Health Initiatives
   Awards Banquet Honoring Award Recipient Austine Duru
Catholic Health Services of Long Island
   50th Jubilee Honoring Award Recipient Caterina Mako
CHRISTUS St. Michael
   50th Jubilee
Dignity Health
   Workshop
Franciscan Missionaries of Our Lady Health System, Inc.
   Workshop & 50th Jubilee
Franciscan Sisters of Chicago
   50th Jubilee
We would like to thank our NACC Conference and Institutional Sponsors (continued)

**2015 Conference Donors**

**Gunderson Health System CPE Program**

*50th Jubilee*

**HealthCare Chaplaincy Network**

*Workshop*

**Loyola University Chicago**

*Plenary Speaker*

**Leadership Formation Partners**

*50th Jubilee*

**MedStar Georgetown University Hospital CPE Program**

*Conference Scholarship*

**Mercy Health**

*Day of Reflection*

**Mercy Health Foundation**

*Workshop*

**Estate of Rev. John Patrick Murray**

*Plenary Speaker*

**Oakwood Health System**

*50th Jubilee*

**Presence Health**

*Member Luncheon*

**The Reid Group**

*50th Jubilee*

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**2015 Conference Donors**

**St. Vincent**

*Awards Banquet Honoring Award Recipient Sr. Barbara Brumleve*

**Sisters of St. Joseph of LaGrange**

*Ministry of the Arts*  

*Sculpture*

**University of Vermont Medical Center CPE Program**

*Live Streaming Equipment*

**Wheaton Franciscan Healthcare**

*Workshop*
In 2015, the Standards Commission worked on the ongoing revision of the Common Standards, led by NACC representatives Bob Barnes and John Gillman. This was a collaborative effort with the other cognate groups who developed them, ACPE, APC, CASC, and NAJC.

Other matters that we addressed included strategies for educating members about the specific additions to the 2014 revised NACC- and USCCB-approved standards. This education effort was also the focus of the Certification Commission. We also discussed the work of the ACPE/APC/NACC joint task forces that were addressing consistent approaches to the Common Standards, and exploring a parallel process for certification of ACPE supervisors and APC and NACC board certification. We discussed demographic trends (especially in light of growing demand for certified chaplains and ACPE supervisors) and increased competition by CPE and certification groups.

In 2016, we will prepare to fill positions that will open in 2017: chair, member, and Ethics Committee liaison. We plan to shift the work of the Standards Commission from a “task force,” or “as needed” approach to an approach where members meet on a routine basis. We will work on further education of our membership on the new standards as well as palliative care/hospice certification. We will continue revision work on the Common Standards and try to align with the Certification Commission in light of the revised standards.

Nancy Cook, MDiv, MSW, BCC

During 2015, the Certification Commission focused on developing educational activities to the revised Standards for compliance with the USCCB. These efforts included: revision of applicant’s narrative statement, verbatim cover sheet, assessment guide of standards and competencies, and creation of forms. Additionally, an educational plan for ITEs and interviewers relative to the assessment of competency for these Standards is being drafted. A work group has begun planning the internal and external marketing of educational activities and information regarding these Standards. A draft of a certification handbook has also been crafted, as requested by the USCCB.

The Commission submitted a proposal regarding changes to the retired status for certified chaplains, with consideration to changes in certification renewal requirements as well as areas of service within the association. A co-chair model of leadership was implemented for this Commission. Collaborative involvement with the Lead ITE and ITEs continued to improve our certification process.

In 2016 the efforts of this Commission will remain focused on the revised Standards, as well as revisions to our certification procedure and documents.

Judith A. Shemkovitz, BCC, LPC – Certification Commission Chair

2015 NEWLY CERTIFIED CHAPLAINS

Certifications Granted

For a complete list of 2015 newly board certified chaplains please go to:

www.nacc.org/certification/newly-certified-chaplains/
Certification Appeals Panel

The Certification Appeals Panel began 2015 with too few members to carry out the work of in a timely manner. As we begin 2016, a new member has been added, bringing the roster to seven. An ideal number would be eight.

In August 2015, three appeals were received from the spring interviews. After careful review, two of the appeals had no grounds to proceed. One appeal went to a full three-person certification appeals review team. The review team unanimously upheld the decision of the Certification Commission to deny certification.

The Appeals Panel would like to highlight some of the concerns noted in the review of the appeals:

- Too many standards were identified as being unmet. In one appeal, 11 unmet standards were checked. For a one-hour interview, this seems excessive.
- The dynamics of the interview team are so integral to the interview process that we wondered if a substitute interviewer was given enough time to be properly prepared for the interview.
- The Certification Commission reinforced the importance of using the form letters to inform the appellants of the decision of the appeal.

