

THE BUDDHIST CHAPLAIN'S PATH TO BOARD CERTIFICATION

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“While all the
individuals we serve are
not Buddhists, to us
each person we serve is
the Buddha.”

Roshi Joan Halifax

March 21, 2010



WHY BUDDHIST CHAPLAINCY NOW?

- Buddhist development in the West
- The Buddha said: “Monks, my advice to you is this: Those who tend the sick and ill, are really waiting on me.” (www.knowbuddhism.info/2009/03/buddha-and-tending-sick-and-ill.html)
- The flowering of the Dharma seeds planted by teachers and practitioners
- Practitioners have been “steeped” in the Dharma and have grown in open-heartedness, loving kindness and compassion.
- Teachings about “No Other”, Right Livelihood, and Bodhisavatta vows inspire us to address suffering where ever it is occurring. Includes illness, poverty, homelessness, incarceration, deprivation, natural disaster, torture and war.



UNDERSTANDING THE REGULATORY ENVIRONMENT

- Regulatory groups are co-evolving with us. To plan and stay current we must know who they are and what direction they are headed.
- Complex, adaptive systems



THE MAJOR REGULATORY BODIES FOR ASPIRING BOARD CERTIFIED CHAPLAINS



“LET’S START WITH THE END IN MIND”

STEPHEN COVEY

Recent Job Description:

Trinity Hospital currently has a full time opening for a Staff Chaplain in our Pastoral Care Department.

This position is for a person who has or will have denominational endorsement and is Association of Professional Chaplains (APC) certified or will be certified within a year of hire.

For more information about this position, please call Rev. Cliff Nelson, Director of Pastoral Care, at 701-857-5000 and have him paged.



1. THE JOINT COMMISSION ON ACCREDITATION OF HEALTHCARE ORGANIZATIONS (JCAHO) THE WATERSHED EVENT

- In 1995 the Joint Commission (formal name Joint Commission on Accreditation of Healthcare Organizations (JCAHO) wrote:

Spirituality is an often overlooked, yet still important element of patient assessment and care. Addressing and supporting patients' spirituality cannot only make their health care experiences more positive, but in many cases can promote health, decrease depression, help patients cope with a difficult illness, and even improve outcomes for some patients.



1. THE JOINT COMMISSION ON ACCREDITATION OF HEALTHCARE ORGANIZATIONS (JCAHO) (CON'T)

- The Joint Commission on Accreditation of Healthcare Organizations (JCAHO) (prefers to be called “The Joint Commission”) has paid very close attention to the language and intent of regulations that the Department of Health and Human Services (HHS) has developed regarding all applicable aspects of health care. Although JCAHO is not a governmental agency, it is closely aligned with the mission of HHS and is the accrediting body for institutions that serve as providers for Medicare and Medicaid programs (CMS). www.jointcommission.org

- <http://www.professionalchaplains.org/index.aspx?id=228>



HOW IMPORTANT IS JCAHO?

- Without Joint Commission accreditation the hospital does not receive Medicare or Medicaid reimbursements (which most hospitals strongly rely upon.)



A FURTHER NOTE ABOUT JCAHO

- Hospital chaplaincy is the most rigorously regulated and in time this rigor will spread to other types of chaplaincy programs.
- Word to the wise: Prepare for this higher standard to assure sustainable employability.



WITHOUT CLINICAL PASTORAL EDUCATION (CPE)?

- There are no reimbursements to hospitals from US Health and Human Services (HHS), Center for Medicare and Medicaid (CMS).
- Debates on the fine print
<http://www.professionalchaplains.org/index.aspx?id=228>



2. APC CERTIFICATION REQUIREMENTS

- Bachelor's degree from a Council of Higher Education Accreditation (CHEA) School
- The Association of Professional Chaplains states that an MDiv (or its equivalencies) must be from a Council of Higher Education Accreditation (CHEA) School
- 72 semester hours (three year-Master Degree or Buddhist White Paper Equivalency)

CORE	NINE
Religious Education	Pastoral Care & Counseling
Spiritual Formation	Religious History
Institutional Organization and Administration	Sacred Literature
Theology/Philosophy	Comparative Religions
Ritual and Liturgy	



TO BE APC CERTIFIED (CON'T)

- Current ordination, commissioning, or other similar standing to function in a ministry of pastoral care, granted.
- Current letter of endorsement/support by a recognized religious faith group for ministry as a chaplain.
- Clinical Pastoral Education (CPE) to function as a competent pastoral care provider from institutions accredited by the Association for Clinical Pastoral Education (ACPE).
- A minimum of 2,000 hours of work experience as a chaplain following the completion of four (4) units of CPE and apart from CPE training or residency. The 2,000 hours of work experience as a chaplain following the completion of four (4) units of CPE and apart from CPE training or residency requirement is met by candidates when a substantial part of their duties include ministry commonly performed by chaplains in specialized settings such as health care.



