

Association Boards Make History in Toronto

CAPPE President Neil Elford, flanked by NACC President Joe Driscoll, APC President George Handzo, and NAJC President Stephen Roberts, looked out over the festive gathering at the closing banquet for the conference “Charting the Future of Chaplaincy and Pastoral Counselling” in Toronto. After a few introductory sentences, Neil paused and smiled with obvious delight on his face as he announced the unanimous vote of the four association boards to begin work on one set of standards for chaplaincy, one set of standards for supervised pastoral education, and one code of ethics for the North American pastoral care, counseling, and education organizations. (See the text of the announcement on page 2.)

The applause burst the room in a thunderous and electrifying outpouring of energy that telegraphed joy, hope, encouragement, unity, success. And then in what looked like one giant step, the audience rose to its feet. If anyone questioned where the membership was on this issue of closer collaboration, the answer was writ large in the Sheraton Centre Toronto ballroom on the night of February 25, 2003.

Representatives from the board of the Association for Clinical Pastoral Education (ACPE) were likewise in attendance at the joint meeting of the boards and indicated that they would bring the proposals to the full board of ACPE at their April meeting. Though no representatives of the American Association of Pastoral Counselors (AAPC) were able to attend, its leadership has expressed its strong desire to participate in this collaboration as well.

The success of this moment in history was rooted in years of building relationships of trust among elected and executive leadership in the cognate groups as well as the grassroots expression and desire that we come together and collaborate more and more as one body. One of the most respected leaders in this budding movement was Sister



The Rev. Dr. Neil Elford, President of CAPPE, announces the agreement to pursue closer collaboration among the North American pastoral care associations. Joining him at the closing banquet for the EPIC conference are (left to right) Rabbi Stephen Roberts, President, NAJC; The Rev. George Handzo, President, APC; and Rev. Joseph J. Driscoll, President and CEO, NACC.

Helen Hayes, OSF, NACC Executive Director in the late 1980s and early 1990s.

By the mid-1990s, the “five presidents” from the United States began meeting after a bold challenge by then ACPE President Bill Baugh to move toward consolidating the movement’s efforts, and even its organizations, into one voice, one body for pastoral care. This group expanded to the Collaborative Steering Committee that included such leaders as NACC members Ms. Joan Bumpus, Sister Monica Ann Lucas, SC, Rev. Stephen R. Ryan, OSM, and Rev. Richard M. Leliaert, OSC.

The circle expanded even further with the invitation to the Canadian Association for Pastoral Practice and Education (CAPPE) to join the U.S. associations in the writing of a “white paper” on chaplaincy. The crowning achievement of this phase of collaboration

was the publication and distribution of *Professional Chaplaincy: Its Role and Importance In Healthcare in 2001*.

No sooner did the applause die down at the banquet celebration, then did come a challenge the next day in the closing plenary session. David Levine, the former Minister of Health for the Province of Quebec, waved the “white paper” in the air, acknowledging what he had learned, and admonishing us to get this into the hands of administrators and political leaders.



Text of Historic Announcement

(The following is the text of The Rev. Dr. Neil Elford's announcement at the EPIC conference banquet on Tuesday, February 25, 2003.)

This 2003 EPIC Experience Conference held in Toronto, Canada, involving the Association of Professional Chaplains, the Canadian Association for Pastoral Practice and Education, the National Association of Catholic Chaplains, and the National Association of Jewish Chaplains is the first time in history that the members of these four associations have met to chart the future of chaplaincy in North America. Their Boards, together with the Board of the Association for Clinical Pastoral Education, had previously collaborated on the publication of the white paper on professional chaplaincy, a document now used across North America to clearly explain the nature of professional chaplaincy.

During this convention, the Boards of these four associations and several representatives from the Association for Clinical Pastoral Education met to consider four proposals that would see them working

together to creatively and concretely chart the future development of chaplaincy in Canada and the United States of America.

Tonight we are absolutely delighted to announce to you a historic agreement reached yesterday by our four boards. We will explore together the development of:

- One set of Universal Standards for Core Competencies for the certification and practice of professional chaplains.
- One set of Universal Standards for Professional Ethics.
- One set of Universal Standards for Supervised Pastoral Education.

In addition, the American associations represented will explore the development of a joint cabinet of liaisons which would represent the interests of professional chaplaincy to human services and professional membership organizations in the United States of America.

This historic agreement has received a magnanimous gesture of support that will provide the resources necessary to begin

this endeavor. Father Walter Smith, SJ, President and CEO of The HealthCare Chaplaincy in New York, has announced a commitment of \$100,000 in the form of a challenge grant for these projects and other projects that may follow. Thank you Father Smith for this visionary support!

This is truly an EPIC moment!

The Rev. Dr. Neil Elford
President
Canadian Association for Pastoral Practice and Education (CAPPE)

The Rev. George F. Handzo
President
Association of Professional Chaplains (APC)

Rev. Joseph J. Driscoll
President and Chief Executive Officer
National Association of Catholic Chaplains (NACC)

Rabbi Stephen Roberts
President
National Association of Jewish Chaplains (NAJC)

Plans for Collaboration among Cognate Groups Continue

The Rev. Dr. Judith Blanchard
Association of Professional Chaplains

After nearly two years of exploring a model for collaboration among the Association for Clinical Pastoral Education (ACPE), the Association of Professional Chaplains (APC), and the National Association of Catholic Chaplains (NACC), a model was presented to these associations at their spring 2001 annual conferences. While there was not support for a merger of two or more of these organizations at this time, it was agreed that a Council on Collaboration would be formed with up to three representatives from each of these associations and the American Association of Pastoral Counselors (AAPC) and the National Association of Jewish Chaplains (NAJC).

An initial conference call was held in 2002, at which time a face-to-face meeting was called following The COMISS Network meetings in Alexandria, Virginia, on December 7-9, 2002. Representatives of all five chaplaincy and pastoral counseling associations met for energetic discussion centered around the next steps for the Council on Collaboration. Among other representatives, attendees included four association presidents: Jim Gibbons,

ACPE; George Handzo, APC; Joe Driscoll, NACC; and Stephen Roberts, NAJC; and Anne Steward, Vice President of the AAPC.

As we approach the long awaited changes to the HIPAA regulations in April, the Council on Collaboration agreed that we should find a common advocacy approach for clarifying the place of professional chaplains on the treatment team. (See letters on pages 9 and 10.) Additional issues that we are recommending to our respective boards for discussion and joint action include: (1) development of a common set of standards and core competencies for certification; (2) development of a common Code of Ethics and review procedures; and (3) transforming the APC Cabinet of Liaisons into a cognate group activity. As a demonstration of the current overlap in association activity, ironically, it was discovered that three of the organizations have used the same attorney for drafting their codes of ethics. Collaboration on such activities will lead to cost-effectiveness and greater efficiency for all involved.

In addition to drafting proposals around these issues for all association boards to consider, the Council appointed by consensus Zahara Davidowitz-Farkas (NAJC) to serve as chair for the coming year. With her, George Handzo (APC) will serve as vice chair, and Felipe Martinez (NACC) was appointed as secretary. The committee will periodically publish a common report in our association newsletters, offering updates on committee activity, as well as look for mechanisms for rapid response for all the boards when an issue of common concern faces us.

This Council represents a vital process among our professional cognate groups, signaling hope for future collaborative activities. All members are invited to contact your representatives with your input:

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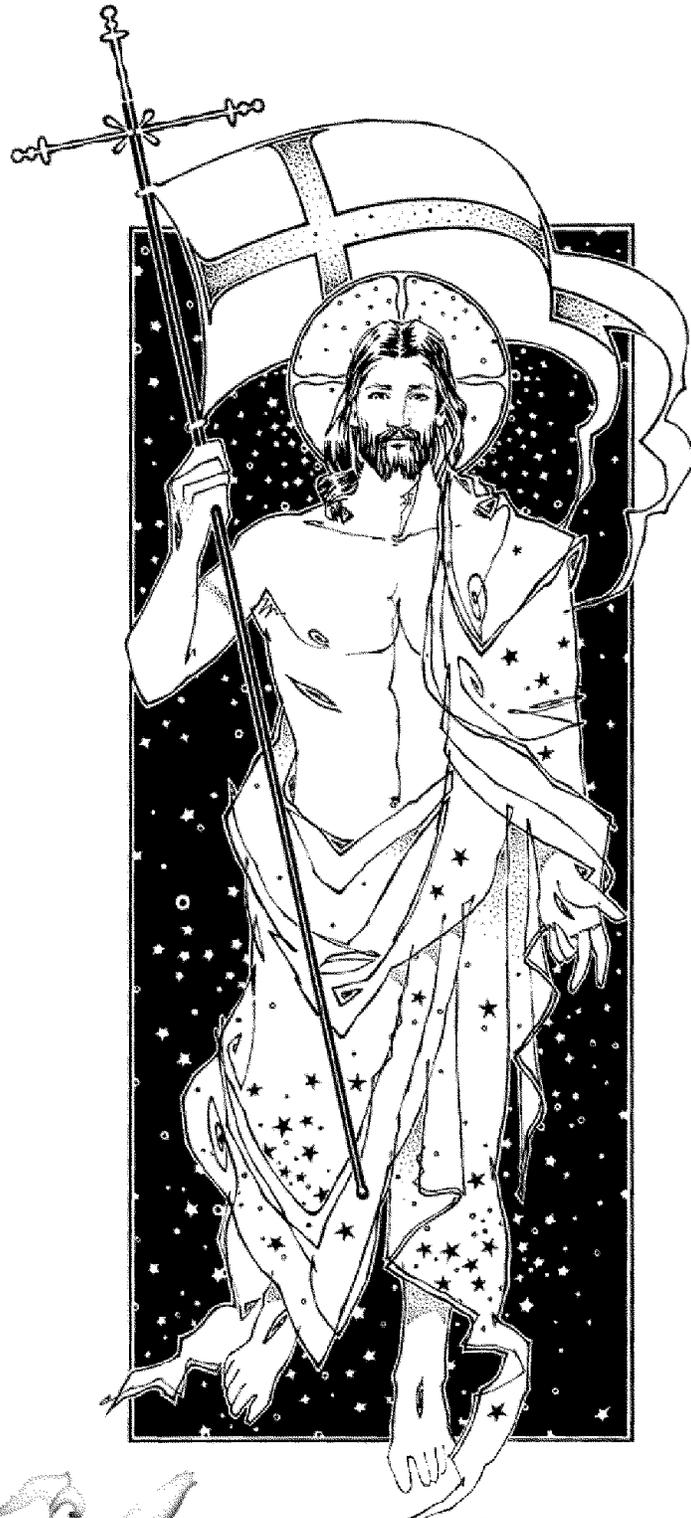
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Dramas as Numerous as the Stars in the Heavens and the Sands on the Seashore



Rev. Joseph J. Driscoll
NACC President and Chief Executive Officer

Elsewhere in this issue of *Vision*, we rightly spotlight the present drama of the pastoral care movement in North America, our own association's participation in this exciting turning point in collaboration, and the powerful implications that these decisions have for the ministry of pastoral care, the ministers of pastoral care, and the people of God everywhere who are recipients of pastoral care.