In 2015, one appeal was carried over that was received on Dec. 24, 2014. As already mentioned, three other appeals were received and responded to in 2015. Each person on the Appeals Panel is committed to the work of the panel. They have been readily available and have seen through the tasks of the panel. I am very grateful for such dedicated and talented professionals.

In 2016, we can see from the appeals that our interview process still needs refining. NACC standards are very clear about what constitutes an appeal. An interview that is professionally and appropriately conducted will give the appellant little opportunity to claim that procedures of the interview resulted in a recommendation not to certify.

*Members: Mary R. Skopal, Joseph G. Bozzelli, Cathy Connelly, Rev. Augustin Orosa, James Willsey, Rev. James Yeakel. Staff liaison: Ramona Zeb*
Interview Team Educator Report

In 2015, the interview team educators worked to create a tool to evaluate the quality of the ITEs’ work and their perception of the process. Matt Merges, Sr. Collette Hanlon and Carollane Hauck devised a questionnaire that was eventually put through Survey Monkey. The results have provided helpful information, which will be used to plan for July ITE meeting and ongoing education. We discussed the impact of new standards upon interviewers and devised a plan to share how to evaluate with interviewers.

We will address the quality of PRPI questions and the professionalism of PRPI and II as far as consistent use of language and format and to ensure that the content of PRPII reflects the vote of the interview team’s recommendation to certify or not.

The ITEs had to wear several hats on some interview weekends and handled the challenges with professionalism. We have learned to use cloud computing for PRPI and PRPII for editing and sharing work with the national office.

In 2016, we will try to use consistent sites that meet requirements of cost, ease of accessibility, site coordinator availability, and available qualified interviewers. We will continue to provide feedback to both ITEs and interviewers and help to ensure the successful rollout of new standards. We will continue to engage Ginger Geeding as editor for PRPIIs.

Carollane B. Hauck, Lead ITE

2015 Conference Task Force

Ms. Beverly M. Beltramo, DMin, BCC
Chair
Rev. John T. Crabb, SJ, MA, BCC-S
Plenary Speakers/Board Liaison
Ms. Bridget Deegan-Krause, MDiv, BCC
Workshops
Rev. Richard J. Bartoszek, MDiv, BCC
Liturgy

Deacon Thomas J. Devaney, MA, BCC
Local Arrangements Co-Chair
Ms. Victoria A. Lucas, MA, BCC
Local Arrangements Co-Chair
David A. Lichter, DMin, Ex Officio
Jeanine M. Annunziato, Ex Officio
Andris J. Kursietis, Ex Officio
Ethics Commission Report

The Ethics Commission gained two members in 2015 (Kathy Ault and Leszek Baczkura). Matthew Kammer resigned for personal reasons. Cristina Stevens assumed the Chair with Ann Hurst as Vice-Chair. Our purpose is to review formal complaints involving alleged violations of the Code of Ethics in accordance with NACC standards and procedures. In addition, we review and make recommendations when a member is unable to sign the Ethics Accountability Statement as part of the recertification application. We also provide advisory consultation and education as needed.

We had three conference calls, in February, March, and June. Case studies were prepared from last year’s complaints (sanitized for confidentiality) to orient and train the new members. We did not have any formal complaints to address. There was an advisory consult regarding a certification renewal process, which did not generate a complaint after the issue was investigated.

Kathy Ault was nominated as our liaison to the Standards Commission. Ann Hurst and Marilyn Williams (as past members) worked on revising the Standards and Code of Ethics with the cognate organizations (ACPE, APC, NAJC, CASC). Cristina Stevens worked in the APC/ACPE/NACC task force in the subgroup looking at demographic trends in chaplaincy. We discussed a possible greater alignment with the joint complaint process that APC and ACPE currently have.

We also discussed the need for confidentiality statements, a code of ethics for the Commission, and integration of the complaint manual into other handbooks as suggested by the USCCB in their Notice of Approval in September 2014.

In 2016, the Commission could use more members. Two names have gone to the Nominations Panel to be presented to the Board. A Complaint Review Team Report Form needs to be designed since it is specified in 221.1. We will continue to seek ways to collaborate and align with cognate organizations while maintaining the uniqueness of the Catholic tradition and the faithfulness to the ERDs.

Cristina Stevens, Chair

Members: Cristina Stevens, Ann Hurst, Kathy Ault, Leszek Baczkura.
Board Certified Chaplain Supervisors Granted Renewal of Certification in 2015

Sr. Barbara Brumleve SSND, PhD, BCC-S  1996  
Dr. Gordon J. Hilsman BCC-S  1991  
Sr. Judith A. Oland, OSB, BCC-S  1980

2015 Certification Renewals Granted

For a complete list please go to:
www.nacc.org/certification/renewal-of-certification/renewed-certification/

2015 Certification Volunteers

For a complete list of the 2015 NACC Certification Volunteers please go to:
https://www.nacc.org/membership/volunteers/

2015 Annual Campaign Donors

For a complete list of the 2015 Annual Campaign Donors please go to:
https://www.nacc.org/about-nacc/donors/
**Education Advisory Panel Report**

The Educational Advisory Panel exists to provide feedback, guidance, and strategic thinking to the NACC staff and executive director on its education programs, and to assist in developing a comprehensive approach to programming.