TO BE APC CERTIFIED (CON'T)

- Autobiography: Write and submit an autobiographical sketch of two to three pages. Highlight the major events and themes of your life as they have an impact on your practice of ministry. This paper is not strictly intended to demonstrate any particular competencies, but to serve as a backdrop for your other materials.
- Verbatims: Submit two dated verbatims that demonstrate your current level of functioning. One verbatim must be current and should be of patient/client interaction that has taken place within the past 12 months of the deadline for submitting materials and must be from the candidate's current work setting.



TO BE APC CERTIFIED (CON'T)

- Submit a resume of chaplaincy experience
- Four competency essays (Each not more than 4 pages)
- **Section I. Theory of Pastoral Care Competencies**
- *TPC1: Articulate a theology of spiritual care that is integrated with a theory of pastoral practice. (associate, provisional & BCC)*
- TPC2: Incorporate a working knowledge of psychological and sociological disciplines and religious beliefs and practices in the provision of pastoral care.
- TPC3: Incorporate the spiritual and emotional dimensions of human development into the practice of pastoral care.
- TPC4: Incorporate a working knowledge of ethics appropriate to the pastoral context.
- TPC5: Articulate a conceptual understanding of group dynamics and organizational behavior.



TO BE APC CERTIFIED (CON'T)

○ Section II: Identity and Conduct Competencies

- *IDC1: Function pastorally in a manner that respects the physical, emotional, and spiritual boundaries of others. (assoc., prov. & BCC)*
- *IDC2: Use pastoral authority appropriately. (assoc., prov. & BCC)*
- *IDC3: Identify one's professional strengths and limitations in the provision of pastoral care. (assoc., prov. & BCC)*
- IDC4: Articulate ways in which one's feelings, attitudes, values and assumptions affect one's pastoral care.
- IDC5: Advocate for the persons in one's care.
- *IDC6: Function within the Common Code of Ethics for Chaplains, pastoral counselors, pastoral educators and students. (assoc., prov. & BCC)*
- IDC7: Attend to one's own physical, emotional and spiritual well-being.



TO BE APC CERTIFIED (CON'T)

○ Section III: Pastoral Competencies

- *PAS1: Establish, deepen and end pastoral relationships with sensitivity, openness and respect. (assoc., prov. & BCC)*
- *PAS2: Provide effective pastoral support that contributes to well-being of patients, their families and staff. (assoc., prov. & BCC)*
- *PAS3: Provide pastoral care that respects diversity and differences including, but not limited to culture, gender, sexual orientation and spiritual/religious practices. (assoc., prov. & BCC)*
- PAS4: Triage and manage crises in the practice of pastoral care.
- PAS5: Provide pastoral care to persons experiencing loss and grief.
- PAS7: Provide religious/spiritual resources appropriate to the care of patients, families and staff.
- PAS8: Develop, coordinate and facilitate public worship/spiritual practices appropriate to diverse settings and needs.
- PAS9: Facilitate theological reflection in the practice of pastoral care.



TO BE APC CERTIFIED (CON'T)

○ Section IV: Professional Competencies

- PRO1: Promote the integration of pastoral/spiritual care into the life and service of the institution in which it resides.
- *PRO2: Establish and maintain professional and interdisciplinary relationships. (assoc., prov. & BCC)*
- PRO3: Articulate an understanding of institutional culture and systems and systemic relationships.
- PRO4: Support, promote and encourage ethical decision-making and care.
- PRO6: Foster a collaborative relationship with community clergy and faith group leaders.



THE APC BUDDHIST EQUIVALENCY WHITE PAPER

- **RECOMMENDATION #1:** The nine core subject areas of accredited seminary programs shall serve as the standard by which a candidate's educational equivalency request will be measured. This does not mean we are instituting a new requirement that every candidate must show education in all nine subjects. Rather, this means that our current standard of the traditional M.Div. program serves as a sufficient model for evaluating alternative educational programs. The nine subjects serve as a guideline for evaluating the depth and comprehensiveness of the candidate's education.
- **RECOMMENDATION #2:** Ask the BCC Buddhist chaplains to evaluate Naropa, Harvard, Berkeley, UC Santa Barbara, Buddhist Churches of America and other programs to be more clear to what extent each program addresses the nine core subject areas. Also check entrance requirements: If they accept a candidate without an accredited Bachelor's degree, do they evaluate the candidate's education to determine that it is equivalent, as would an accredited institution. Provide results of this evaluation to all members of the Theological Education Equivalency Committee for their use in evaluating candidates.



