

**THE STANDARDS OF
THE COLLEGE OF PASTORAL SUPERVISION
AND PSYCHOTHERAPY
2011**

The College of Pastoral Supervision and Psychotherapy (CPSP) offers its programs in Clinical Pastoral Education/Training (CPE/CPT), Pastoral Psychotherapy, Pastoral Counseling and Clinical Chaplaincy as a unique form of ministry and education. The respect of the trainee's person and his/her personal growth, professional development and unique integration of the personal and professional is central to the CPSP mission.

CPSP Standards provide guidance to chapters and other CPSP structures as they do their work of certifying and recertifying persons, accrediting programs, and upholding ethical standards. They assure sufficient consistency in practice and application so as to insure the quality and effectiveness of CPSP certified individuals and accredited training programs. It is understood that the Standards will not address all possible situations involving individuals, and in cases where the Standards fail to address specific individual circumstances, the spirit of the Standards, informed by conversations with consultants and informed by the CPSP Covenant, will be applicable. CPSP Standards are reviewed at least biannually by the CPSP Governing Council and updated as necessary. In situations or relationships where it appears that CPSP Standards are in conflict or contradiction to the CPSP Covenant, the spirit of the CPSP Covenant takes precedence.

The Covenant of the College of Pastoral Supervision and Psychotherapy

We, the CPSP members see ourselves as spiritual pilgrims seeking a truly collegial professional community. Our calling and commitments are, therefore, first and last theological. We covenant to address one another and to be addressed by one another in a profound theological sense. We commit to being mutually responsible to one another for our professional work and direction.

Matters that are typically dealt with in other certifying bodies by centralized governance will be dealt with primarily in Chapters. Thus, we organize ourselves in such a way that we each participate in a relatively small group called a Chapter consisting of approximately a dozen colleagues. Teaching or counseling programs directed by CPSP Diplomates are the primary responsibility of the Chapter.

We commit ourselves to a galaxy of shared values that are as deeply held as they are difficult to communicate. “Recovery of soul” is a metaphor that points toward these values. We place a premium on the significance of the relationships among ourselves. We value personal authority and creativity. We believe we should make a space for one another and stand ready to midwife one another in our respective spiritual journeys. Because we believe that life is best lived by grace, we believe it essential to guard against becoming invasive, aggressive, or predatory toward each other. We believe that persons are always more important than institutions, and even the institution of CPSP itself must be carefully monitored lest it take on an idolatrous character.

We intend to travel light, to own no property, to accumulate no wealth, and to create no bureaucracy. We are invested in offering a living experience that reflects human life and faith within a milieu of supportive and challenging community of fellow pilgrims

The College of Pastoral Supervision & Psychotherapy
P.O. Box 3647
Wantagh, NY 11793

