Advanced Chaplain Practitioner:

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

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Steven Rice, M.Div., BCC, ACP (Advanced Chaplain Practitioner)

OhioHeatlh

Columbus, Ohio



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!!"



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A New <u>Vision</u> For the Pastoral Care Department

Development of The Plan for a <u>Dedicated</u> Chaplain

This position needs to be an <u>ADVANCED</u> 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



BECAUSE WE'RE CURIOUS... 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

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

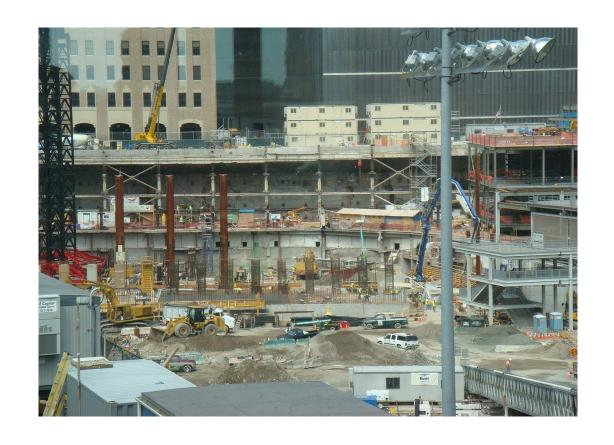
HUMAN RESOURCES

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

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

BECAUSE WE'RE CURIOUS... Walt Disney