Let the lights shine on these dramatic decisions before a worldwide audience (indeed our associations have members all over the world)! And shine they should.

And then let's let the lights go down. Let's exit the stage. Let's walk out of the theater of our public association with all the wonderful celebration in the banquet hall of Toronto.

We do that anyhow. The next day the hotel is empty, our friends and colleagues gone, our program finished. I always find myself sad the morning after, perhaps because I am often still at the hotel and the transformation from "our hotel" to "not our hotel" hits me so starkly.

But let's look out for a minute at the drama of salvation history acted out every day when God directs the smallest productions of kindness, love, and oneness of being. The sacred play of one singular life, one singular minister, one singular ministry, on one singular stage in the history of time and the geography of space, where God shines down in human dramas as numerous as the stars in the heavens and the sands on the seashore.

Flying at 37,000 feet in the air right now, I am returning to Milwaukee from Boston having buried my friend and mentor, Paul Sullivan. I cannot help but contrast the events of Toronto with its numbers—something like 15,000 of us were represented by the pastoral care and counseling associations in North America—and the individual number that each of us uniquely represents in our setting of this specialized ministry to those in our midst who are sick and dying.

We buried my friend Paul yesterday morning with the simplicity and dignity that was his for all of his 76

years of life here. His nephew Joe, in a beautiful and touching eulogy, raised the question of how many people his uncle had touched in his 50 years of priesthood. And that got me thinking about numbers.

On my flight to Boston I was answering some correspondence from members. Several letters were from retired persons who were writing to share their difficult decision not to renew their membership. I say "difficult" because you can sense the grieving in the loss of a significant relationship with the association as they share a little of their story, their gratitude to the NACC, and their prayers and best wishes for our future.

One woman religious, Sister Martha, is 92 years old, and has worked at this one hospital for 70 years, 35 in pastoral care! In a most touching detail, she shared that when the then priest chaplain lay dying, he looked up to her and asked if she would replace him in pastoral care (that was 1967). What a call to ministry!

Herein lies the drama of God in one singular life, one singular minister, in one singular ministry. How many persons crossed onto the stage of that hospital in sacred dialogue with this woman over those 70 years!

I was remembering my friend Paul and all the ways he touched my life and my priesthood, and I am just one who crossed the stage of this man's ministry. Paul was my deacon supervisor in a very small parish community of 450 families tucked away 40 miles north of Boston close to the ocean. He taught me how to be a parish priest.

Paul gave me a primer in the hospitality of ministry. His relaxed, laid back personality quickly slowed my frenzied "to do" active approach to ministry. The rectory at St. Mary's was an old farmhouse with all the quaint features of a New England white colonial home. I soon fell into the Saturday morning rhythm of sitting around the kitchen drinking coffee

and smoking cigarettes (those were the days!) and greeting parishioners as they stopped in to say hello on their way to the dump, or coming from the post office, or doing an errand. Stories and kidding rocked us with laughter; stories and discussions rolled us into “theological reflection.” The parish house was the *parish* house.

Speaking of smoking cigarettes, Paul and I went together to the small community hospital to visit Ruth who was rushed there with respiratory distress and was now fighting for her life on a ventilator. Ruth was a lovely, single, retired schoolteacher who, we learned that day, was also a closet smoker (single, female schoolteachers smoke during those days?—unimaginable!). Her struggle was so disturbing that after our visit we quietly walked down the corridor out the door, reached in our pockets, took out a cigarette, and wordlessly inhaled our anxiety and worry. After a minute or so, I looked at Paul, pointed to the absurdity of what we were doing, and we laughed all the way back to the car.

Paul taught me the guiding principle of all ministry—empowerment. And that was not, and is not, an easy lesson. He would not give answers to anyone. He would answer with a question, and if you pushed him, as I remember doing once, he’d give you his opinion, but then follow it up with another question.

One Sunday morning, a young man approached me as I was walking from the church next door to the parish house. He had a mile-long story of how he needed \$5.00 for a bus trip back to wherever he was going. He took off his watch and offered it to me as “collateral” if only I would give him the \$5.00. “Well, here’s an honest person in real need,” I thought.

I had him wait while I went into see Paul about getting \$5.00. “I wouldn’t give it to him,” he said, as a matter of fact. I pleaded my case. “But Paul, he’s sincere,” and here was my ace, “he’s willing to give me his watch!” “I still wouldn’t give it to him, but you do what you want.” I was stunned, and angry. “What a cold-hearted person!”

I got \$5.00, and I remember approaching the man, wanting to plead with him, “You’re my first charity decision, don’t ruin this for the rest of my priesthood.” Instead I wrote down my name and address and told him that it was very important that he send back this money so that I could help the next person. He nodded, uttered endless thank yous, and you know the end of that story.

Parishioners would get frustrated with Paul because he would not tell them what to do. He would guide them, clarify the issues, support them, but in the end, it was their life and their decision. He had lay people running everything in the parish. He had

adult discussion groups, neighborhood gatherings, formation, and ongoing education programs.

When I arrived, Paul was leading a group discussing a pastoral letter entitled, “The People of God,” written by the newly installed young bishop of Albany, Howard Hubbard. The dialogue was intense, exciting, and hopeful as I was thrown into this dynamic group of people caught on fire with the spirit of the Second Vatican Council. And the spark came from this unassuming, singular actor on a set in a tiny parish tucked away from the glamour and buzz of the big city.

I never did get to tell Paul that a year or so ago I met Bishop Hubbard at the annual bishops’ meeting and told him that we had used his pastoral letter nearly 25 years ago in my deacon parish.

Finally, Paul taught me the power of humor to humble us when our wonderful designs for the world and the Church tumble down and collapse, or the power of humor to lift us when our shameful weaknesses threaten to bury us in remorse.

Paul was so humble that at his funeral, his homilist and longtime friend, said that most of his brother priests and family did not know until his death that he had a doctorate in pastoral counseling. Most people probably don’t know that Paul got up early each morning and wrote poetry, at least he did 25 years ago when I lived with him. And I only know because I used to see him writing when I came down to get my coffee.

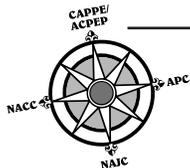
Paul preached the homily at my first Mass. He told me later that when he had finished the text he asked his secretary who was typing it what she thought. This was typical of Paul—her opinion was as valuable as anyone else’s. She told him that it was boring and impersonal. He worked on it some more.

And herein lies the drama of one singular life, one singular minister, in one singular ministry—from only one person.

As an association, or now as a consortium of associations, we at our best strive to support quality ministry through standards, certification, education, advocacy, and professional development—worded differently at different times and for different cultures. When we do this well we affect huge numbers. But each of us is one number—has one ministry—on a stage peculiar in history and geography. And God’s light shines there.

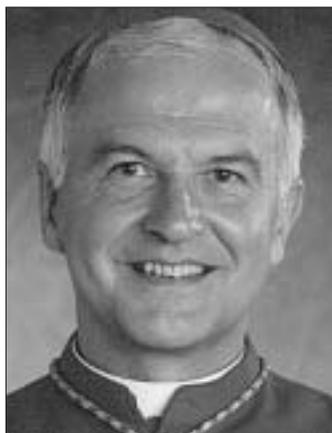
As we celebrate the light of God shining on an empty tomb, we, in our faith tradition, celebrate what is for us the greatest drama of God in human history. This Easter then, let us know too that this scene is memorialized daily in every dialogue on every stage in our individual ministry, not just in the liturgy on the day of our Christian burial. ▼

*Herein lies
the drama of
God in one
singular life,
one singular
minister, in
one singular
ministry.*



NACC Mass and Commissioning

February 23, 2003 ■ Toronto



Bishop Dale J. Melczek

Dear Sisters and Brothers in the Lord Jesus:

How good it is for us to be together! We gather as a community of believers to be nourished by God's Word, strengthened by the Body and Blood of the Lord, and encouraged by the faith and commitment of one another.

Whether bishop, priest, deacon, religious, or lay faithful, we have each responded to a special calling from the Lord to bring His love and healing to the sick, the dying, those suffering in mind, heart, body, or soul – and

also to the families and staff who love and care for them. God has called us to one of the most fundamental apostolates of the ecclesial community, to one of the most significant services which the Catholic Church offers to the faithful in the name of Jesus Christ. We have responded to that call and have been commissioned in the name of the Church for the ministry of chaplaincy or supervision. In fact, some of our number will be commissioned during this very liturgy.

The Scriptures just proclaimed speak directly to who we are and what we are about as disciples formally commissioned to extend the healing mission of Jesus to the people of our time in our acute and long-term facilities, hospices, other institutions, and perhaps parishes.

In the first reading, we heard how the Lord used Second Isaiah to bring hope to His people who were languishing in helplessness and hopelessness in exile in Babylon. Through Isaiah, the Lord urged His disheartened people to remember *not* their past failures to trust Him, to focus *not* on how they wearied Him with their crimes and burdened Him with their sins. Instead, He assured them of His eagerness to forgive them, to do something new for them, to build a better and brighter future for them.

Does the Lord not use us to assure and comfort His people who are burdened with sickness and perhaps with sins? They may even be suffering further from alienation of loved ones and from loneliness. Are we not instruments of our merciful and loving Lord every day? Do we not daily assure people of God's eternal Yes to them in Jesus. Do we not mediate the Lord's forgiveness, compassion, and mercy, sometimes by arranging for the sacrament of reconciliation and the anointing of the sick, or even more often through personally ministering viaticum, or praying the consoling prayers for the commendation of the dying, or the comforting prayers after death?

This past August 28th my father died two weeks after a massive stroke, and on December 16th, my mother died after an extended illness. In the days preceding the death of both parents, I came to a deeper appreciation of the prayers for the commendation of the dying. I prayed those powerful prayers with my parents and my sisters and their families many, many times. Nothing could have meant more for me than to be able to reassure my father and mother, my sisters and their families, that God has anointed and sealed us all as His very own children in baptism, that God has given us His Spirit as a promise for what is to come. It was a great solace to be able to assure them with St. Paul that God is never anything but "yes."

The Gospel struck me as being particularly relevant to our ministry. St. Mark says that four people carried the paralyzed man to the house in Capernaum where Jesus was teaching. The four opened the roof over the spot where Jesus was and they let down the mat on which the paralytic was lying.

St. Mark tells us that: "When Jesus saw *their* faith, He said to the paralyzed man, 'My son, your sins are forgiven.'" This is an extremely important point. The faith of companions can bring one into God's presence. The learned but skeptical Scribes would have kept the man in sin. But the faith of the four men, who had a greater vision, moved Jesus to revive the life and hope of a man who was paralyzed and in sin.

Is not the chaplain often the companion who brings the sick or dying man or woman or child to Jesus? Is it not also often the faith of the chaplain who revives the life and hope of the sick person and his or her family members? Jesus did not disappoint the four companions of the paralytic who placed their hope in Him. He doesn't disappoint us today either.

