

2021-2025 Strategic Plan

...continuing the healing ministry of Jesus in the name of the Church



MISSION STATEMENT

The National Association of Catholic Chaplains advocates for the profession of spiritual care and educates, certifies, and supports chaplains, clinical pastoral educators and all members who continue the healing ministry of Jesus in the name of the Church.

MINISTRY FOCUS

The National Association of Catholic Chaplains advances the professional growth and ministerial formation of its members so all people can receive competent and compassionate pastoral and spiritual care. NACC advocates for the spiritual care profession and educates, certifies, and supports its members.

CORE OPERATIONAL ASSUMPTION

NACC will move from an exclusively membership organization for professional Catholic chaplains (which will remain its core mission) to strengthen Catholic spiritual care ministry in all its forms, becoming a leader and resource for the Catholic pastoral care ministry nationally.

CORE MARKETING ASSUMPTION

Future board-certified chaplains and all engaged in pastoral care services will be reached mainly through the many Catholics who are already involved in or affected by some expression of the Church's ministry. The NACC will support the formation and development of all those desiring to serve in this ministry with a focus on growth, inclusive of all settings.

2022-2025 NACC Goals and Key Outcomes



Goal Ministry & the Church	To advance excellence in Catholic Pastoral Care NACC will become the creator and curator of programs for the development and formation of all who serve in the Church's pastoral care ministry.
	Key Outcomes: <ul style="list-style-type: none">♦ Continue the development and growth of common competencies and pathways for various pastoral care ministries across the country, beginning with ministries in correctional settings.♦ Implement these competency and formation model(s) for the Partners in Pastoral Care.♦ Strengthen and grow collaboration among Catholic organizations and dioceses to promote Chaplaincy (as well as pastoral care ministries) as a vocation.♦ Evaluate and re-envision the Certified Associate Chaplain certification.♦ NACC will continue to grow the development of pastoral care ministry.
Goal Education & Marketing	Implement a major marketing initiative to increase awareness of the vital vocation of chaplaincy, while maintaining relationships with Strategic Partners for spiritual care to advance the profession. Key Outcomes: <ul style="list-style-type: none">♦ Foster leadership development for Chaplains.♦ Renew and enhance marketing initiatives.♦ Assess the need for additional specialty certifications such as behavioral health.♦ Collaborate with Strategic Partners, including future educational opportunities, conferences, research projects, and potentially shared services and structures. Investigate equity opportunities associated with membership and education fees.♦ Foster evidence-based practices by implementing learnings from the Center for Health Organization Transformation (CHOT) research study, including more inclusion of different races and ethnicities.
Goal Racial Justice, Diversity, Inclusion & Belonging	NACC will promote Racial Justice, Diversity, Inclusion and Belonging among its members and assess/ remedy inequities within the association. Key Outcomes: <ul style="list-style-type: none">♦ Sponsor webinars showcasing members' experiences of racial discrimination, including within NACC. Engage members, particularly from the BIPOC (Black, Indian, People of Color) communities, in the creation of action plans to promote racial justice.♦ As part of members' continuing education, each member will be required to complete at least 2 continuing education hours each year addressing health disparities, cultural diversity or issues of race within the ministry environments (PPS5).♦ NACC Board, staff, Certification Commission, Certification Appeals Panel, Ethics Commission, Ethics Appeals Panel, Certification Interviewers and ITE's to complete one hour training on bias awareness as part of their on-boarding process.♦ Explore opportunities to partner with the USCCB and Strategic Partners in this work.
Goal Structure and Finance	To ensure that NACC has the structural and personnel capabilities, and financial resources to accomplish the strategic priorities. Key Outcomes: <ul style="list-style-type: none">♦ Develop a model for sustainable financial growth which includes expanded resources for revenue.♦ Strategic Talent, Physical Resource, and Financial Plans, aligned with overall strategic plan, in place and implemented.♦ Revised revenue model based on NACC transition to becoming a service, as well as a professional membership organization.♦ Up-to-date technology platform for supporting member certification application and related services as well as educational programming.♦ Develop opportunity for Committee Chairs to collaborate and communicate on a regular basis.