TABLE OF CONTENTS

100. ACCREDITATION	5
110. THE CPSP ACCREDITED PROGRAM.....	5
120. THE CPSP ACCREDITED PROGRAM’S EDUCATIONAL RESOURCES.....	5
130. THE CPSP ACCREDITED PROGRAM’S WRITTEN POLICIES AND PROCEDURES.....	6
140. THE CPSP PROGRAM’S PUBLIC STATEMENTS.....	7
150. ACCREDITATION PROCESS FOR CPSP ACCREDITED PROGRAMS.....	7
200. STANDARDS FOR ACCREDITING PROGRAMS OF CLINICAL PASTORAL EDUCATION/TRAINING	9
210. PROGRAM STANDARDS FOR CLINICAL PASTORAL EDUCATION/TRAINING (CPE/CPT)	9
220. ADMISSION TO CPE/CPT	10
230. OBJECTIVES OF CPE/CPT	10
240. PROGRAM STANDARDS FOR SUPERVISORY CPE/CPT	12
250. REQUIREMENTS FOR ADMISSION TO SUPERVISORY CPE/CPT.....	13
260. OBJECTIVES OF SUPERVISORY CPE/CPT	13
270. CERTIFICATION OF CPE/CPT SUPERVISORS.....	14
280. CERTIFICATION AS CPSP DIPLOMATE IN CPE/CPT SUPERVISION.....	15
290. QUALIFICATIONS FOR DIPLOMATES IN CPE/CPT SUPERVISION TO FUNCTION AS TRAINING SUPERVISORS	18
300. STANDARDS FOR ACCREDITED CPSP PROGRAMS IN PASTORAL PSYCHOTHERAPY	19
310. PROGRAM STANDARDS IN PASTORAL PSYCHOTHERAPY	19
320. ADMISSION TO PASTORAL PSYCHOTHERAPY TRAINING.....	20
330. OBJECTIVES OF PASTORAL PSYCHOTHERAPY TRAINING.....	21
340. CERTIFICATION OF PASTORAL PSYCHOTHERAPISTS	22
400. STANDARDS FOR CLINICAL CHAPLAINCY	25
410. PROGRAM STANDARDS IN CLINICAL CHAPLAINCY	25
420. ADMISSION TO CLINICAL CHAPLAINCY TRAINING	25
430. OBJECTIVES OF CLINICAL CHAPLAINCY.....	26
440. CERTIFICATION AS A CLINICAL CHAPLAIN.....	26
450. CPSP CERTIFICATION OF CHAPLAINS AND ASSOCIATE CLINICAL CHAPLAINS	28
460. RECIPROCITY OF CLINICAL CHAPLAIN AND PASTORAL COUNSELOR CERTIFICATION AND ASSOCIATE CLINICAL CHAPLAIN AND ASSOCIATE PASTORAL COUNSELOR CERTIFICATION.	29
500. STANDARDS FOR PASTORAL COUNSELORS	31
510. PROGRAM STANDARDS IN PASTORAL COUNSELING.....	31
520. ADMISSION TO PASTORAL COUNSELING TRAINING.....	32
530. OBJECTIVES OF PASTORAL COUNSELING TRAINING.....	33
540. CERTIFICATION OF PASTORAL COUNSELORS	33
550. CERTIFICATION OF CPSP PASTORAL COUNSELORS AND ASSOCIATE PASTORAL COUNSELORS.....	35
600. STANDARDS FOR CLINICALLY TRAINED MINISTERS	37
610. PROGRAM STANDARDS IN CLINICALLY TRAINED MINISTRY	37
620. CERTIFICATION AS A CLINICALLY TRAINED MINISTER	37
630. CERTIFICATION OF CLINICALLY TRAINED MINISTERS	38
700. STANDARDS FOR CPSP CHAPTERS	40
710. MEMBERSHIP IN CHAPTERS.....	40
720. DUTIES OF CHAPTERS.....	41

800. THE CPSP CODE OF PROFESSIONAL ETHICS42
CODE OF ETHICS OF THE COLLEGE OF PASTORAL SUPERVISION AND PSYCHOTHERAPY43
CPSP ETHICAL COMPLAINT PROTOCOL.....45

100. ACCREDITATION

Accreditation is an authorization granted by the CPSP to conduct training programs in Clinical Pastoral Education/Training and Pastoral Psychotherapy. Accredited programs are authorized to conduct training programs in settings where they are in full compliance with CPSP Standards.

110. The CPSP Accredited Program

A CPSP Accredited program may be established wherever appropriate structures for clinical pastoral learning exist, including but not limited to public and private hospitals and mental health centers, parishes and congregations, counseling and psychotherapy centers, state and federal health and welfare institutions, drug rehabilitation centers, hospice centers, nursing home facilities, and urban inner-city programs. The CPSP Accredited program provides a specific description of its administrative structure and lines of authority within the setting, and its compliance to all CPSP Standards. The CPSP Accredited program shall provide the following essential program components:

110.1 Financial, human and physical resources sufficient to support the training programs.

110.2 A sufficient number and variety of persons in need of pastoral care and counseling so as to insure opportunities for ministry and learning.

110.3 Written agreements which specify the relationship and operational agreements between the CPSP Accredited program and any other agencies which utilize the services of the center.

120. The CPSP Accredited Program's Educational Resources

The CPSP Accredited Program shall provide comprehensive educational resources including:

120.1 A faculty of sufficient size to fulfill program goals. The faculty shall include one or more CPSP Diplomates with close involvement in the administration and supervision of the programs. Adjunct faculty of related disciplines may be designated for teaching and consulting.

120.2 A professional consultation committee charged with the responsibility of consulting with, evaluating and supporting the programs.

120.3 A training curriculum congruent with the growth and education needs of the trainees, the CPSP Standards, and the CPSP Covenant.

120.4 Individual and peer group supervision, assuring that the peer group shall be composed of no less than three persons in training.

120.5 Access to library and educational facilities adequate for CPSP Standards.

130. The CPSP Accredited Program's Written Policies and Procedures

All CPSP Accredited Program policies and procedures shall be written and available to the public, and all trainees and program staff shall be fully informed of their content. These documents shall include, but not be limited to, the following:

130.1 An admission policy that does not discriminate against persons because of race, gender, age, faith group, national origin, sexual orientation or physical disability.