The Gospel ends with the words: "They were awestruck; all gave praise to God, saying, 'We have never seen anything like this!'"

We come to this Eucharist holding within our hearts those to whom we have ministered over the past weeks and we ask the Lord's blessings upon them. But let us also be like those in the Gospel who were awestruck and gave praise for the wonders Jesus had done. Let us open our hearts to the wonders that God has done through our presence, our lips, and our hearts. In a spirit of awe and marvel, let us give praise and thanks to God in this liturgy! ▼

Reflections on the EPIC Conference in Toronto

“See, I (God) am doing something new” (Isaiah 43:19)

**Richard Leliaert, OSC
Chair
NACC Board of Directors**

Certainly in my 16 years as a chaplain, I’ve attended many significant conferences, national and local. More specifically, in my 10 years in leadership in the NACC, I’ve seen significant change in the association’s direction and impact. Even more specifically, the last four years have seen *major* changes in our association’s structure and impact. As the above quotation from Isaiah proclaims, God indeed is doing something new, and our recent EPIC Conference in Toronto literally took us to new heights.

As you know, the conference was cosponsored by four pastoral care, counseling, and education groups: APC, CAPPE, NACC, and NAJC. Representatives from ACPE were also present. On Monday February 24th, the boards of these groups met jointly with the representatives from ACPE. The agenda focused on having each board approve four proposals for setting up task forces to explore the development of: (1) a common set of Standards of Certification for Chaplains; (2) a common Code of Ethics; (3) a common set of standards for CPE supervisors; and (4) a Joint Council of Liaisons.

When all the boards agreed to accept the four proposals, we actually, in one historic moment, unified the major pastoral care, counseling, and education groups in North America. What a feat! We laid the *groundwork for full collaboration* while respecting the particular/ specific natures of each group. For example, the NACC will still work out the specific elements of certification for our chaplains that stem from our relationship with the bishops. The sense of joy and wonder that filled that room was awesome, in the best sense of the word. To paraphrase another historic moment, we said in effect: “See what God has wrought.”

I can still feel that tingle that swept over my whole body; it was an unforgettable moment for me. I reflect on the future with totally new eyes. This decision provided a level playing field, so to speak, laying a solid foundation for future collaboration. We can look at advocacy, education, standards, certification, etc. with a unified vision and effort. God indeed is doing something new, and we are seeing or perceiving it! Its full impact is still to be felt. We made a beginning in Toronto, and I sense the benefits will help each and every chaplain in North American.

On the Saturday and Sunday before the conference, the

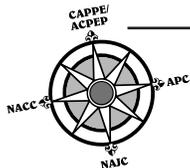


The four association presidents join Rev. Walter J. Smith, SJ, (center), President and CEO of The HealthCare Chaplaincy, after the agreement on further collaboration among the associations was announced. Father Smith reported that The HealthCare Chaplaincy pledged a \$100,000 challenge grant to fund the collaborative projects. (Left to right) Rev. Joseph J. Driscoll, NACC; The Rev. George Handzo, APC; Father Smith; Rabbi Stephen Roberts, NAJC; and The Rev. Dr. Neil Elford, CAPPE.

NACC board of directors met and, with each of you in mind, deliberated on many agenda items which will impact us. We considered our strategic plan, which you helped formulate with your feedback at the eight regional symposia last year. There’s more work to be done, but our goal is to have the final plan ready for approval at our May board meeting. Like all health care organizations, financial stability is a must, as is financial development. We are working hard as a board to broaden our financial base so that we don’t depend just on membership dues for the monies we need to operate as well as to think creatively about developing more cost effective ways to provide you with the services you need.

Right now we need to surface new leadership for the board. There are people going off the board at the end of 2003, including myself, and we need to identify strong candidates for these vacancies. So I challenge you to reflect on the association’s needs and consider nominating a candidate. Talk to that person, reflect together if need be, and submit a name. The board has formed a nominating committee to meet this challenge: Sister Maryanna Coyle, SC, Chair; Mary Hassett; and two NACC mem-

(Continued on next page.)



Reflections

(Continued from previous page.)

bers, Joan Bumpus and Bridget Deegan Krause. They will be working with you in the next months to surface the talented people we have for leadership. There will be a formal announcement in the May issue of *Vision*.

On Tuesday morning of the conference, I presided at liturgy. The Gospel for that day stated that Jesus and the disciples had just come down from the mountain (of Transfiguration). I sensed that we like those disciples had been to the mountaintop, and thereon the four pastoral care, counseling, and education groups were transformed. But then comes the reality therapy. As Jesus brings the disciples back into the valley, he speaks to them about his impending suffering(s). And the first reading from Sirach told us: if you wish to serve God, prepare for trials. So there will be the need to keep walking with each other through the trials and sufferings it will take to keep realizing our mission and vision.

For example, once the HIPAA regulations go into effect in mid-April, we may experience difficulty in advocating for ourselves as chaplains vis-à-vis administrators who may not understand the distinction between chaplains and/or supervisors and area clergy. Or the present economic downturn may persist longer than we expect, with resulting tensions about our positions in health care facilities. But the vision of the Resurrection draws us on.

As we made the turn into the new millennium, our association took a significant turn in its structure and vision to meet the challenges of the new millennium. I think the other organizations are now looking to us and the bold changes we have made as they



Father Walter J. Smith, SJ, of the NACC Board of Directors anointed sister and brother chaplains among those who gathered for the celebration of the Eucharist on Wednesday, February 26. Deacon Patrick Bradley assisted. (Photograph: Brian Kim, The HealthCare Chaplaincy.)

too look into a new future. I think of Nashville (1999), wherein we helped to forge the white paper with the cognate groups, and of Charlotte (2000) wherein we faced the challenge of restructuring, while engaging in a conference with APC. I think especially of the largest gathering at Baltimore (2001) wherein we met the challenge of the pastoral care of the sick and the dying. The eight symposia of 2002 carried that challenge forward, hopefully into a national pastoral plan for the care of the sick and dying.

Then came Toronto 2003, a moment in the biblical sense of *kairos*—the acceptable time. Well, see how far we've come in a few short years. We do see the new things God is doing in our midst. It's meant letting go of some things; but then we see Isaiah's message of moving into a new time, a new millennium. But if the EPIC Conference in Toronto realizes its vision, we will not walk alone. Our mutual courage will see us into a time that we couldn't have dreamt of a few short years ago. Yes, time passes quickly, but then, just look how much happens in a short time. ▼



Members of the boards from the four pastoral care, counseling, and education groups, APC, CAPPE, NACC, and NAJC, met with representatives from ACPE at the EPIC Conference in Toronto. (Photograph: Brian Kim, The Healthcare Chaplaincy.)

HIPAA Update

The Council on Collaboration drafted the following two letters to provide clarity around the HIPAA Final Privacy Rule. The NACC sent these letters to our certified full members on March 7, 2003.

THE NATIONAL ASSOCIATION OF
CATHOLIC CHAPLAINS

March 3, 2003

Dear Colleagues,

The members of the Council on Collaboration, which includes the Presidents of the five major national pastoral care, counseling, and education organizations in the United States, have drafted a letter to the administrators of all the health care institutions in the country which will hopefully provide clarity around the intent of the Health Insurance Portability and Accountability Act's (HIPAA) Final Privacy Rule.

Part of the intent of the Final Privacy Rule is to keep confidential the patient's religious preference if that is the wish of the patient. The wording of the Rule does not offer a clear distinction between "Area Clergy" and "Professional Chaplain." The attached letter addressed to hospital administrators clearly differentiates between the two and clearly states that Board Certified Chaplains, (including ACPE Supervisors and CPE Students) are a part of the professional health care team and therefore not included in the statements applying to Area Clergy.

This letter is being sent to all board certified chaplains and CPE supervisors of the APC, ACPE, NAJC and NACC. It is our suggestion that you take this letter with you to your administrator and utilize this opportunity to clarify this important distinction between board certified chaplains, the CPE supervisors and local clergy.

As professionals, it is important you personally take the initiative to understand the content of the Privacy Rule and be able to clearly articulate the intent of the Rule. Our letter is a concrete way of supporting you in this effort in advocacy. As these rules become more and more restrictive, it is imperative we keep ourselves educated to ensure our very important role in the healing of patients is not impeded.

Blessings to all of you for your good work!

Sincerely,

NACC Representatives
Council on Collaboration:

Ms. Monica Anderson
Providence Health System
St. Vincent's Medical Center
Portland, Oregon

Br. Felipe Martinez, fsp
St. Vincent Medical Center
Los Angeles, California

Rev. Joseph J. Driscoll
President and Chief Executive Officer
National Association of Catholic Chaplains

(Continued on page 10.)



March 2003

Dear Administrator,

As you are aware, the Final Privacy Rule of the Health Insurance Portability and Accountability Act (HIPAA) will be implemented on April 14, 2003, and we will all be expected to comply. In looking at the contents of this Rule, there seems to be some confusion regarding the difference between "PROFESSIONAL CHAPLAIN" and "AREA CLERGY."

We, the Presidents of the five major national pastoral care, counseling, and education organizations in the United States, write to you because we are concerned that the leadership of our health care organizations have a clear understanding of the Privacy Rule issues that affect the delivery of pastoral care to patients within their facilities. We provide you with the following clarifications of the Privacy Act so that your patients will continue to enjoy pastoral care services provided by the professional chaplains who are a part of the workforce at your institutions.

Note that there are two important definitions used in the Privacy Rule: Disclosure and Workforce.

"DISCLOSURE means the release, transfer, provision of access to, or divulging in any other manner of information outside the entity holding the information."

Since Board Certified Chaplains hired by the organization are considered an integral part of the interdisciplinary team, they would not be included in the "outside the entity holding the information" category. Area clergy would be considered, "outside the entity . . ."

"WORKFORCE means employees, volunteers, trainees, and other persons whose conduct, in the performance of work for a covered entity, is under the direct control of such entity, whether or not they are paid by the covered entity."

Board Certified Chaplains would come under the category of employees. Area Clergy would not. (Also included in the category of employee would be clinical pastoral education supervisors and clinical pastoral education students.)

Board Certified Chaplains are required, through their Job Descriptions and JCAHO regulations (RI. 1.3.5), to provide a spiritual assessment and a plan of care for the patients in the covered entity. The Board Certified Chaplains, as members of the health care team, are expected by JCAHO to document in the chart of the patient. The Area Clergy do not have access to patients' charts.

JCAHO states health care providers have a duty to provide denominational preference screening to ensure meeting the patients' spiritual/religious needs. Patients must give permission for this information to be shared with Area Clergy. The interdisciplinary team, including the Board Certified Chaplains, has access to this information within a patient's chart.

To further clarify the different roles within your organization, we suggest the following:

1. Refer to Board Certified Chaplains hired within your organization as "Health Care Professionals";
2. Ensure that Board Certified Chaplains within your organization are formally named within your Provision of Care Policy; and
3. Ensure that Chaplains hired within your organization are board certified.