THE APC BUDDHIST EQUIVALENCY WHITE PAPER (CON'T)

RECOMMENDATION #3: A candidate's training shall be evaluated much like an educational internship: qualified mentors, educational goals, and measurements of attainment. A candidate shall be asked to provide the following in order to document 7,200 hours of education (class time, required study time, mentored practice time, face-to-face interview time, etc.)

RECOMMENDATION #4: Continue to require an accredited bachelor's degree from all candidates, granting an equivalency only in exceptional circumstances



THE APC BUDDHIST EQUIVALENCY WHITE PAPER (CON'T)

RECOMMENDATION #5: Require a candidate to document the above three characteristics for periods of meditation or chanting that were educational in nature. Do not accept private personal practice as educational in and of itself.

RECOMMENDATION #6: Ask the BCC Buddhist chaplains to create a compendium of the variety of educational retreats utilized for training, and provide this information to the members of the Theological Equivalency Committee.

RECOMMENDATION #7: Limit the amount of hours of meditation and chanting acceptable to the equivalency's 72-credit total. For example, the Commission on Certification currently accepts up to three extra units of CPE (Clinical Pastoral Education) for 15 credits toward the 72-credit total. Similarly, meditation and chanting could be limited to 15 credits, which is approximately 20% of the 72-credit total, a reasonable percentage.

http://www.professionalchaplains.org/uploadedFiles/BCCI/Buddhist_BCC_White_Paper-Equivalencies.pdf



LEVELS OF APC CERTIFICATION

○ **Board Certified Chaplain (BCC) (Highest)**

- MDiv or Equivalency, 4 CPE Units, 2000 hours of employment, Endorsement, Full application, Essays demonstrating all competencies.
- Generally required for hospital employment.

○ **Provisional Certified Chaplain (PCC)**

- MDiv or Equivalency, 4 CPE Units, Endorsement, Full application, Essays demonstrating competencies in at least 22-28 areas, inclusive of all related to pastoral functioning.

○ **Associate Chaplain (AC) (Minimum Level for Membership in APC)**

- 4,800 hours of 7,200 required MDiv or its Equivalency, 1 CPE Unit, Endorsement, Full application, Essays demonstrating competencies in 9 to 11 areas, inclusive of all related to pastoral functioning.



3. U.S. DEPARTMENT OF EDUCATION (DOE) COUNCIL ON HIGHER EDUCATION ACCREDITATION (CHEA)

- Oversees about 150 different types of Higher Educational Accrediting Entities.
- Bottom Line: Students need to obtain degrees from CHEA recognized schools.
- Current State of Universities with Buddhist Chaplain programs
 - The Association of Theological Schools (that accepts only Christian schools)
 - Note: The Institute of Buddhist Studies (IBS) slipped in because of its affiliation with the Graduate Union Theological School (GTU)
 - The regional accrediting agencies like
 - Western Accreditation of Schools and Colleges (WASC)
 - IBS and University of the West
 - North Central Association of Colleges and Schools (NCACS)
 - Naropa



4. ASSOCIATION OF CLINICAL PASTORAL EDUCATORS (ACPE)

- Clinical Pastor Education (CPE) units must be completed under the supervision of a ACPE Supervisor at an ACPE approved site.
- Four units of CPE are required for APC Board Certified Chaplains (BCC).
 - Each unit requires 400 contact hours.
- One unit of CPE is required for APC Associate Chaplains (AC)
- For more information see www.ACPE.edu
- For Residency Opportunities see http://www.acpe.edu/jobs/Residencies_Region.htm
- See ACPE web site to become a CPE Supervisor



5. YOUR LINEAGE AND TRADITION

- Your senior teacher, lineage or tradition will typically articulate what you must do to be awarded a letter of Endorsement.
- Endorsements are not to be confused with monastic ordination.
- This is a relatively simple letter, signed on the Teacher's Lineage or Tradition's letterhead
- I, *Senior Teacher / Director*, affirm that *Candidate's Name* has completed the requisite education and training required by our *Tradition* to be an endorsed chaplain. If you have questions, please contact me at xxxx.



