

**National Association of Catholic Chaplains
2017 Peer Review Form**



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Instructions to Peer Reviewer ~ Please refer to the Certification Procedures Manual for specific instructions on the components of the Peer Review. Prior to your peer meeting, please review the renewing chaplain's education report forms and identify any suggested areas of improvement which could be remedied prior to their submission to the Certification Commission.

Please maintain the headings in this template. Once this form has been completed, print the form, sign and return it to the applicant so that he/she can sign it and forward all the materials to the NACC National Office.

Select the (type here) text below in each section and type in your report.

Applicant: [REDACTED]
Action Sought: Renewal of Certification as NACC Chaplain
Peer Reviewer: [REDACTED]
Date of Peer Review: [REDACTED] 2019

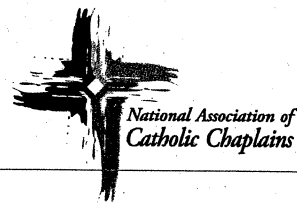
I. Process of Peer Review

Process section to indicate how peer reviewer became involved in chaplain's peer review; the timing/method of receipt of materials to review; how interview began and progressed; any concerns re: misunderstandings, tension, time/balance, congruence between materials and person.

[REDACTED] contacted me in October and asked if I would be his peer reviewer. [REDACTED] and I have been friends for over ten years, first having met in a post graduate program at [REDACTED] University [REDACTED] for students who have completed a year with the Jesuit Volunteer Corps. We were community-mates as well as classmates in the Divinity program. From my experiences with [REDACTED] over the years I know him to be hardworking, genuine, thoughtful, and compassionate. It was most appropriate that he ask me to be his peer reviewer. On [REDACTED] 4th he sent me his mostly completed education forms and we began, via email, to discuss his initial thoughts regarding how he has grown in regards to each category of competency.

We agreed upon [REDACTED] 12th for our first phone conversation. It was during this conversation that we discussed each category of competency in depth, and [REDACTED] elaborated on specific educational opportunities he took part in throughout the past five years noting how they helped him grow as a chaplain. We discussed job changes, the birth of his daughter, and a move cross country all as having an impact on who he is personally and professionally.

On [REDACTED] 3rd [REDACTED] and I had our final phone conversation to discuss further his plans for the next five years. In doing this he touched upon the journey he has been on, the path his career has taken, where he hopes to be in five years, and what he might do along the way to better equip himself as a chaplain. He is ready to renew his certification and his dedication to the NACC as an organization as well as his commitment to the service of others through this ministry.



II. Content of Peer Review

The Content section to address the specific requirements listed below.

Meaning and effectiveness of the continuing education and activities for the Chaplain:

Through a combination of webinars, books, workshops, and conferences, [REDACTED] has sought out opportunities to help him thrive as a chaplain at first in a general hospital setting, then specifically in a palliative care capacity, and then hospice. [REDACTED] has found a wide range of educational topics to study over the years. These areas of study have further developed the quality of care that he provides to patients, families, and staff.

An update regarding the chaplain's development in the Categories of Competency:

Integration of Theory and Practice (ITP) (or 2009-2016 Theory of Pastoral Care)

During these past five years [REDACTED] was often the sole Catholic chaplain on staff and was often in a position where he could educate others in Catholic practices or ethics pertaining to a certain situation. He specifically remembers companioning a family whose loved one was dying while also being investigated for a crime. He had to balance his own feelings and opinions about this crime with the needs of a family who was "struggling in a toxic situation". When the End of Life Options Act was passed in [REDACTED] [REDACTED] worked at a facility that did not allow it, but he still encountered patients who would pursue it with their own physicians. In these situations [REDACTED] provided the best care and support to his patients regardless of his own conflicting beliefs, stating to me that chaplaincy is a profession of "walking with" patients on their spiritual journey rather than imposing his own onto them. [REDACTED] found workshops and discussions with [REDACTED] on the topic of the End of Life Opinions Act to be most helpful during this time.

Professional Identity and Conduct (PIC) (or 2009-2016 Identity and Conduct)

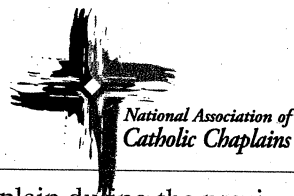
[REDACTED] attended a conference at [REDACTED] University in [REDACTED] in 2017 at which he gained much insight toward finding balance between his work and personal life. The conference offered events that focused on contemplative approaches to spiritual care that considered both patient and caregiver. [REDACTED] often saw patients for months at a time, counseling and praying with them as their needs grew and changed. He in some ways became their "pastor", yet he always tried to meet them on the journey they were on and incorporate their own spiritual backgrounds and desires into the relationship. To this end [REDACTED] was grateful for a webinar by Dr. Sheri Brown about "racial disparities at the end of life" as well as a workshop at the 2019 NACC conference by Sr. Fitzpatrick about cultural cues.