We hope this information is helpful as you put into practice the provisions of the Privacy Rule within your organization. If you have any questions, please feel free to contact the undersigned.

Sincerely,

Rev. Joseph J. Driscoll
President and Chief Executive Officer
National Association of Catholic Chaplains
P.O. Box 070473
Milwaukee, WI 53207
(414) 483-4898

Rev. James L. Gibbons
President
Association for Clinical Pastoral Education
Advocate Health Care
2025 Windsor Drive
Oak Brook, IL 60521-1586
(630) 572-9393

Rabbi Stephen Roberts
President
National Association of Jewish Chaplains
New York-Presbyterian Hospital
Weill Cornell Center
525 East 68th Street, Box 167
New York, NY 10021
(212) 746-6971

Rev. George F. Handzo
President
Association of Professional Chaplains
The HealthCare Chaplaincy
307 East 60th Street
New York, NY 10022
(212) 644-1111 x205

W. Victor Maloy, D. Min.
President
American Association of Pastoral Counselors
Virginia Institute of Pastoral Care
2000 Breemo Road, Suite 105
Richmond, VA 23226
(804) 282-8332

THE NATIONAL ASSOCIATION OF
CATHOLIC CHAPLAINS

**2002 Annual Report to Membership
NACC Business Meeting
Monday, February 24, 2003
Toronto, Ontario
Canada**

NACC CERTIFICATION COMMISSION
2002 Report to the Membership

Certification

During the period of January 2002 through December 2002, the Commission:

Certified 80 Chaplains and 4 Supervisors
Recertified 219 Chaplains, 11 Supervisors, and 3 Inactive Supervisors
Reinstated 1 Inactive Supervisor
Approved 1 Supervisory Candidate

During the period of January 2001 through December 2001, the Commission:

Certified 133 Chaplains and 1 Associate Supervisor
Recertified 68 Chaplains, 10 Supervisors, and 1 Inactive Supervisor
Approved 1 Supervisory Candidate

Observations regarding the Certification Process

This past year we continued to face significant challenges in the certification process but have learned much in the transition, particularly the need to organize specific locales for interviews that will be on a two-year rotation cycle. We have done this choosing Atlanta, Baltimore, Boston, Dallas, Los Angeles, Milwaukee, Portland, and St. Louis. We also want to insure consistency in the readiness of candidates' materials prior to setting up an interview team.

The Certification Commission has increased its membership from seven to nine persons, including two certified chaplains and seven certified supervisors.

Certification Commission

Sister Anita Lapeyre, RSCJ, Chair
Sister Virginia Yeager, SSJ, Vice-chair
Ms. Ann O'Shea
Rev. Jim Yeakel, OSFS
Sister Barbara Ann Brumleve, SSND
Dr. John L. Gillman

NACC CERTIFICATION APPEALS PANEL
2002 Report to the Membership

Appeals

During the period of January 2002 through December 2002, the Panel received 10 appeals. Three were granted a new interview. Five were upheld. One candidate withdrew. There is one pending appeal.

During the period of January 2001 through December 2001, the Panel received one appeal. The decision was upheld.

Observations regarding the Appeal Process

It is important to remember that the Appeals Panel work is to determine if there has been a violation of procedures in conducting the interview or a violation around NACC Competency Standards. Grievances are to be guided by the grievance procedures outlined under grievance standards.

Goals for 2003

The vacancy for the sixth member on the Appeals Panel has been filled. NACC leadership is most grateful for the commitment and generous spirit of many CPE supervisors who volunteered to serve on the committee. The high interest in Appeals demonstrates the seriousness with which all involved see the work and process of certification.

The Appeals Panel welcomes your comments and ideas.

Certification Appeals Panel Members

Linda A. Bronersky, Chair
Rev. James F. Buryska
Rev. John J. Bucchino, OFM
Sister Catherine I. O'Connor, CSB
Dr. Linda Perrone Rooney
Rev. Andrew Sioleti, ACSW

PRESIDENT AND CHIEF EXECUTIVE OFFICER

2002 Report to the Membership

A. INTERNAL

1. Strategic Planning

- Design and process at Board of Directors meeting (June 19-20, 2002)
- Appointment of Task Force Chairs and Members (August 2002)
- Meeting of Task Forces (September-November 2002)
- Membership Input Sessions (September-November 2002)
- Meeting of Board, national office staff, task force chairs (November 7-9, 2002)
- Drafting of Strategic Plan (December 2002-January 2003)

Achievement: Creation of a draft of a 2-3 year Strategic Plan for the Association

Next Steps: Adoption of a 2-3 year Strategic Plan for the Association

2. National Office

- Initiated search for Director of Professional Practice position (January 2002)
- Search Committee reviewed applications and conducted interview (March 2002)
- DPP position put on hold due to budgetary constraints
- Advertised for Executive Assistant to the President (February-March, 2002)
- Executive Assistant position filled: Sandra Charlton (April 1, 2002)
- Resignation of Administrative Specialist, Certification (June 2002)
- Certification position filled: Marilyn Warczak (September 2002)

Achievements: Hiring of Executive Assistant to the President and Hiring of Administrative Specialist, Certification

Next Steps: Internal staffing audit in light of Strategic Plan in order to best meet members' needs

B. EXTERNAL

1. 2002 Fall Symposia

- President's meetings with USCCB on symposia (January-August 2002)
- National Planning Committee meets to plan eight symposia (February 22-24, 2003)
- Grant Requests/Symposia sponsors request (March-April 2002)
- SC Ministry Foundation awards grant (July 2002)
- 12 sponsoring entities for symposia (August 2002)
- Conduct eight symposia in eight cities (September-November 2002)
- Observations/recommendations to USCCB (January 2003)

Achievement: Almost 900 participants, including 27 bishops at eight symposia. Formal request to the President of the USCCB by the NACC Episcopal Liaison for consideration that the USCCB draft a "national pastoral plan" for comprehensive spiritual care for our sick and dying.

Next Steps: NACC serve as a consultant to the USCCB committees if the USCCB acts favorably on request.

2. 2003 Joint EPIC Conference/Council on Collaboration

- EPIC conference planning of North American pastoral care, counseling, and education groups as follow-up to the white paper on chaplaincy
- NACC Board discussion of possible proposals to Joint Board meeting in Toronto (November 2002)
- NACC representatives to Council on Collaboration appointed (Felipe Martinez and Monica Anderson with NACC President and Chief Executive Officer)
- Council on Collaboration (AAPC, ACPE, APC, NACC, NAJC) has first meeting (April 2002)
- Council on Collaboration face-to-face meeting in Washington, D.C. (December 2002)
- Council on Collaboration ranks priorities for collaborative efforts:
 - Letter to Health Care Administrators from PCCE groups re: HIPAA regulations
 - Universal set of standards for chaplaincy
 - Common code of ethics
 - APC Cabinet of Liaisons becomes common cognate group activity
 - Shared regional gatherings
 - Salary/benefits survey
- Presidents of EPIC conference organizations with Council on Collaboration finalize proposals to boards in Toronto (January 2003)
- Four proposals to Board for appointment to joint task forces (February 2003):
 - Universal Standards for the Profession of Chaplaincy
 - Universal Standards for Supervised Pastoral Education
 - Universal Code of Ethics
 - Joint Cabinet of Liaisons

Achievement: Structure and process in place for collaboration on concrete proposals to support the profession of chaplaincy, supervision, and counseling.

Next steps: Adopt proposals, appoint task forces, secure funding, and produce results.

3. Advocacy for the Membership

The following highlights my work with various individuals and groups on behalf of the Association in calendar year 2002:

United States Catholic Conference of Bishops

Msgr. William Fay	January 9, 2002	Title “chaplain”/Rome visit
Msgr. James Moroney	January 10, 2002	Fall symposia
Msgr. James Moroney	May 9, 2002	Fall symposia
USCCB Dallas meeting	June 13-14, 2002	Networking
Episcopal Advisors	June 14, 2002	Fall symposia
USCCB Washington Meeting	November 11-14, 2002	Networking
Episcopal Advisors	November 12, 2002	Breakfast meeting

Individual Bishops

Cardinal Bernard Law	January 11, 2002	Title “chaplain”/Rome visit
Cardinal William Keeler	January 16, 2002	Fall symposia/Title “chaplain”
Bishop William Murphy	February 12, 2002	Fall symposia
Bishop William Lori	February 14, 2002	Diocesan consultation
Cardinal Francis George	February 21, 2002	Diocesan consultation
Bishop George Niederauer	March 16, 2002	Fall symposia
Bishop Thomas Olmsted	April 4, 2002	NACC organization
Bishop Wilton Gregory	May 20, 2002	Update on Rome visit
Bishop Timothy Dolan	May 21, 2002	NACC certification process
Bishop Thomas Doran	June 5, 2002	Fall symposia
Archbishop Alfred Hughes	November 24, 2002	NACC update

Vatican

Cardinal J. F. Stafford	April 29, 2002	Use of the title “chaplain”
Archbishop J. Lozano	April 30, 2002	Use of the title “chaplain”
Pontifical Council for Pastoral Health Workers	May 2, 2002	Plenary session
Pope John Paul II	May 2, 2002	Private audience

CHA

Father Michael Place	June 12, 2002	Fall symposia
Ms. Julie Jones	July 16, 2002	Fall symposia
CHA Assembly	August 1-6, 2002	CHA/Catholic Charities
Ms. Fran Butler	August 25, 2002	World Day of the Sick
Ms. Julie Jones	October 26, 2002	Collaboration
Father Michael Place	December 4, 2002	Fall symposia/national pastoral plan NCHPEG and NACC

Cognate Groups

Council on Collaboration	July 22, 2002	Initial conference call meeting
Executives meeting	August 15-17, 2002	AAPC/ACPE/APC/NACC
COMISS Network	December 8-9, 2002	Annual assembly
Council on Collaboration	December 9, 2002	Washington, D.C., meeting
Presidents of Cognate Groups	Ongoing	

Other

- “Compassionate Care for the Dying” conference, January 22-24, 2002: Presenter/Panel respondent
- “Spirituality and Healing in Medicine” conference, March 14-16, 2002: Presenter
- Via Christi Health System, April 2-4, 2002: Presenter
- Archdiocese of Kansas City, September 23-25, 2002: Presenter
- “Spirituality and Healing in Medicine” conference: December 14–15, 2002: Presenter

I am grateful for the privilege of serving you, the membership, as your executive leader these past 10 years, and I go forward with renewed commitment and a passion into a most promising future for the NACC and the profession of chaplaincy and supervision.

Rev. Joseph J. Driscoll
President and Chief Executive Officer

**NATIONAL ASSOCIATION OF
CATHOLIC CHAPLAINS**

FINANCIAL REPORT *

JUNE 30, 2002

Winter, Kloman, Moter & Repp, S.C.