130.2 A financial policy which states fees, payment schedules, refunds, stipends and benefits.

130.3 A complaint and grievance procedure.

130.4 A procedure for maintaining trainee records for three years which addresses confidentiality, access, and content and custody of records should the center be without accreditation.

130.5 A procedure for the discipline, dismissal and withdrawal of trainees.

130.6 A policy of ethical conduct of trainees and program staff consistent with the CPSP Code of Ethics.

130.7 A statement of trainees' rights and responsibilities.

130.8 An agreement for training at the ministry site which includes but is not limited to: authorization to meet with patients, parishioners or clients; access to

appropriate clinical records; informed consent with regard to teaching materials; and agreement by the trainees to abide by center policies which protect confidentiality and the rights of clients, patients and parishioners.

130.9 A policy and procedure that provides for the completion of a unit or program in process should the supervisor be unable to continue.

140. The CPSP Program's Public Statements

The CPSP Accredited Program shall accurately describe the work and function of the center and its programs. All statements in advertising, publications, recruitment and academic calendars shall be accurate and current.

150. Accreditation Process for CPSP Accredited Programs

150.1 An institution is immediately accredited, provisionally, as a clinical pastoral education or pastoral psychotherapy training center by virtue of a certified CPSP Diplomate holding a position in the institution, or having a contract with the institution to provide such a program.

150.2 Within one year of such employment or contract a self-study and accreditation site visit must take place in order for accreditation to be continued.

150.3 The self-study shall be an examination and evaluation of the program by a committee within the institution comprised of persons appointed by the CPSP Diplomate. The self-study will document the manner in which the program conforms to the minimal requirements for a training program under published CPSP Standards.

150.4 The accreditation site visit will be organized by the CPSP Diplomate in concert with both the Chapter to which the Diplomate is accountable and the Chair of the CPSP Accreditation Committee. The latter will appoint a representative to the site visit team.

150.5 Expenses for the site visit will be borne by the institution that is being reviewed.

150.6 A summary of the site visit in the form of a site visit report will be forwarded to the Diplomat's Chapter and to the Chair of the CPSP Accreditation Committee, who will in turn report the findings to the CPSP Executive Committee and finally to the Governing Council.

150.7 The Governing Council will accept and approve the report of the site visit, or send the report back to the Chapter for further review.

150.8 If the site visit report is accepted, the clinical pastoral education center will remain accredited for the subsequent seven years. The Chapter of the CPSP Diplomat will continue to provide oversight as is required for all centers functioning under the auspices of a given Chapter.

150.9 CPE/CPT centers where the supervisor is in process as a Supervisor-in-Training (SIT) are provisionally accredited as long as the training course continues. On the date of certification of the SIT, items 1-8 apply.

200. STANDARDS FOR ACCREDITING PROGRAMS OF CLINICAL PASTORAL EDUCATION/TRAINING

CPSP requires that all Accredited CPSP Programs which offer Clinical Pastoral Education/Training function in accordance with CPSP Standards which address admission to training, program content and structure, and objectives for the various levels of training.

210 . Program Standards for Clinical Pastoral Education/Training (CPE/CPT)

Clinical Pastoral Education/Training was conceived as a method of learning pastoral practice in a clinical setting under supervision. The concept was promoted by Anton T. Boisen to include a case study method of theological inquiry—a study of “living human documents.” For over eighty years CPE/CPT has developed, enhancing its methodology by close interaction with persons from the disciplines of medicine, psychology, the behavioral sciences, as well as with theology.

210.1 Program standards for CPE/CPT include the following:

210.1.1 No less than 400 hours of supervised learning for a unit of CPE/CPT. At least 200 hours of supervised learning is required for a half unit of CPE/CPT.

210.1.2 The actual practice of ministry to an appropriate variety of persons.

210.1.3 Pastoral supervision by a CPSP Diplomate in CPE/CPT Supervision or by a Supervisor-in-Training who is in direct supervision with a CPSP Diplomate in CPE/CPT Supervision.

210.1.4 Detailed reporting and evaluation of the practice of ministry.

210.1.5 Participation of trainees in a peer group of sufficient size to allow for a variety of creative, interpersonal relationships that facilitate growth and learning.

210.1.6 Didactic instruction to enable the trainee to understand the particular needs of persons receiving ministry and the variety of ways of helping those persons. Material is utilized from all sources and disciplines which assist the trainees’ integration of theological understanding and knowledge of behavior sciences with personal and pastoral functioning.