6. U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES (HHS) CENTER FOR MEDICARE AND MEDICAID SERVICES (CMS)

- Payment for [chaplaincy services],' Sec. 413.85 (f) of the final rule, January 12, 2001. '[CMS] will consider an activity an approved nursing and allied health education program if the program is a planned program of study that is licensed by State law, or is accredited by the recognized national professional organization for the particular activity. Such national accrediting bodies include, but are not limited to ...the Association for Clinical Pastoral Education, Inc.,

<http://www.professionalchaplains.org/index.aspx?id=228>



6. U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES (HHS) CENTER FOR MEDICARE AND MEDICAID SERVICES (CMS)

- In short, what does this mean?
- With the appropriate accreditations for hospitals, educational programs, and chaplains hospitals are able to obtain federal funds to help reimburse its chaplaincy services.



BUDDHIST CHAPLAINCY UNIVERSITY PROGRAMS COMPARED

Name	Principal Lineage Ordination/ Endorsement (O/E)	CHEA Accredited	Current Tuition Costs	URL
Institute of Buddhist Studies (IBS) Berkeley, CA	Pureland O/E: No	ATS and WASC	\$41,500	http://www.shin-ibs.edu/academics/chaplain.php
Naropa Boulder, CO	Tibetan, Shambhala O/E: No	NCACS	\$60,750	http://www.naropa.edu/academics/graduate/madivinity/index.cfm
University of the West Rosemead, CA	Chan Fo Guang Shan O/E: No	WASC	\$24,750	http://www.naropa.edu/academics/graduate/madivinity/requirements.cfm



NON-UNIVERSITY BUDDHIST CHAPLAIN PROGRAMS

Name of Program	Under the Guidance of Teacher(s)/	Lineage Ordination/ Endorsement (O/E)	Structure of Program	Approximate Number of Education Hours	Tuition
New York Zen Center for Comtemplative Care (NYZCCC) NYC, NY http://www.zencare.org/news/index.html	Roshi Enkyo Ohara, PhD., Koshin Paley Ellison & Trudi Jinpu Hirsch, ACPE Supervisor. Robert Chodo Campbell	Zen O/E: No	1 Saturday a month, all day for 10 months. Total 14 training days.	260 hrs Awarded 600 hours by IBS enrollment.	\$2,550
Sati Buddhist Chaplaincy Redwood City, CA http://www.sati.org/chaplaincy.html	Gil Fronsdahl, PhD.& Paul Haller	Theravadan and Zen O/E: No	1 Friday a month all day- 11 months	190 hrs Awarded 600 hours by IBS enrollment.	\$1,400
Upaya Sante Fe, NM http://www.upaya.org/training/chaplaincy/	Roshi Joan Halifax, PhD.	Zen O/E: Yes	2 years- 26 required Learning Days Each Year	1390 hrs with publishable final project	\$10,800



OBSERVATIONS AND QUESTIONS

- Maybe upwards of 99% of those pursuing Buddhist Chaplaincy are not going to seek APC Board Certification.
- How can we organize ourselves to support all levels and types of responsible and professional chaplaincy practices?
 - Health Care
 - Prison and Juvenile Detention
 - Homelessness
 - Caring for the Care Giver
 - End of Life
 - Disaster
 - Military
 - Police and Fire
 - Etc.



OBSERVATIONS AND QUESTIONS

- Can we create a multiple lineage endorsing body of prominent teachers, academics, and chaplains to review Associate, Provisional, and Board Certified Chaplains?
 - How many would be on such a panel?
 - Who would be on it? Selection criteria?
 - Must have face to face knowledge of the applicants education, Buddhist training, and supervised chaplaincy, and more?
 - How long would each panel's term last?
 - Other issues?



OBSERVATIONS AND QUESTIONS

- The Dharma is Priceless But Chaplaincy Education is Expensive
- The Ordination/Endorsement Question
- Learning Our Own Tradition, Learning Other Buddhist Lineages, History, Rituals and Learning to be Proficient in the Care and Ministry to Christians, Muslims, Jews, Humanists, Atheists, and All Others
- Strategies to cover the Core Nine?
- The Heart of the Matter-Listening Skills
- Assuring that the Younger Generation Knows about Chaplaincy and MDivs



OUR DREAM PROGRAM

- Build the ultimate Buddhist MDiv program over something like Asokaedu.net, utilizing our best teachers and strong academic rigor and the Moodle online education platform.
- Two thirds of the degree would be delivered online so Buddhists could remain in their home communities while they obtained this education.
- One third of the degree would be in person at the Upaya program, or something like it where our Buddhist traditions are fully welcomed and taught and an Endorsement is included after successful completion of the program.
- Buddhist chaplains would track their development and requirements over ePortfolios assuring transparency and community.



WE SEEK FEEDBACK AND DISCUSSION

- Please contact us privately at www.buddhistchaplainsnetwork.org
- Thank you for your consideration