Certified Public Accountants

Independent Auditor's Report

To the Board of Directors
National Association of Catholic Chaplains
Milwaukee, Wisconsin

We have audited the accompanying statement of financial position of the National Association of Catholic Chaplains (a nonprofit organization) as of June 30, 2002, and the related statements of activities and cash flows for the year then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audit. The prior year summarized information has been derived from the Association's June 30, 2001 financial statements and, in our report dated July 31, 2001, we expressed an unqualified opinion on those statements.

We conducted our audit in accordance with U.S. generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the National Association of Catholic Chaplains as of June 30, 2002, and the changes in its net assets and cash flows for the year then ended, in conformity with U.S. generally accepted accounting principles.

Winter, Kloman, Moter & Repp, S.C.

July 26, 2002

NATIONAL ASSOCIATION OF CATHOLIC CHAPLAINS

STATEMENTS OF FINANCIAL POSITION
June 30, 2002 and 2001

	2002	2001
<u>ASSETS</u>		
CURRENT ASSETS		
Cash and cash equivalents	\$121,147	\$ 20,606
Investments	207,135	232,405
Interest receivable	681	969
Accounts receivable	9,940	8,360
Prepaid expenses	<u>29,783</u>	<u>15,164</u>
Total current assets	<u>368,686</u>	<u>277,504</u>
PROPERTY AND EQUIPMENT, at cost		
Office furniture and equipment	99,546	96,637
Leasehold improvements	<u>56,910</u>	<u>56,078</u>
	156,456	152,715
Less accumulated depreciation	<u>88,656</u>	<u>76,263</u>
	<u>67,800</u>	<u>76,452</u>
Total assets	<u>\$436,486</u>	<u>\$353,956</u>
<u>LIABILITIES AND NET ASSETS</u>		
CURRENT LIABILITIES		
Accounts payable	\$ 2,373	\$ 751
Accrued payroll and payroll taxes	40,766	37,429
Deferred revenues	<u>256,147</u>	<u>199,038</u>
Total current liabilities	<u>299,286</u>	<u>237,218</u>
NET ASSETS		
Unrestricted:		
Designated Special Projects Fund	0	611
Undesignated	<u>48,596</u>	<u>58,723</u>
	48,596	59,334
Temporarily restricted	<u>88,604</u>	<u>57,404</u>
Total net assets	<u>137,200</u>	<u>116,738</u>
Total liabilities and net assets	<u>\$436,486</u>	<u>\$353,956</u>

The Notes to Financial Statements are an integral part of these statements.

NATIONAL ASSOCIATION OF CATHOLIC CHAPLAINS

STATEMENT OF ACTIVITIES

Year Ended June 30, 2002 With Comparative Totals for 2001

	----- 2002 -----			-- 2001 --
	Unrestricted	Temporarily Restricted	Total	Total
<u>REVENUES</u>				
Membership dues	\$532,770	\$ 0	\$532,770	\$466,070
Certification fees	76,698	0	76,698	63,195
National conference revenue	0	0	0	221,932
Regional revenue	0	0	0	96,121
Educational events	18,679	0	18,679	4,045
Interest income	7,890	0	7,890	16,770
Miscellaneous income	65,286	33,381	98,667	63,812
Net assets released from restrictions:				
Restricted funds utilized	<u>2,181</u>	<u>(2,181)</u>	<u>0</u>	<u>0</u>
Total revenues	<u>703,504</u>	<u>31,200</u>	<u>734,704</u>	<u>931,945</u>
<u>EXPENSES</u>				
Administration:				
Salaries and benefits	431,930	0	431,930	350,054
Travel and transportation	18,088	0	18,088	13,135
Communications and postage	22,593	0	22,593	27,790
Rent expense	18,000	0	18,000	12,225
Unrealized loss on investments	13,448	0	13,448	12,953
Maintenance and insurance	15,214	0	15,214	6,727
Audit and legal fees	5,500	0	5,500	5,385
Printing and reproduction	40,061	0	40,061	71,945
Subscriptions, dues, awards, and fees	7,984	0	7,984	6,733
Depreciation	17,938	0	17,938	14,137
Office supplies	7,017	0	7,017	8,021
Miscellaneous	<u>11,795</u>	<u>0</u>	<u>11,795</u>	<u>9,383</u>
	<u>609,568</u>	<u>0</u>	<u>609,568</u>	<u>538,488</u>
Governance:				
Board of Directors	17,999	0	17,999	34,215
Nominations	7,481	0	7,481	7,805
Task force/special projects	6,486	0	6,486	37,408
Grievance panel	16	0	16	0
Special representatives	1,078	0	1,078	978
Development	<u>2,181</u>	<u>0</u>	<u>2,181</u>	<u>4,122</u>
	<u>35,241</u>	<u>0</u>	<u>35,241</u>	<u>84,528</u>
Journals	<u>1,640</u>	<u>0</u>	<u>1,640</u>	<u>1,500</u>

The Notes to Financial Statements are an integral part of these statements.

NATIONAL ASSOCIATION OF CATHOLIC CHAPLAINS

STATEMENT OF ACTIVITIES (CONTINUED)
Year Ended June 30, 2002 With Comparative Totals for 2001

	----- 2002 -----			-- 2001 --
	Unrestricted	Temporarily Restricted	Total	Total
<u>EXPENSES (continued)</u>				
Certification:				
Certification appeals panel	\$ 107	\$ 0	\$ 107	\$ 221
Certification commission	13,354	0	13,354	22,828
Certification interviews	<u>36,440</u>	<u>0</u>	<u>36,440</u>	<u>35,257</u>
	<u>49,901</u>	<u>0</u>	<u>49,901</u>	<u>58,306</u>
Conferences:				
National conference	0	0	0	181,139
Educational events	17,420	0	17,420	4,646
Chaplain networks	<u>472</u>	<u>0</u>	<u>472</u>	<u>217</u>
	<u>17,892</u>	<u>0</u>	<u>17,892</u>	<u>186,002</u>
Regional expenses:				
Operations	0	0	0	12,929
Conferences	<u>0</u>	<u>0</u>	<u>0</u>	<u>96,104</u>
	<u>0</u>	<u>0</u>	<u>0</u>	<u>109,033</u>
Total expenses	<u>714,242</u>	<u>0</u>	<u>714,242</u>	<u>977,857</u>
Change in net assets	(10,738)	31,200	20,462	(45,912)
<u>NET ASSETS</u>				
Beginning of year	<u>59,334</u>	<u>57,404</u>	<u>116,738</u>	<u>162,650</u>
End of year	<u>\$ 48,596</u>	<u>\$ 88,604</u>	<u>\$137,200</u>	<u>\$116,738</u>

The Notes to Financial Statements are an integral part of these statements.

*This is not a complete set of financials. Copies of the complete audited financial statements are available to NACC members upon written request to the NACC National Office.

COMMENTS ON AUDITED FINANCIAL REPORT
Fiscal Year 2001–2002

- Fiscal Year 2001-2002 expenses reflect an increase in salary/benefits resultant from restructuring.
- Fiscal Year 2001-2002 expenses reflect a decrease in governance due to reduced meeting time for Board of Directors.
- Fiscal Year 2001-2002 expenses reflect a decrease in certification expenses due to downsizing of members on the Certification Commission.
- Investment portfolio decrease reflective of struggling economy and loss in stock market by 20 percent.
- Strategic planning priority now focused on major development initiative to change revenue sources from almost exclusive dependence on membership dues and fees.
- Strategic planning priority now focused on collaborative efforts to share expenses in a health care environment that is shifting from a period of relative abundance to a time of scarcity.

The author of the Oscar Romero Prayer

A few years ago, our bishop, Kenneth Untener, enlightened me about the so-called "Oscar Romero Prayer." I feel obligated to share the attached article with you.

Delmar Smolinski
St. Mary's Medical Center
Saginaw, Michigan

Editor's note: In the February 2003 issue of *Vision*, we reprinted on page four a prayer attributed to Archbishop Oscar Romero. This prayer was also used as a reflection at the symposiums last fall. The article to which Chaplain Smolinski refers is "We need to simplify parish life" by Bishop Kenneth Untener. It was published in *Chicago Studies*, August 1998, Vol. 37, No. 2.

At the end of this article, Bishop Untener presents a homily by Cardinal John Dearden. Bishop Untener prefaces the homily with these remarks:

Nearly 20 years ago, at the Detroit archdiocesan Mass for deceased priests, Cardinal Dearden gave a homily that relates well to this topic of simplifying parish life. Although originally addressed to priests, it speaks to all who are involved in parish ministry.

[Note: It is the strangest thing—here and there in prayer services, the main section of this homily mysteriously shows up as the "Archbishop Romero Prayer." When I first heard it used this way, I thought the text had a familiar ring to it, and this set me looking through Cardinal Dearden's materials. I found a copy, and it was indeed a homily given by Cardinal Dearden in the Detroit Cathedral on October 25, 1979.]

Happenings

NACC-certified chaplain Sister **Norma Gutierrez, MCDP**, was featured in an article in the February 21, 2003, issue of the *National Catholic Reporter*. The article, "She brings hospice to Latino community," describes her journey toward hospice chaplaincy. Describing her ministry, Sister Norma said, "Many Latinos don't know that hospice care provides whatever is needed so that people can die at home among loved ones, keeping alive ancient values about the importance of family involvement at the end of life."

Sister Norma is chair of the NACC Strategic Planning Task Force on Standards.

In Memoriam

Please remember in your prayers:

Rev. Dominic Cassidy, of Elgin, Illinois, who died last year. Father Cassidy had been a member of the Association since 1978.

Rev. James Gilsoul, who died on February 12, 2003, in Sturgeon Bay, Wisconsin. At the time of his death, he was serving as pastor of St. Joseph Church, Sturgeon Bay, and SS. Peter and Paul Church in Institute. For 12 years he had served as chaplain at St. Elizabeth Hospital in Appleton, Wisconsin. Father Gilsoul joined the NACC in 1984 and was certified in 1991.

Sister Patricia Anne Iggulden, OSF, of Racine, Wisconsin, who died after a short illness on February 25, 2003. She was an NACC emeritus member who joined the Association in 1991. Sister Patricia began a career in social work in 1969, where she worked at St. Mary's Hospital in Racine, and was named Director of Pastoral Care in 1987, continuing until her recent retirement.

Sister Mary Antonissima Jamruk, OSF, of Wheeling, Illinois, who died on January 27, 2003. At the time of her death, Sister Toni, as she liked to introduce herself, served as a staff member of the pastoral care department of Addolorata Villa in Wheeling. She began her service in pastoral care at St. Joseph Home in Chicago in 1986, where she was pastoral care director from 1992–1993. She also served in pastoral care at the Franciscan Sisters of Chicago Motherhouse. Sister Anne Marie Knawa describes Sister Antonissima as a "most gracious, unassuming, and devout woman . . . [who] brought to all her efforts a spirit of loving dedication to duty governed by a boundless confidence in the Providence of God." She joined the NACC in 1986, was certified in 1987, and was currently an emeritus member. In 1979, Cardinal John Cody appointed her as the first woman religious to serve as the Vicar Delegate for women religious in the Archdiocese of Chicago.