210.1.8 A curriculum which enables trainees to meet the objectives of CPE/CPT, utilizes the unique resources of the center, takes into account the trainees' interests, gifts, learning and growth needs and areas of specialization, if applicable.

210.1.9 A final written evaluation of the experience both by the trainee and by the CPE/CPT supervisor.

220. Admission to CPE/CPT

An applicant's suitability for admission to any CPSP program of CPE/CPT is a matter of judgment by the CPSP Accredited Program in accordance with its admission policies. Requirements for admission to CPE/CPT include but are not limited to:

220.1 A completed application.

220.2 An admission interview with a qualified interviewer for persons for an initial unit of CPE/CPT to determine readiness for clinical learning.

220.3 Graduation from high school and participation in a faith community to whose authority the trainee is accountable.

220.4 Fulfillment of any pre-requisites that might be required by a center for a particular program.

230. Objectives of CPE/CPT

CPE/CPT is designed to provide theological and professional education utilizing the clinical method of learning in diverse contexts of ministry. There are professional benchmarks of expected outcomes from CPE/CPT which formulate the competency objectives. They include:

230.1 To develop the ability to make use of the clinical process and the clinical method of learning. This includes the formulation of clinical data, the ability to receive and utilize feedback and consultation, and to make creative use of supervision.

230.2 To develop the self as a work in progress and to cultivate the understanding of the self as the principal tool in pastoral care and counseling. This includes the ability to reflect and interpret one's own life story both psychologically and theologically.

230.3 To demonstrate the ability to establish a pastoral bond with persons and groups in various life situations and crisis circumstances.

230.4 To demonstrate basic care and counseling skills including listening, empathy, reflection, analysis of problems, conflict resolution, theological reflection and the demonstration of a critical eye so as to examine and evaluate human behavior and religious symbols for their meaning and significance.

230.5 To demonstrate the ability to make a pastoral diagnosis with special reference to the nature and quality of religious values.

230.6 To demonstrate the ability to provide a critical analysis of one's own religious tradition.

230.7 To demonstrate an understanding of the dynamics of group behavior and the variety of group experiences, and to utilize the support, confrontation and clarification of the peer group for the integration of personal attributes and pastoral functioning.

230.8 To demonstrate the ability to communicate and engage in ministry with persons across cultural boundaries.

230.9 To demonstrate the ability to utilize individual supervision for personal and professional growth and for developing the capacity to evaluate one's ministry.

230.10 To demonstrate the ability to work as a pastoral member on an interdisciplinary team.

230.11 To demonstrate the ability to make effective use of the behavioral sciences in pastoral ministry.

230.12 To demonstrate increasing leadership ability and personal authority.

230.13 To demonstrate familiarity with the basic literature of the field: clinical,

behavioral and theological.

240. Program Standards for Supervisory CPE/CPT

CPE/CPT Supervisors are specialists in supervising programs of CPE/CPT who have integrated the rigors of theology and the social/behavioral sciences personally and in clinical practice.

Some of the requirements are objective. Other requirements are matters of subjective judgment regarding a candidate's level of functioning. In general it should be clearly understood that (1) the certification process always emphasizes a candidate's ability to demonstrate the kind of profound personal and professional competence essential for supervisory work in interpersonal relationships; (2) the completion of formal requirements is always seen in relation to such a demonstrated ability to function; and (3) certification as a CPE/CPT Supervisor is always a matter of judgment of one's professional peers who are delegated representatives of CPSP.

The trainee in Supervisory CPE/CPT will learn the art of Clinical Pastoral Education/Training in a setting and with a curriculum which enables the following:

240.1 Establish a unique, valued, respected, intensive mentoring relationship with a CPSP Diplomate in CPE/CPT Supervision who will support the modeling and personal and professional integration of the candidate.

240.2 Master theories related to supervision using conceptual models from theology, the behavioral sciences and education.

240.3 Practice supervision under the supervision of a CPSP Diplomate in CPE/CPT Supervision.

240.4 Demonstrate the integration of theory and practice of supervision into one's personal and pastoral identity and development of his or her identity as an educator.

240.5 Receive ongoing consultation with other CPSP Diplomates, Supervisors-in-Training, adjunct faculty and the trainee's chapter.