The panel met in October 2015 to review how webinars, local gatherings, and the 2015 conference aided in the implementation of the Strategic Plan Goal I to educate and support members for the future of chaplaincy. Many offerings aligned well with members’ needs to be better prepared. The panel implemented the Board of Directors’ recommendation that the monthly webinars no longer be offered as one webinar split into two one-hour blocks but one 75-minute webinar session per month. Webinars will be scheduled for January, February, May, June, July, September, October, November and December. Proposed targeted topics include: research literacy, outpatient settings, spiritual topic, spiritual assessment, mental health, spirituality of the twelve steps, charting, and many others. Webinar content development for 2016 will be guided by these recommendations.

*Members: Mr. Robert Barnes, Mr. Thomas Chirdo, Ms. Vicki Farley, Ms. Lori Kaufman, Sr. Mary Thecla*

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**2015 Networking Opportunities**

The NACC offered many networking opportunities in 2015. Below is a list of 60-minute conference calls that were scheduled to provide specific groups a time for introduction and to discuss best practices in their respective areas.

- Ambassadors group-quarterly
- 45 and Under Members-quarterly
- African Members-quarterly
- Behavioral Health-quarterly
- Corrections Ministry-quarterly
- CPE Supervisors-monthly
- Deacon Member Group—quarterly
- Directors of Pastoral/Spiritual Care-quarterly
- Integrative Health-quarterly
- Latino/Hispanic Members-quarterly
- Long-Term Care Group—quarterly
- New Members-twice quarterly
- One-Person Departments-quarterly
- Outpatient Settings-quarterly
- Palliative Care Hospice Group—monthly/quarterly
- Research Task Force Group—quarterly
- Research Journal Group—quarterly
- Retired/Emeritus Members-twice quarterly
- State Liaison Calls—twice quarterly
The NACC’s Editorial Advisory Panel enjoyed another productive year in 2015, meeting five times by phone to provide valuable guidance for Vision and other matters.

Roughly two months before a new issue of Vision is posted on our website, the EAP meets by phone to choose a theme and suggest story angles and writers who might be able to contribute. Themes of our issues in 2015 were:

- **January-February**: Professional Standards: Growing With Us
- **March-April**: Celebrating 50 Years: Honoring the Gift
- **May-June**: Coverage of 2015 national conference
- **July-August**: Toward Better Charting
- **September-October**: CPE and Beyond: Professional Competencies in a Changing Environment
- **November-December**: Spiritual Wellness and Prevention

(The above issues are located at [http://www.nacc.org/vision/backissues/](http://www.nacc.org/vision/backissues/))

As well as suggesting writers from inside and outside the association, EAP members contributed 10 articles of their own to Vision in 2015. Executive Director, David Lichter contributed a column to every issue, as well as several additional pieces. Vision Editor, David Lewellen provided much of the coverage of the national conference and wrote three more stories during the year.

The EAP also provides valuable quick advice via email whenever David Lewellen has questions about the suitability of a particular piece. They help choose the prayer for the annual World Day of the Sick cards, and in 2015 they also gave feedback on some of the Chaplain Encounter stories that appeared in NACC Now as part of the ongoing 50th anniversary celebration.

In the fall, David Lewellen asked the EAP for guidance on how Vision should handle book reviews, and with their help, we agreed upon a process in which two NACC volunteers became the point people for finding appropriate titles to review; writing to publishers to obtain copies; and getting the copies into the hands of volunteer reviewers.

At the end of 2015, Isabelita Boquiren and Sandra Lucas rotated off the panel; their replacements are Daniel Waters and Maggie Finley.

**Editorial Advisory Panel Report**

Members: Elaine Chan, Maggie Finley, Marika Hull, Bryan Lamberson, Daniel Waters, Austine Duru, Michele LeDoux Sakurai, Mary Heintzkill; Vision Editor David Lewellen; Executive Director David Lichter; Staff Liaison Phil Paradowski
Disaster Spiritual Care Team of the American Red Cross

Disaster Spiritual Care is now an official internal activity and function of the American Red Cross. After more than 16 years of collaborative work as an external partner, Disaster Spiritual Care has become the first major activity added to the Red Cross in more than 20 years, since the addition of Disaster Mental Health.