Rev. A. Leonard Reemmer, of Dearborn Heights, Michigan, who died last year. Father Reemmer joined the NACC in 1978 and was certified in 1982. He served for many years as a VA hospital chaplain. Father Reemmer was an emeritus member.

Horizons/Educational Opportunities

Editor's note: The listing of courses and programs in *Vision* and on the NACC website is provided as a service to NACC members and does not constitute an endorsement of these programs. Readers are advised to contact the programs for references and to review program accreditation.

Do you need more education on Catholic health care ethics?

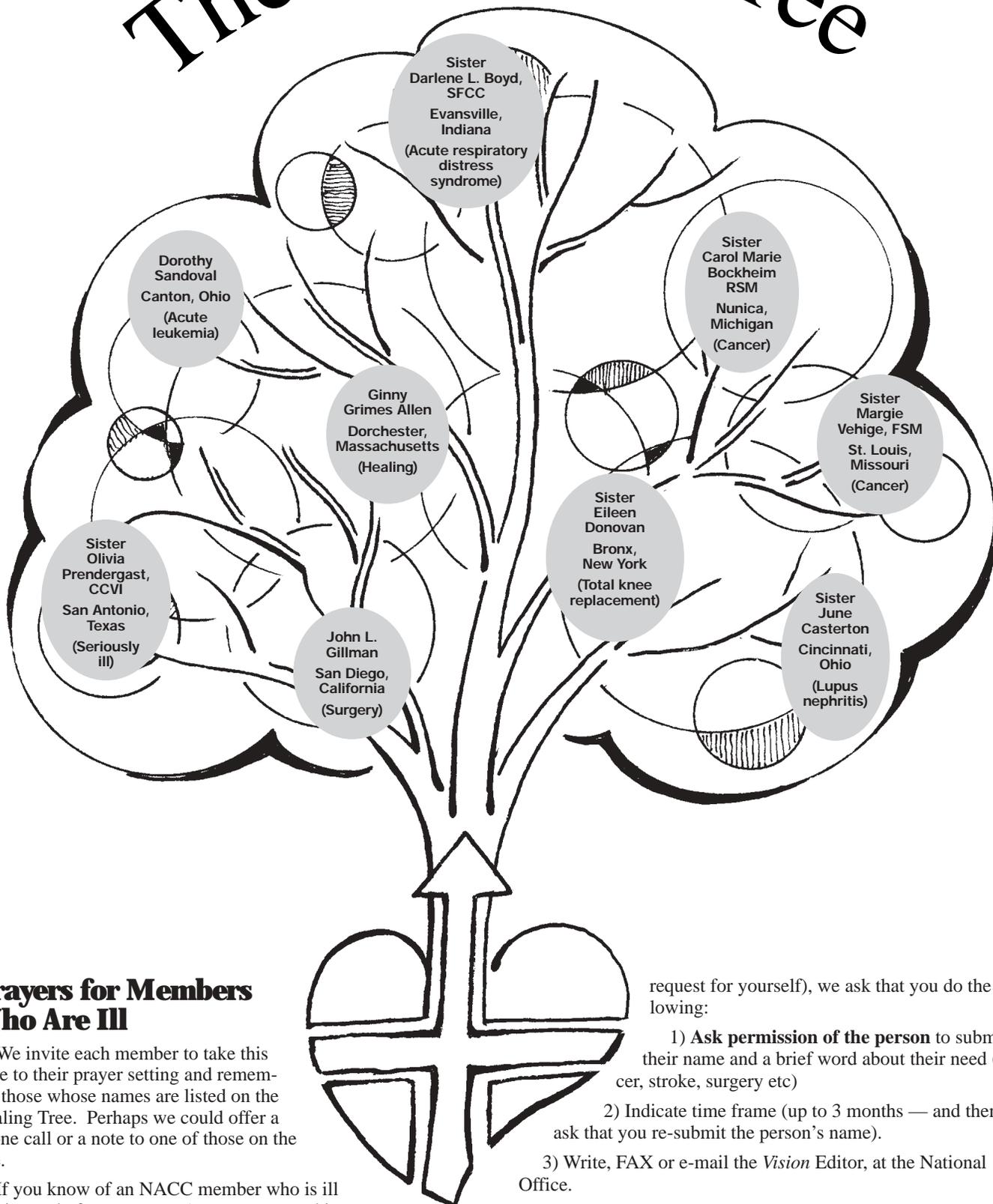
This conference may be for you. Loyola University Chicago's Stritch School of Medicine presents the conference: Foundations of Catholic Health Care Ethics—Problems, Principles, and Future Directions, June 19–21, 2003. The conference will be held at The Carlton Hotel of Oak Park, Oak Park, Illinois (suburban Chicago).

This conference brings together several leading moral theologians and health care ethicists to provide a primer in Catholic health care ethics, to apply key conceptual resources to current problems, and to confront moral challenges on the horizon for Catholic caregivers and health care institutions. Conference director is Kevin O'Rourke, OP, JCD, STM, of the Neiswanger Institute for Bioethics & Health Policy, Loyola University Chicago, and author of a number of texts on health care ethics. Faculty includes Kevin FitzGerald, SJ, PhD, of the Center for Clinical Bioethics, Georgetown University, and Jean DeBlois, CSJ, PhD, Aquinas Institute of Theology, St. Louis, Missouri. Conference topics include:

- Catholic Health Care as Ministry
- Method in Catholic Health Care Ethics
- The Ethical and Religious Directives for Catholic Health Services
- Institutional Ethics: Partnerships and Catholic Identity
- End-of-Life Decision Making: Principles and Recurrent Problems
- New Technologies and New Challenges
- Legal Challenges to Catholic Health Care: Proposed Legislation and Responses
- The Future of Catholic Health Care

For more information, contact Tammie Morris at (708)327-9219; fax: (708)327-9209; e-mail: bioethics@lumc.edu; website: <http://bioethics.lumc.edu>.

The Healing Tree



Prayers for Members Who Are Ill

We invite each member to take this page to their prayer setting and remember those whose names are listed on the Healing Tree. Perhaps we could offer a phone call or a note to one of those on the tree.

If you know of an NACC member who is ill and in need of our prayers, (or you may send in a

request for yourself), we ask that you do the following:

- 1) **Ask permission of the person** to submit their name and a brief word about their need (cancer, stroke, surgery etc)
- 2) Indicate time frame (up to 3 months — and then we ask that you re-submit the person's name).
- 3) Write, FAX or e-mail the *Vision* Editor, at the National Office.

-Joe Driscoll



**Sheraton Centre - Toronto - February 23 - 26, 2003
Toronto, Ontario, Canada**



Conference Recordings

	AUDIO		VIDEO		<h3>Plenary Sessions</h3>
	Audio Tapes	Audio CD	VHS	DVD VIDEO	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	EPIC -101 PLENARY SESSION I - MONDAY, FEBRUARY 24, 2003 "CHILDREN OF THE RAINBOW: MINISTERING ACROSS CULTURES" Dr. Terry Tafoya, Ph.D.
	<input type="checkbox"/>	<input type="checkbox"/>			EPIC - 102 PLENARY SESSION II - MONDAY FEBRUARY 24, 2003 "BEING HEARD: THE PASTORAL VOICE IN ETHICS AND POLICY" Emily Friedman
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	EPIC - 103 PLENARY SESSION III - TUESDAY FEBRUARY 25, 2003 "EVERYTHING I NEED TO KNOW I LEARNED IN THE NURSING HOME: TORAH FOR CONFRONTING FRAGILITY AND MORTALITY" Rabbi Dayle A. Friedman
	<input type="checkbox"/>	<input type="checkbox"/>			EPIC - 104 PLENARY SESSION IV - TUESDAY FEBRUARY 25, 2003 "SUFFERING AND HEALING IN LIFE-THREATENING ILLNESS" Balfour M. Mount, MD
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	EPIC - 105 PLENARY SESSION V - WEDNESDAY FEBRUARY 26, 2003 "THE IMPORTANCE AND IMPACT OF SPIRITUAL/PASTORAL CARE IN HEALTH CARE" - David Levine <i>(Presented in French)</i>

