

Advanced Chaplain Practitioner:

A New Position Model for Shaping Chaplaincy in
the New Age of Healthcare

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OhioHealth

Columbus, Ohio

1950
QUEEN OF ANGELS HOSPITAL • LOS ANGELES



Three Goals For This Presentation

The Participants will be able to

1. Explain the process for researching and developing a new position model along with being able to identify the burdens and benefits.
2. Describe three characteristics that distinguish and Advanced Chaplain Practitioner from a Staff Chaplain. What does it Mean to be an “Advanced” Chaplain “Practitioner?”
3. Identify three resources available in considering the development of an Advanced Chaplain Practitioner

Why We Developed A New Level For Staff Chaplains

- A Dedicated Chaplain needed for a new Palliative Care Program.
- Ohiohealth's Annual Associate Survey asked, "Is there an opportunity for advancement in your department?"
 - Answer: **NO** !, Unless A Chaplain Wants to Go into Management.
- It was Time to advocate and create a new chaplain level position at OhioHealth.

How? We Developed a New Level Position for Staff
Chaplains

5 Step Process

Five Step Process in Creating Advanced Chaplain Practitioner (ACP)

Vision

Development

Foundation

Support

Practice

Application

Evaluation

Step 1 -Vision

Historical Review Produces the Need to Succeed

OhioHealth's Vision

Hospital Management's Clearer Vision for Palliative Care

Corporate Management's Willingness to Invest

Specialized Training: **CAPC** training at Fairview Hospital, MN

Investment In New Leadership

Vision 1 “We need a ROBUST Team!!”



radical curious sharp moving breathtaking
interesting poignant furious shared enlighten
revealing insightful smart contemporary
creative legendary engaging vivid refresh
colorful introspective nourishing uplifting
informative giving energizing funny unrul
visionary dramatic current provocative be
original instinctive satisfying vast surrea
dynamic beautiful bright engaging daring
interactive elevating thoughtful continuo
illuminating challenging visionary here no

A New Vision For the Pastoral Care Department

Development of The Plan for a Dedicated Chaplain

This position needs to be an ADVANCED POSITION

Curiosity Keeps Leading Us Down New Paths and new Models

Walt Disney in his backyard with his train



Walt
Disney's
New Train
Layout



AROUND HERE
WE DON'T LOOK BACKWARDS
FOR VERY **LONG**...
WE KEEP MOVING
FORWARD,
OPENING UP NEW DOORS
AND DOING **NEW** THINGS
BECAUSE WE'RE CURIOUS...
AND **CURIOSITY**
KEEPS LEADING
US DOWN **NEW** PATHS

Walt Disney



Step 2: Development

Research Data?.....Best Practices?.....Models?.....YES

First Question: Who has dedicated Palliative Chaplains?

Second Question: Where do we find a new MODEL for a staff chaplain in a specialized position?

First Question:

Where do we find Dedicated Chaplains?

Research Information from around the USA



Research Research Research

Telephone Research “Dedicated Chaplain”

Site Visits to Experience

Learn and Apply: “Dedicated” “Advanced”

Second Question:

Is There A Successful, Proven Model ?

Nurse Practitioners

Clinical Nurse Specialists

Advanced Nurse Practitioners

Step 3: Support

How to sell a new level position?

Who and What is OUR Foundation??

Support is Essential!

Supportive Structure for ACP Position

HUMAN RESOURCES

Information

Research

Administration

Mission

Bottom Line



Position

- Skill Set:
- Qualifications:
- Sign Off on A New Position and higher pay grade

The **Vision** becomes a Reality..... At OhioHealth

ACP.....Advanced Chaplain Practitioner !!



Advanced Chaplain Practitioner Job Description and Qualifications

- We wrote it . . . But we don't own it.
- Different Scope of Practice for Dedicated Specialists (Advanced)
- Different Skill Set now in second generation
- Qualifications beyond the position description for a Staff Chaplain
How do I become an "ADVANCED CHAPLAIN?"

Clara Barton 1821-1912



- (picture of Clarissa 'Clara' Harlowe Barton 1821-1912)
- Founded American Red Cross
- Established nurses serving in the Civil War

- "I have an almost complete disregard of precedent and a faith in the possibility of something better. It irritates me to be told how things have always been done. I defy the tyranny of precedent. I go for anything new that might improve the past."

Step 4: Practice

- Time to Meet Our Advanced Chaplain Practitioners:

Stephanie Covitz

Marty Cramer

Jean Feeney

Steve Race

Steve Rice

Wendy Ungar



Marty Cramer

Wendy Ungar



Jean Feeney



Stephanie Covitz

Steve Race



Burdens

- How do we see ourselves as Advanced Chaplain Practitioners?
Expectations:
- What is the role of the ACP in the Pastoral Care Dept.?
 - How do we work together?
- Who is in Charge?

Benefits

1. Pay increase from 6 to 10%
2. Don't have the same responsibilities of a Staff Chaplain (Generalist), however, we do have to find ways to dance together.
3. Support and Collaboration with other Specialists – ACPs
4. Creative and Innovative Opportunities.....

Evaluation

Corporate Evaluation of Programs

What is the bottom line? Cost Ratio Customer Satisfaction

Advanced Chaplain Practitioners

Self- Evaluation Annual Evaluation by Specialty Manager Evaluation

Benefit to NACC/APC

Resources

OhioHealth System and other Systems

Publication on Nurse Practitioners and other Specialists

Creative Imagineers to clarify not to fragment and confuse

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