This means that a Disaster Spiritual Care volunteer may now be integrated into the full structure of the American Red Cross at the local and regional chapter level, as an equal partner in the Response Division with Disaster Health Services (RNs) and Disaster Mental Heath. On Nov. 5, 2015, this newest activity of Disaster Spiritual Care was launched, following the incredibly hard work of many dedicated leaders.

Historically, Disaster Spiritual Care responded to mass-casualty disasters through a national request. The new model will begin at the local response level, then by divisions and finally as a national response, depending on the nature, size and scope of the disaster.

NACC is represented by the following Red Cross DSC leaders: Tim Serban, national lead and Pacific Division advisor (Oregon), Allen Siegal (Mid-Atlantic), Logan Rutherford (Texas), Carol Bamesburger (California) and Marjorie Ackerman, emeritus (DC) along with many other responders nationwide.

The major responses in 2015 were the Amtrak train derailment on May 12 near Philadelphia; the sinking of the American cargo ship El Faro off the Florida coast during Hurricane Joaquin on Oct. 1; and the flooding and numerous deaths that Hurricane Joaquin caused in South Carolina. Red Cross Disaster Spiritual Care responders supported families and survivors through Integrated condolence care teams with Disaster Health Services and Disaster Mental Health volunteers. The NACC’s Joseph Bozelli was among those who responded.

In 2015, six DSC sessions were provided at national cognate conferences to orient chaplains to the new direction of DSC. The next phase was finalized and implemented in November. The official Disaster Spiritual Care Standards and Procedures and training materials are available in the Disaster Spiritual Care Toolkit found in the American Red Cross Exchange.

In 2016, the national pre-conference Red Cross DSC orientations will continue to orient volunteers to the process of responding to a disaster and engagement in local chapters. In the future, these sessions will contain the full Disaster Spiritual Care Fundamentals course.

Any NACC member interested in becoming a Red Cross DSC volunteer can contact your local Red Cross chapter anywhere in the United States at www.RedCross.org. You can also connect with Tim Serban for additional questions: tim.Serban@RedCross.org.

Submitted by Tim Serban, Disaster Spiritual Care National Volunteer Lead
NACC State Liaisons

To view the NACC 2015 NACC State Liaison list please go to: https://www.nacc.org/membership/state-liaisons/#447047174357-c7ef4587-0103

NACC State Liaison Roles, Responsibilities & Criteria

**CONNECTS** - state chaplains to the national office and one another
A. Sharing membership/contact information with the Liaison
B. Serves as “go to person” in the state when exploring interstate possibilities for gatherings.

**COMMUNICATES** – with/among state NACC members
A. Keeps members informed of new members and member events
B. Determines state needs for calls/gatherings

**COORDINATES** – or delegates intrastate or interstate events
A. Ensures state representation in interstate events
B. Enlists planners for events as desired
Conference Scholarship Donors

Ms. Mary C. Bomba
Mrs. Frances M. Castello, MDiv, BCC
Mrs. Mary E. DeCristofaro, BCC
Rev. Alin N. Dogaru, BCC
Miss Sharon M. Douglas, BCC
Mr. Remigius Okweariri, BCC
Mrs. Alycia M. Gorman
Sr. Colette Hanlon, SC, BCC
Mrs. Merrilee S. Kralik, BCC
Ms. Judith LoGerfo
Mrs. Thelma L. Lucas
Ms. Victoria A. Lucas, BCC
Sr. Marie-Ange Marcotte, SSCM, BCC
Ms. Susan C. Mitchell, BCC

Dr. Mary Beth Moran, BCC
Ms. Catherine C. Moriarty
Ms. Susan E. Murphy
Sr. Catherine I. O’Connor, CSB, BCC-S
Mr. Michael C. Onuoha, BCC
Dr. Jennifer W. Paquette, BCC
Ms. Christine E. Picchi, BCC
Ms. Louise Anne Pinette de Siller, BCC
Mrs. Suzanne F. Shady, BCC
Ms. Judith A. Talvacchia, BCC
Mrs. JoAnn Thiele, BCC
Ms. Teresa K. Tremper, BCC
Ms. Barbara F. Zahner, BCC
2015 AWARD RECIPIENTS

2015 NACC Distinguished Service Award

Sr. Barbara Brumleve, SSND

2015 NACC Outstanding Colleague Award

Fr. Joe Driscoll

2015 Emergent Leader Award

Austine Duru

2015 Emergent Leader Award

Caterina Mako
2015 AWARD RECIPIENTS
NACC Finance and Office Director Sue Walker

Recognition in deep gratitude for her twenty years
of generous and highest quality service to the NACC and its members.
Her dedication and commitment to stewarding the financial operations of the NACC
have provided the NACC years of stability and reliability.
Her respect and care for each member of the staff and of the association
embody the values of human dignity and compassion that our ministry upholds.