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<p>EPIC - 106 S1.1 - THE INTERFACE OF RITUAL&CHAPLAINCY:CREATING WAYS TO DEEPEN THE EXPERIENCE OF RITUALS IN HEALTH CARE SETTING" - Tursah August, BS</p>		<p>EPIC - 125 S2.1 - "THE SEARCH FOR CULTURAL COMPE- TENCE IN PASTORAL PRACTICE" - Robert Anderson, ThM, CPE</p>	
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<p>EPIC - 107 S1.2 - "WHEN A LOVED ONE DIES: WORKING WITH FAMILIES" - T. Patrick Bradley, MA</p>		<p>EPIC - 126 S2.2 - "GROUP SPIRITUAL DIRECTION PROGRAM FOR DEPRESSED PERSONS" - Peter Barnes, DMin</p>	
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<p>EPIC - 108 S1.3 - "WHY ME - WHY ANYONE ? - RELIGIOUS RESPONSES TO SUFFERING" - Rabbi Eliot Baskin, DMin.</p>		<p>EPIC - 127 S2.3 - "SELF-PSYCHOLOGY IN TODAY'S MINISTRY SETTINGS" - Lawrence Beech, PhD.</p>	
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<p>EPIC - 109 S1.4 - "DOING RESEARCH AND MAINTAINING A PASTORAL IDENTITY" - Paul S. Bay, DMin,BCC</p>		<p>EPIC - 128 S2.4 - "SPIRITUAL CARE GIVING, VOLUNTEERS, AND PROFESSIONAL CHAPLAINCY" - Graham Bland, MDiv.</p>	
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<p>EPIC - 110 S1.5 - "PARISH MENTAL HEALTH CHAPLAINCY" - Inge C. M. Barthlomejczik,MSW,MDiv</p>		<p>EPIC - 129 S2.5 - "HOW DO WE FACE OUR MORTALITY ?" - Rabbi Joel Chazin</p>	
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<p>EPIC - 112 S1.7 - "CHILDREN, HEALING AND GOD" - Doris Berube-Blevins, MDiv</p>		<p>EPIC - 130 S2.6 - "UNDERSTANDING COMPLICATED OR DELAYED GRIEF" - Cecil Fike, RBC</p>	
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<p>EPIC - 113 S1.8 - "911 NYC : MULTIFAITH RESPONSE TO MASS CASUALTY" - Rabbi Seth Bernstein, DMin,BCC</p>		<p>EPIC - 131 S2.7 - "CHAPLAINCY IN AN ADOLESCENT PSYCHIATRIC UNIT" - Daniel H.Grossoehme,MDiv.,BCC</p>	
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<p>EPIC - 114 S1.9 - "LIGHT THROUGH THE SHADOWS: NEONATAL PEDIATRIC PALLIATIVE CARE" - Michelle Gillespie, OSF, MA</p>		<p>EPIC - 132 S2.8 - "SPIRITUAL ASSESSMENT IN THE CONTEXT OF A COMMUNITY HOSPITAL" - Georgia Gojmerac -Leiner, MA</p>	
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<p>EPIC - 115 S1.10 - "VOLUNTEER CHAPLAINCY; A MODEL TO CONSIDER" - Lori Gershon, MA</p>		<p>EPIC - 133 S2.9 - "TO RECOGNIZE AND TOUCH THE PERSON SUFFERING WITH DEMENTIA OR ALZHEIMER'S DISEASE" - John Malecki, PhD.</p>	
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<p>EPIC - 116 S1.11 - "BEYOND INSTITUTIONAL WALLS : STRATEGIES FOR CHAPLAINCY IN THE JEWISH COMMUNITY - Rabbi Elisa Goldberg BA</p>		<p>EPIC - 134 S2.10 - "WHO IS GOD FOR PEOPLE LIVING WITH AIDS IN LONG-TERM CARE?" - Michael Moran, MA,PhD</p>	
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<p>EPIC - 117 S1.12 - "SPIRITUAL CARE OF A GAY PERSON COMING OUT IN AN ACUTE CARE FACILITY" - William Korhals, Jr., MA,MS</p>		<p>EPIC - 135 S2.11 - "HAIKU/TANKA WORKSHOP" - Rabbi Bruce J. Pfeffer, MA</p>	
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<p>EPIC - 118 S1.13 - "ADDRESSING CULTURAL & SPIRITUAL NEEDS OF HISPANICS" - Felipe Martinez, M.Div</p>		<p>EPIC - 137 S2.13 - "JOYFUL NOISE: WORKSHOP AND COGNITIVE IMPAIRMENT" - Neal Rose, DHL,DD</p>	
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<p>EPIC - 119 S1.14 - "PURSUING YOUR PASSIONS FOR PRODUCTIVITY OR HOW TO TAKE A MENTAL HEALTH DAY AND NOT FEEL GUILTY" - Margaret (Peggy) Muncie,MDiv.</p>		<p>EPIC - 138 S2.14 - "PASTORAL CARE IS GOOD FOR BUSINESS !" - Eric E. Smith, DMin,BCC</p>	
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<p>EPIC - 121 S1.16 - "JUST SEND ME THE NUMBERS - LEARNING TO SPEAK THE LANGUAGE OF ADMINISTRATION" - G. John Pandi, MSW,MBA - Peter Ruta, STL,PhD.</p>		<p>EPIC - 142 S2.18 - "HOPE IS MORE THAN A FOUR LETTER WORD: DEALING WITH THE JEWISH TERMINALLY ILL" - Rabbi Ronald Weiss, MA,Rabbi Norman Berlat,DPC,BCC</p>	
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<p>EPIC - 124 S1.20 - "THE HEALTHY CIRCLE - A SUPPORT GROUP FOR STAFF" - Rabbi Michael Wolff, MS,MSW,BBC</p>		Sunday Workshop - Session - S 3	
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		<p>EPIC - 144 S3.1 - "METTA-BUDDHIST MEDITATION FOR OPENING THE HEART" - Madeline Ko-I Bastis, BCC</p>	
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	EPIC - 162 S3.19 - "A BRIEF SURVEY OF THE RESEARCH ON RELIGION/SPIRITUALITY AND HEALTH" - Andrew J. Weaver,PhD, Kevin Flannelly, PhD	<input type="checkbox"/>	<input type="checkbox"/>
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	EPIC - 164 M1.1 - "NEW OPPORTUNITIES IN SPIRITUAL CARE" - Randol G. Batson, BS,Marcia Baumert,FSPA, MTS, BCC		EPIC - 191 T1.4 - "SPIRITUAL CARE AND MEDICAL CARE AT END OF LIFE: CAN WE COLLABORATE ?" - Frances Hall,Car,MDiv,BCC, Frederick Alan Smith, MD
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John F. Smith is an educator and retired Episcopal priest, serving for many years a chaplain and teacher at Groton School in Massachusetts. He is happily retired—and living forward on Cape Cod.

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In *Seeking His Mind*, Abbot Pennington reflects on 40 sayings of Christ, offering readers a model for their own *lectio divina*—the ancient practice of sacred reading and reflection. According to Pennington, best known for his book *Centering Prayer*, the purpose of lectio is to enter fully and reverently into communion with God. For the Christian faithful, *Seeking His Mind* will come as a wise and prayer-filled guide to deeper faith and transformation.

Positions Available

▼ **Robert F. Kennedy Medical Center, Hawthorne, CA** – PRIEST/DIRECTOR. RFKMC has an immediate opening for a Priest/Director for their Spiritual Care Department. Qualified applicant must have at least three years of hospital spiritual care experience, APC or NACC certification. Director would report to the Vice-President of Mission, be responsible to provide a leadership role for the Department of Spiritual Care, work with staff chaplains, attend meetings for managers, and serve on the Ethics Committee and other pertinent committees as assigned. Would provide spiritual support and counseling to patients, families, and staff and serve as liaison to local pastors and local community. Fluency in Spanish is preferred. The hospital is sponsored by the Daughters of Charity and is a member of the Daughters of Charity Health System (Los Altos, CA). Resume may be e-mailed: ernaclark@dochs.org; sent to: Human Resources, RFKMC, 4500 W. 116th St., Hawthorne, CA 90250; or faxed: (310)349-4130.

▼ **The Hospital of Saint Raphael, New Haven, CT** – CPE RESIDENCIES. There are six one-year (four units) CPE residency positions available: August 25, 2003–August 27, 2004. Saint Raphael is a 511-bed Academic Health Science Center located near downtown New Haven. Our program offers pastoral experience in the areas of cardiology, cardiac surgery, oncology, HIV/AIDS, general surgery, general medicine, gerontology, psychiatry, rehabilitation, emergency medicine, and obstetrics. Application fee: \$25 (nonrefundable). Tuition: \$100 per unit (due at the beginning of each unit). Stipend: \$20,028. Full medical and dental benefits, with some employee contribution, are provided from the first day of employment; 11 paid holidays and 10 days of paid vacation round out the compensation package. APPLY TO: Rev.

Steven Voytovich, DMin, Hospital of Saint Raphael, Pastoral Care Department, 125 Sherman Avenue, New Haven, CT 06511; (203)789-3248; fax: (203)789-3251; e-mail: svoytovich@SRHS.org. The Hospital of Saint Raphael is an Equal Opportunity Employer.

▼ **St. Vincent Hospital, Indianapolis, IN** – PRIEST CHAPLAIN. St. Vincent Hospital, a flagship hospital within the Ascension Health Care system, is seeking a Roman Catholic priest chaplain to join its large ecumenical staff. This is a part-time, benefitted position with expected work of three days a week. Successful candidate will be certified by NACC or APC, have a master's degree in theology or behavioral science, have completed a minimum of four units of CPE, and have ecclesiastical endorsement. Excellent salary and benefits package. Interested candidates may submit resume to St. Vincent Hospital, 2001 W. 86th Street, Indianapolis, IN 46240; or fax to: (317)338-3073; or e-mail to: AEBennet@stvincent.org. EOE.

▼ **The Village at Manor Park, Milwaukee, WI** – CPE RESIDENCY IN GERIATRIC MINISTRY. September 3, 2003 to May 7, 2004; nine-month Residency in Geriatric Ministry. \$18,000, plus health insurance and other benefits – tuition scholarships. The Village is an award-winning, senior health care system, offering all levels of care, including hospice. Minimum of one CPE unit required. A theological degree and some pastoral experience are preferred. Apply to: Chaplain Chuck Weinrich, The Village at Manor Park, 3023 South 84th Street, Milwaukee, WI 53227-3798; phone: (414)607-4100 x2355; e-mail: charles.weinrich@VMP.org; website: www.vmpcares.com.

Positions Available

▼ **The Monroe Clinic, Monroe, WI** – CHAPLAIN. The chaplain needs a BA in theology, religious studies, or related field, and four units of CPE, be NACC or APC certified or eligible for certification, and have a preferred two-to-five years of experience. The chaplain will assess and address the spiritual needs of the patients, family members, and staff. Our 70+ physician multi-specialty clinics and hospital provide care to over 1,000 patients daily – one patient at a time. Our goal is to provide compassionate health and patient care with cutting edge 21st century technology and medicine. The Monroe Clinic is located just 45 minutes south of Madison. The community offers an excellent quality of life with culture and arts opportunities, superior school systems, parks and recreation. To learn more about TMC and career opportunities, please visit our website: www.themonroeclinic.org. Send resume to: The Monroe Clinic Human Resources, 515 22nd Ave., Monroe, WI 53566 or fax resume to (608)324-2499. The Monroe Clinic is a Catholic Institution sponsored by the Congregation of Sisters of St. Agnes.

▼ **St. Vincent Mercy Medical Center, Toledo, OH** – CPE SUPERVISOR (Roman Catholic preferred). St. Vincent Medical Center, a 500+ bed major tertiary teaching and regional referral center for critical care, has an exciting opportunity for a full-time CPE supervisor to join its pastoral care department. St. Vincent, a member of Mercy Health Partners, sponsored by the Grey Nuns and Sisters of Mercy, has long been a leader in Northwest Ohio providing quality medical education and promoting community development with emphasis on people who are poor and underserved. Candidates must be certified by either ACPE or NACC. As part of a diverse and gifted pastoral care team of professionals and students, the CPE supervisor will develop and oversee the CPE program that offers both residency and internship training. This exciting opportunity flows from a long history of innovative pastoral care. St. Vincent's offers a friendly collegial atmosphere, opportunities for both teaching and learning, and competitive compensation package featuring generous benefits. Toledo is a metropolitan community that offers a high quality of life. Toledo is noted for its beautiful art museum, symphony, opera, ballet, parks, and school systems, a university, community colleges, and Mercy College. It is also known as the home of the Toledo Mud Hens, the best-known minor league baseball team in the world. Toledo is within driving distance to Windsor, Detroit, Ann Arbor, Cleveland, and Columbus. We welcome your immediate inquiry to this exciting opportunity. Please call, e-mail, or send resume to Eileen Lyons, Recruitment Manager, Mercy Health Partners, 2200 Jefferson Avenue, Toledo, OH 43624; phone: (419)251-1492; fax: (419)251-7749; e-mail: Eileen_Lyons@mhsnr.org.

▼ **Our Lady of Victory Missionary Sisters, Huntington, IN** – is seeking a PASTORAL CARE COORDINATOR for their Retirement and Health Care Center. Responsibilities include attending to the spiritual well-being of the sisters, coordinating pastoral care team, collaborating with staff, sisters and chaplain, attending regular meetings, planning spiritual enrichment and visiting the sick. Qualifications include background in Scripture and theology, background in counseling or CPE, experience in working with the elderly and appreciation of their gifts. (40 hours; may include night hours). Salary: Negotiable. Contact: Sister Melanie Persche, Victory Noll, Box 109, Huntington, IN 46750-0109; phone: (260)356-0628, Ext. 111; e-mail: melanie@olv.org.