250. Requirements for Admission to Supervisory CPE/CPT

Supervisory training is designed for qualified persons with demonstrated pastoral, professional and clinical experience to learn the art of clinical pastoral supervision. Admission for supervisory training derives from a face to face interview which results in the conviction by a CPSP Chapter that a given candidate has the resources to become a CPE/CPT Supervisor. Admission also depends upon the following requirements:

- 250.1** A Bachelor's degree from an accredited college or university.
- 250.2** Master of Divinity, or Masters or Doctoral (or equivalent) level degree in theology, counseling, or related disciplines from an accredited college, university, or seminary.
- 250.3** One year of full time pastoral experience.
- 250.4** Personal maturity.
- 250.5** A record of professional competence.
- 250.6** Completion of a minimum of 1600 hours of supervised clinical training prior to entering supervisory training.
- 250.7** Acceptance for Supervisory CPE/CPT by a CPSP Diplomate in CPE/CPT Supervision and subsequent endorsement by the Diplomate's CPSP Chapter.
- 250.8** Endorsement by the candidate's faith group when such is appropriate to the candidate's faith tradition.

260. Objectives of Supervisory CPE/CPT

The objectives of Supervisory CPE/CPT are to provide all the resources needed to develop the uniqueness of the trainee's persona as a gift to be a mentor to trainees and to learn to live and work in the dynamic and in-depth relationship milieu that characterizes CPE/CPT. These objectives shall include the following:

- 260.1** Attaining competence as a clinical pastoral educator/supervisor: establishing relationships with trainees, developing appropriate curricula, and learning to present one's own unique personality and history as an instrument to facilitate the trainee's growth, learning and healing.

260.2 Attaining competence in using conceptual models from theory and practice to understand and articulate pastoral supervisory methodology. This includes becoming increasingly knowledgeable of and critically conversant with the literature relating to the field of clinical supervision.

260.3 Attaining competence in individual supervision which includes: the ability to supervise the trainee's pastoral work, giving attention to unique patterns of personal and professional development; facilitating movement toward personal and pastoral identity; demonstrating sensitivity to the trainee's psychological development; demonstrating respect for the trainee's individual learning patterns and diverse religious histories; and developing competence in the process of defining and evaluating the trainee's pastoral and personal resources.

270. Certification of CPE/CPT Supervisors

Minimum requirements for certification are as follows:

270 .1 Pastoral Competence

270.1.1 Demonstration of pastoral care and counseling competence as evidenced by certification as a clinical chaplain by CPSP or another cognate group or by meeting the criteria for clinical chaplaincy certification in these Standards (paragraph 430)

271 .1 Conceptual Competence

271.1.1 Evidence of fulfillment of the Objectives of Supervisory CPE/CPT (260.1, 260.2 and 260.3).

271.1.2 Completion of at least two units of Supervisory CPE/CPT, at least one of which shall be the supervised supervision of a unit of CPE/CPT.

271.1.3 An understanding of how one's person is integrated with professional identity and function as a CPE/CPT Supervisor.

271.1.4 A demonstrated ability to choose methods of individual and group

supervision appropriate to specific individuals and groups.

271.1.5 A demonstrated ability to plan and administer a program of CPE/CPT.

271.1.6 Familiarity with diverse conceptual frameworks in pastoral theology and the behavioral sciences as these relate to pastoral functioning.

27 2.1 Professional Competence

272.1.1 Recommendation for certification by the candidate's primary training supervisor and the sponsoring CPSP Chapter.

272.1.2 Evidence of having completed a personal, psychodynamic-oriented psychotherapeutic investigation by a psychotherapist recognized and accepted by the candidate's training supervisor. This investigation shall be of no less than twelve months and its efficacy shall be measured by the candidate's subsequent ability to articulate and demonstrate integration of personal and professional strengths and weaknesses, personal integrity and pastoral identity, and emotional maturity.

272.1.3. The ability to articulate and demonstrate integration of personal and professional strengths and weaknesses with one's identity and function as a CPE/CPT Supervisor in all areas of pastoral, supervisory and professional competence.

272.1.4 Evidence of high ethical commitment, including absolute respect for the worth and rights of persons and an understanding and assent to the CPSP Code of Ethics.

280. Certification as CPSP Diplomate in CPE/CPT Supervision

A candidate who completes requirements for CPE/CPT Supervisor is eligible to meet with his/her CPSP Chapter for examination of competency and proficiency. If the candidate fulfills criteria for supervisory status, and if the candidate is fully informed and committed to all expectations of participation in CPSP Chapter life, then the CPSP Chapter shall certify the candidate as a CPSP Diplomate in CPE/CPT Supervision. This decision shall then be presented to the Governing Council for certification and annual

review.