Professional Practice Skills (PPS) (or 2009-2016 Pastoral)

When [REDACTED] professional focus started to move into palliative care and hospice work he found that Creating Meaningful Funeral Experiences: A Guide for Caregivers by Alan D. Wolfelt was a book he referred to many times. As a lay Catholic [REDACTED] had not been used to officiating at or facilitating memorial services. With the help of this book, each time he was asked, [REDACTED] was able to create a beautiful ritual that symbolized passing on without necessarily being 'religious'. This was something he found many of the families were seeking. In multiple instances the family wanted "something" but did not know what the funeral should look like. This book helped [REDACTED] to create something special for the families.

Organizational Leadership (OL) (or 2009-2016 Professional)

In [REDACTED] experience with the palliative home health team as well as the hospice inpatient unit he had a role that differed from his previous responsibilities as a per diem chaplain. He was now expected to participate in the whole experience of the patients he was seeing, which included charting on more than just the spiritual care needs, but also on the patient's symptoms, ongoing decline, and medical needs. This was necessary because he was a true member of a multidisciplinary team who all contributed to a patient's wellbeing. [REDACTED] attended a talk at the APC Colorado Chaplain's Symposium by Rev. Michael Guthrie which focused on multidisciplinary relationships and spiritual distress. It touched upon how to get other disciplines to do your assessing for you in a sense, meaning that nurses, social workers, and even doctors could learn how to pick up on signals and make more effective referrals to chaplains. [REDACTED] appreciated what he learned at this educational event.



List and address progress on recommendation(s) made to the chaplain during the previous interview or peer review. Note: If needed, chaplains may access the recommendations made in their previous interview or peer review materials by contacting the NACC office.

- 1) *The Interview Team affirms the Applicant's use of pastoral authority and encourages him to continue to grow in this area.* [redacted] was an active member of a multidisciplinary team over the past few years, an experience that increased his sense of pastoral authority. He was called upon to assess and speak to the spiritual needs of patients to other members of the team, advocating for them and expressing how their spiritual outlook was affecting how they were facing their illness. Spending time on this team as well as more experience as a chaplain in general Jesse gained more confidence in his own authority and readily asserted it when appropriate and necessary.
- 2) *The Interview Team recommends the Applicant seek opportunities to integrate the provision of spiritual care in the institutional culture, promoting the value of professional chaplaincy for holistic care.* As the sole Catholic chaplain at a community hospital, [redacted] readily led the transition of the Catholic ministers of care who were becoming formal volunteers at the hospital. He also had an active role in the hiring of chaplains at the organization and through this developed a better understanding of what the hospital needed in such a chaplain and what specifically made a 'good' chaplain for the organization. [redacted] connected with medical staff by his active presence at interdisciplinary meetings and by his thorough charting that would be seen by many.

Discuss the chaplain's plans for future development, including remaining current with any Competency changes since his/her last renewal of certification:

In the last year [redacted] has taken a step back from the profession of chaplaincy to care for his daughter. Watching her grow has influenced his thoughts about the future of his family in relationship to the Catholic church. He shared that while in [redacted] he felt a bit distant from the NACC, with few specifically Catholic educational events available and [redacted] often being the only Catholic on staff. He and his wife were involved in a young married group at their parish, but now that they are in [redacted] there may be more Catholic opportunities that he hopes to take advantage of. He looks forward to this. [redacted] hopes to integrate himself into a parish and perhaps increase his role within the NACC, however that might look. In the next five years [redacted] hopes to explore what it means to be part of the chaplaincy profession in a larger capacity than his specific job and to view chaplaincy in relation to the larger structure of the church and the world.

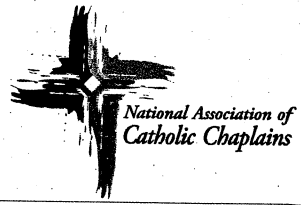
[redacted] hopes to be more organized in the way he chooses educational experiences, seeking out events that are geared toward his interests. He believes that their new proximity to a Jesuit college and various Catholic Churches will help him do this.

III. Recommendations for Growth/Continuing Education for the next five years

Recommendation section should reflect the process and content of the peer review. Recommendations should relate to the current NACC Certification Competencies and the chaplain's plans for meeting any new competencies and maintaining and enhancing existing competencies. Please include a minimum of two recommendations focused on specific Competencies which is most effective and appreciated by the NACC member.




- 1) I recommend that [redacted] continue to look INWARD to explore who he is (and wants to be) as a father, husband, son, friend, chaplain and OUTWARD to explore his relationship to the church and wider Catholic world.
- 2) I recommend that [redacted] utilize [redacted]'s extensive resources for higher learning as well as the multiple healthcare facilities that are now local to him to seek out educational opportunities that will help him thrive as a chaplain.
- 3) I recommend that [redacted] remain current with ethical topics that come up whether nationwide or regionally that may impact his role as a chaplain.

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Peer Reviewer Signature	Applicant Signature
Membership Number: 	Membership Number: 