▼ **St. Margaret's Hospital, Spring Valley, IL** – CHAPLAIN. St. Margaret's Hospital is seeking a part-time chaplain to provide ministry to patients, their families, and visitors throughout the continuum of care. St. Margaret's Hospital is part of the Sisters of Mary of the Presentation Health Corporation with 100 years of healing ministry. This

position includes day hours, rotating weekends, and call coverage, and is accountable to the Director of Pastoral Care. This chaplain will work part-time in the hospital and clinical areas. Qualified candidates will be NACC or ACPE certified or have equivalent pastoral care experience ministering with persons of diverse cultural and religious backgrounds in acute and skilled care, pediatrics, oncology, and general medical and surgical settings. A bachelor's degree in theology, pastoral studies, ministry, or related field is a plus. Competitive compensation and excellent benefits. Send resume to: Director of Human Resources, St. Margaret's Hospital, 600 E. First Street, Spring Valley, IL 61362. EOE.

▼ **Marian Medical Center, Santa Maria, CA** – CHAPLAIN / SPIRITUAL ADVISOR. Graduate of accredited seminary school of theology or appropriate certification in hospital or pastoral ministry. Four units of CPE preferred. Current certification by NACC or other accredited CPE program with willingness to work toward certification. If priest or member of a religious order, ecclesiastical endorsement requirement. Minimum one year as a hospice chaplain/spiritual advisor, working with death and dying, individuals/families/caregivers. Resume to Marian Medical Center, Human Resources, 1400 E. Church Street, Santa Maria, CA 93454; fax: (805)739-3061; marianmedicalcenter.com. EOE/AA/M/F/V/D.

▼ **Resurrection Health Care, Chicago, IL** – Three one-year CLINICAL PASTORAL EDUCATION RESIDENCY POSITIONS available September 1, 2003 – August 31, 2004, with annual stipend and health benefits. Residents complete four units of CPE, and there is a significant progressive curriculum focus from Level I to Level II CPE Outcomes throughout the year. Residency program at Resurrection Health Care System has a variety of specialization areas, including ministries in the acute care settings, nursing and rehabilitation centers, retirement communities, and behavioral health. The following are required at the time of application: at least one unit of CPE, a theological degree (MDiv or equivalency), and commission to function in health care ministry by an appropriate religious authority. Send your application materials to the Director of CPE, Resurrection Health Care, Clinical Pastoral Education, 2900 North Lake Shore Drive, Chicago, IL 60657; phone: (773)665-4951; fax: (773)665-4952; or e-mail: rmanching@reshealthcare.org.

▼ **Saint Anthony Hospital, Chicago IL** – is seeking a CATHOLIC PRIEST CHAPLAIN to join our collaborative team of chaplains, eucharistic ministers, and other pastoral care members in providing spiritual care to patients, families, and employees. Knowledge of Spanish (or a willingness to learn) is preferred to better serve the needs of the rapidly growing Latino population in our community. Experiences in hospital pastoral ministry preferred and must have a current ecclesiastical endorsement and faculties by the Chicago Archdiocese (prefer NACC certification). Must be able to work days and weekends. To apply, send resume to Michelle Morgan, Human Resources, Saint Anthony Hospital, 2875 W. 19th St., Chicago, IL 60623; fax: (773)484-4862; e-mail: mmorgan@cath-health.org. EOE. M/F/D/V.

▼ **MGH Chaplaincy, Boston MA** – ROMAN CATHOLIC PRIEST CHAPLAIN. Available March 24, 2003. Roman Catholic priest sought to join lively and growing chaplaincy team at this world-renowned medical center affiliated with Harvard Medical School. Staff includes two additional Roman Catholic priest chaplains as well as Protestant, Jewish, Muslim, and Buddhist chaplains. Rich clinical and teaching opportunities. Certification as chaplain by NACC or APC strongly preferred; working towards certification a possibility. At least

five years' experience in ministry, two in an academic medical center. Must be a strong clinician and team player, able to minister to Roman Catholics and to persons of diverse traditions. Competitive salary and benefits. Contact: Rev. Mary Martha Thiel, MGH Chaplaincy, Clinics 371, 55 Fruit St., Boston MA 02114; Mthiel@partners.org. Application materials required: letter of interest, resume, and a verbatim reflective of one's pastoral style and skills.

▼ **Mayo Clinic CPE, Rochester, MN** – CPE RESIDENCY POSITIONS beginning September 1, 2003, through August 31, 2004, for Resident I and Resident II applicants. Residents are offered a broad array of clinical opportunities, which include medical and surgical subspecialties, diverse intensive care unit ministries, organ transplantation, a children's hospital, a psychiatric hospital, and a regional trauma center. Two different hospital campuses and three different certified supervisors make this a uniquely powerful learning environment. Mayo Clinic health and dental benefits available to Residents at a reasonable rate. The Resident stipend is \$24,000 for 12 months, four consecutive quarters of CPE. For program information e-mail cpaprogram@mayo.edu, or write Mayo Clinic CPE, 201 West Center Street, Rochester, MN 55902; phone: (507)266-7275; fax: (507)266-7882; website: www.mayo.edu.

▼ **Sacred Heart Health System, Pensacola, FL** – CERTIFIED CHAPLAIN (not priest). Full-time position to complete pastoral care staff of two Catholic priests, four full-time chaplains, and three part-time chaplains. Sacred Heart, a member of Ascension Health, consists of a 431-bed acute care hospital, which includes a women's and children's hospital, and a 120-bed skilled nursing home. Benefits include competitive salary, paid time off, and retirement package. Sacred Heart is an equal opportunity employer. Direct all correspondence to: Sister Elaine Jordan, Director of Pastoral Care, Sacred Heart Hospital, 5151 N. Ninth Avenue, Pensacola, FL 32504 or fax resume to: (850)416-4802.

▼ **Bon Secours St. Francis Health System, Greenville, SC** – seeks a DIRECTOR FOR EMMANUEL PROGRAM/COMMUNITY MINISTRIES. Focus includes strategic development of the concept of holistic care, advocating for the poor, developing programs and strategic partnerships in order to improve community health and well-being. Two-to-three years' management experience in health care or community services setting with knowledge of holistic care preferred. Demonstrated leadership skills required; public speaking, program administration, and health-care advocacy preferred. Education: Bachelor's required, Master's preferred in health care or related field. Send resume to BSSFH, Human Resources, One St. Francis Dr., Greenville, SC 29601 or apply online www.stfrancishealth.org.

▼ **Faith Regional Health Services, Norfolk, NE** – SPIRITUAL CARE DIRECTOR. Faith Regional Health Services offers an excellent opportunity to provide direct management of the Spiritual Care Department. Responsibilities include development, implementation, and coordination of spiritual care services, ongoing ministries of worship and prayer, and provision of religious and medical education for patients, patient families, hospital staff, medical staff, and the community at large. Must possess knowledge and understanding of the diverse cultural, spiritual/religious, and psychosocial differences that exist among various age groups. Position requires effective team management and supervisory skills. The preferred candidate will be an ordained clergy or religious with documented previous experience in a health care setting, master's degree prepared in theological studies with ecclesiastical endorsement, plus membership in a professional chaplain's association. Apply online or mail resume to: Faith Regional

Health Services, Human Resources Department, 1500 Koenigstein Avenue, Norfolk, NE 68701; website: www.frhs.org.

▼ **Our Lady of the Lake Regional Medical Center, Baton Rouge, LA** – CHAPLAIN. Our Lake of the Lake is currently seeking a chaplain to provide spiritual counseling services and ensure that our Pastoral Care Department portends a spirit of Christian community. Duties include identifying patient, family, and staff needs for spiritual guidance and counseling, serving the community through liturgical celebrations and sacramental support, and participating in interdisciplinary team meetings in an effort toward ensuring the provision of high quality pastoral care services. Candidates must have ecclesiastical endorsement, Clinical Pastoral Education, and NACC or APC certification or eligibility for certification. We offer a competitive salary and an attractive benefits package. Please visit our website at www.olol-rmc.com to apply online.

▼ **Palos Community Hospital, Palos Heights, IL** – DIRECTOR OF PASTORAL CARE. Our 360-bed community hospital has served the communities in the southwest suburbs of Chicago with quality health care for 30 years. Currently we are seeking a Director of Pastoral Care. Qualified candidate will have appropriate training in counseling and allied fields. At least one year of CPE required in programs approved by the Association for Clinical Pastoral Education. Certification by the NACC desirable. Extensive hospital experience in an environment with a pastoral team set-up highly desirable. We offer competitive salary and benefits package. Please send or fax your resume to: Palos Community Hospital, Employment Office, 12251 S. 80th Ave., Palos Heights, IL 60463; fax: (708)923-4888; phone: (708)923-4895; e-mail: Linda_Nealis@PalosCommunityHospital.org. EOE.

Positions Wanted

▼ NACC-certified chaplain seeking a position in the Pacific Northwest. BA in theology and seven units of CPE. Experienced in: Intensive Care with facilitation of support groups for families, Trauma/Emergency Department Care, Geriatric Care, and some experience in initiation of Quality Improvement Programs. For resume, please contact Sue Carol Oathout, 64796 E. Pine Tree Way, Rhododendron, OR 97049; (503)622-0695 or by e-mail: oath06@earthlink.net.

▼ NACC full member, close to certification, seeks full-time chaplain position in hospital or hospice. Currently working part-time in hospice. Certificate in Wellness Counseling/Transpersonal Psychology. Experience in grief counseling. Prefer San Jose area, but open to other West Coast positions. Contact: Margaret Truxaw Hopkins, (408)365-9520; mtruxawh@aol.com.

Positions Available are posted weekly on the NACC website: www.nacc.org.

Correction

On page 23 of the January 2003 *Vision*, Rev. Baaju Izuchi, CSSp, was incorrectly identified as Rev. Fidel Palisoc in the Albuquerque symposium photograph. We regret the error.

CALENDAR

■ May 2003

- 3–4** NACC Certification Interviews
Atlanta, Georgia;
Baltimore, Maryland;
Los Angeles, California;
Milwaukee, Wisconsin;
St. Louis, Missouri
- 18–19** NACC Board of Directors Meeting
New York, New York
- 26** Memorial Day Holiday
National office closed
- 29** National Association of Lay Ministers (NALM) 27th Annual Conference
(through June 1)
Tampa, Florida
- 31** Copy deadline
July 2003 *Vision*

■ June 2003

- 8–11** 88th Catholic Health Assembly
Orlando, Florida

■ July 2003

- 1** Postmark date for materials for fall certification interviews
- 4** Independence Day
National office closed
- 10–13** Certification Commission Meeting
Milwaukee, Wisconsin

Sorry we're late

This issue of *Vision* is late because we wanted to include the announcement from the Associations' Boards (see page one), as well as other information from the EPIC conference in Toronto. More information and photographs from the conference will appear in the May issue.

Susan Cubar
Editor

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