Persons certified in cognate organizations as CPE/CPT Supervisors may seek certification as a CPSP Diplomate in CPE/CPT Supervision through CPSP Chapter membership and appropriate certification review by the Chapter, as outlined, below.

28 0.1 Submission of Supportive Materials Candidates for certification as a CPSP Diplomate in CPE/CPT Supervision must submit supportive materials as required by the Chapter which includes but is not limited to the following:

280.1.1 An all-embracing autobiographical sketch, not to exceed ten pages, outlining the candidate's own pilgrimage, including how his/her psychotherapeutic journey impacts upon his/her understanding and practice of clinical pastoral supervision.

280.1.2 Audio or video recordings of two complete supervisory sessions (one individual and one group) along with the candidate's brief assessment of each session.

280.1.3 A comprehensive theory paper of sufficient length to demonstrate the integration of personal, professional, and clinical competency addressing theories of personality, education, and theology.

280.1.4 A recording of a portion of a supervisory session not more than 15 minutes in length (to be played during the certification review) along with a theory integration paper demonstrating the integration of personality and educational theories, theology, and the candidate's personal journey.

280.1.5 The syllabus of an entire CPE/CPT supervised by the candidate.

280.1.6 Final evaluations written by the candidate of all Chaplain Interns who participated in the candidate's supervised CPE/CPT unit.

280.1.7 Final evaluations written by the Chaplain Interns who participated in the entire candidate's supervised CPE/CPT units.

280.1.8 Final evaluations of the candidate's SIT process written by the candidate and the training supervisor.

280.2 The Review Process

280.2.1 The review shall be conducted by a committee of CPSP Diplomates who are members of the candidate's Chapter, invited consultants, and one CPSP Diplomat who is not a member of the candidate's Chapter, who shall not be the candidate's previous nor present Supervisor.

280.2.2 The purpose of the review is to establish the attainment of competency required of the candidate for credentialing as a CPE/CPT Supervisor. Committee members may engage the candidate regarding all written and audio visual materials submitted and on any area pertinent to the process leading to certification.

280.2.3 Upon completion of the review, which shall not exceed two hours, the candidate shall be excused for the purpose of allowing the committee to deliberate on its recommendations.

280.2.4 Upon reaching a decision, the candidate shall be immediately informed of the committee's recommendation.

280.2.5 A favorable recommendation shall grant the candidate certification as a CPSP Diplomat in CPE/CPT Supervision. The Chapter convener will forward the certification request form to the CPSP Administrative Assistant ninety (90) days prior to the next Governing Council meeting, for review by a member of the Executive Committee prior to certification at the next Governing Council meeting. Certification requests brought to the Governing Council without having been submitted within the 90 day time frame will be reviewed by a member of the Executive Committee at the Governing Council meeting prior to being presented from the floor.

280.2.6 An unfavorable recommendation may be appealed by the candidate to the Governing Council, which shall have the final say in all matters of certification.

290. Qualifications for Diplomates in CPE/CPT Supervision to Function as Training Supervisors

290.1 All Diplomates conducting or proposing to conduct supervisory training (also known as Training Supervisors) must be experienced supervisors, typically with at least two year of supervisory experience after being certified as a Diplomate. Two years' of supervisory experience does not, however, guarantee sufficient expertise or experience.

290.2 It is recommended that new Diplomates who desire to engage in supervisory training engage in a period of intentional preparation with a current Training Supervisor in which the Diplomate observes the Training Supervisor's supervisory work and offers consultation regarding the practice of supervisory training with the Training Supervisor.

290.3 Before any Diplomate commences a supervisory training program, the Diplomate shall consult with his or her Chapter to determine readiness to engage in this level of supervisory work. This consultation shall involve an outside consultant approved by the Governing Council.

290.4 All Training Supervisors are strongly recommended to participate with their trainees in a CPSP Supervisory Training Consortium recognized and approved by a subcommittee of the Executive Committee. In situations in which this is difficult, training supervisors are encouraged to utilize one of the many available distance-based technologies which can facilitate this participation.

300. STANDARDS FOR ACCREDITED CPSP PROGRAMS IN PASTORAL PSYCHOTHERAPY

CPSP requires that all CPSP Accredited Programs which offer training in Pastoral Psychotherapy function in accordance with CPSP Standards, which address admission to training, program content and structure, and objectives for the various levels.

The term “psychotherapy” is utilized by persons who function at a most advanced level in one of the mental health fields: psychiatry, psychology, social work, pastoral counseling, professional counseling, marriage and family counseling, or nursing. The term literally means the cure of souls and has been the purview of religious work since antiquity. Psychotherapy has experienced great advances since the emergence of psychoanalytic thinking originally promoted by Freud.

All forms of psychotherapy have been significantly impacted by the psychoanalytic revolution of psychology.

The minister who practices Pastoral Psychotherapy must demonstrate mastery of the insights and principles of both theology and the behavioral disciplines, and more specifically, the contributions of psychology. The Pastoral Psychotherapist serves as a treatment resource for persons who are troubled or disabled, and as a guide and counselor to persons seeking greater wholeness and self-awareness. The Pastoral Psychotherapist also to serves as a supervisor for others in pastoral counseling and pastoral psychotherapy training and as such must also demonstrate the ability to supervise counselors and psychotherapists in training. The training and certification of a Pastoral Psychotherapist prepares and authorizes the minister to function at this most advanced proficiency level of ministry.

310. Program Standards in Pastoral Psychotherapy

The trainee in Pastoral Psychotherapy will pursue mastery of this art and science in a setting and with a curriculum to enable the following:

310.1 Establish a unique, valued, respected and intensive relationship with a CPSP Diplomate in Pastoral Psychotherapy and who will support the modeling and personal and professional integration of the candidate.

310.2 Fulfill the study requirements of 60 semester hours or its equivalent in the core mental health and pastoral counseling disciplines. The academic credit must be supported by accredited colleges, universities, and programs of study.

Equivalency credit can be given for consultation and subsequent examination by a CPSP approved consultant. For equivalency, 15 contact hours will equal one semester hour.

310.3 Complete a minimum of 1,650 hours of Pastoral Psychotherapy practice with a minimum of 250 hours of clinical supervision, preferably with two or more CPSP Diplomates in Pastoral Psychotherapy.

310.4 Complete a supervised clinical internship which shall be balanced with a variety of clients including individuals, couples, family and groups.

310.5 Where possible participate in a peer group of Pastoral Psychotherapy trainees for continuous case conference and continuous case supervision. In the clinical case conferences one or more representatives from other psychotherapy professions (e.g. psychiatry, psychology, or social work) are encouraged to be in regular attendance.

310.6 Regularly schedule consultation with a CPSP Consultation Committee composed of other CPSP Diplomates in Pastoral Psychotherapy.

310.7 Complete a comprehensive, personal psychotherapeutic investigation of no less than 100 hours, at least 50 of which must have been consecutive and with one therapist. Group, family or marital therapy will be counted at half value. The purpose of this therapy is to insure that the candidate has evidenced a substantial and serious commitment to his or her personal growth so as to be able to articulate and integrate personal and professional strengths and weaknesses and emotional maturity. The purpose is also didactic in that the candidate is expected to know from experience what it means to be a psychotherapy client or patient.

320. Admission to Pastoral Psychotherapy Training

Admission to training in Pastoral Psychotherapy is based upon a face-to-face interview which results in the endorsement of a CPSP Chapter that the candidate has the vocational, academic and inner resources to become a Pastoral Psychotherapist. Admission also has the following formal requirements:

320.1 A Bachelor's degree from an accredited college or university.

320.2 Master of Divinity, or Masters or Doctoral (or equivalent) level degree in theology, counseling, or related disciplines from an accredited college, university, or seminary.

320.3 No less than three years of full time pastoral experience.

320.4 Personal maturity.

320.5 Completion of 800 hours of Clinical Pastoral Education/Training.

320.6 Endorsement by the candidate's faith group when such is appropriate to the candidate's faith tradition.

320.7 Acceptance into a program accredited by CPSP to offer training in Pastoral Psychotherapy.

330. Objectives of Pastoral Psychotherapy Training

The objective of Pastoral Psychotherapy training is to provide all the necessary resources to enable the trainee to achieve high levels of competence in the art and science of Pastoral Psychotherapy so as to be able to function independently as a psychotherapist, supervisor, educator and pastor. Specific objectives include the following:

330.1 Development of the uniqueness of the trainee's person as a gift through which the trainee is able to offer an in-depth psychotherapeutic relationship for changing, sustaining and healing those in need.

330.2 The integration of the theory, theology, and practice of pastoral psychotherapy and supervision into a coherent sense of identity as a pastoral psychotherapist and supervisor of pastoral psychotherapists.

330.3 Achieving mastery of theory in the following conceptual areas: personality and psychosocial development; intensive psychotherapy and counseling; psychopathology and diagnosis; group psychotherapy and dynamics; marriage and family counseling; the psychology of religious experience; and clinical supervision.

330.4 Development of a methodology of differential diagnosis to the practice of Pastoral Psychotherapy.

330.5 Development of an understanding of the dynamics of religious experiences and the implications for Pastoral Psychotherapy.

330.6 Development of the ability to relate the contributions of various disciplines to the psychotherapy task and to make appropriate use of professional collaboration.

340. Certification of Pastoral Psychotherapists

Pastoral Psychotherapists are ministers who practice psychotherapy at an advanced level, integrating religious resources and the behavioral sciences, and may also function as educator and supervisor. The individual who is certified as a CPSP Pastoral Psychotherapist functions not only with high proficiency as a psychotherapist, but also functions as a teacher and supervisor of other pastoral counselors and pastoral psychotherapists in training. Some of the requirements are formal; others are matters of judgment concerning a candidate's level of functioning. The certification process always emphasizes a candidate's ability to demonstrate the kind of personal and professional competence essential for pastoral psychotherapy. The completion of formal requirements is always seen in relation to such a demonstrated ability to function. Final certification is always a matter of judgment of one's professional peers who are the delegated representatives of CPSP.

Persons certified as Pastoral Psychotherapists in cognate organizations may seek certification as a CPSP Diplomate in Pastoral Psychotherapy through Chapter membership and appropriate certification review by the Chapter, as outlined, below. Minimum formal requirements for certification include the following:

340.1 Fulfill all Admission Requirements (See 320 above).

340.2 Give evidence of having completed the 60 semester hour study requirements or their equivalent (see 310.2 above).

340.3 Give evidence of having completed at least 1,375 hours of Pastoral Psychotherapy and having received at least 250 hours of supervision under the personal supervision or scrutiny of a CPSP Diplomate in Pastoral Psychotherapy, or two separate supervisors if deemed advisable. Supervision shall be comprehensive, covering clinical practice with individuals, couples, families and groups.

340.4 Completion of a personal psychotherapeutic experience (see 310.7 above).

341. Submission of Supportive Materials Candidates for certification as a CPSP Diplomate in Pastoral Psychotherapy must submit supportive materials as required by the Chapter which includes but is not limited to the following:

341.1 An all-embracing autobiographical sketch.

341.2 Audio or video recordings of two complete psychotherapy sessions along with the candidate's brief assessment of each session.

341.3 A comprehensive theory paper of sufficient length to demonstrate the integration of personal, professional, and clinical competency addressing theories of personality, psychology, and theology.

341.4 A recording of a portion of a psychotherapy session not more than 15 minutes in length (to be played during the certification review) along with a theory integration paper demonstrating the integration of personality and psychological theories, theology, and the candidate's personal journey.

341.5 Final evaluations of the candidate's training process written by the candidate and the training supervisor.

342.0 The Certification Review

342.1 The review shall be conducted by a committee of CPSP Diplomates who are members of the candidate's Chapter, invited consultants, and one CPSP Diplomate who is not a member of the candidate's Chapter, who shall not be the candidate's previous nor present Supervisor

342.2 The purpose of the review is to establish the attainment of competency required of the candidate for credentialing as a Pastoral Psychotherapist in the following areas:

342.2.1 Personal identity and interpersonal competence, the candidate's awareness of self, of internal dynamics and interpersonal relationships, and capacity for flexible and effective relatedness to others.

342.2.2 Academic and theoretical competence as determined by the candidate's knowledge of theology and the behavioral sciences and their integration at both theoretical and practical levels.

342.2.3 Psychotherapeutic competence as demonstrated by the candidate's ability to assess a client's therapeutic need, to establish a therapeutic relationship, and to conduct, complete and evaluate that therapy.

342.2.4 Pastoral identity as determined by the candidate's ability to see the pastoral role in its ecclesiastical and inter-professional contexts and to function with integrity in that role.

342.2.5 Evidence of high ethical commitment, including absolute respect for the worth and rights of persons and an understanding and assent to the CPSP Code of Ethics.

342.3 Upon the completion of the review, which shall not exceed two hours, the candidate shall be excused for the purpose of allowing the committee to deliberate on its recommendations.

342.4 Upon reaching a decision, the candidate shall be immediately informed of the committee's recommendation.

342.5 A favorable recommendation shall grant the candidate certification as a Pastoral Psychotherapist. Hence the Chapter shall certify the candidate as a Diplomate in Pastoral Psychotherapy. The Chapter convener will forward the certification request to the CPSP Administrative Assistant ninety (90) days prior to the next Governing Council meeting, for review by the Executive Committee prior to certification by the Governing Council. Certification requests brought to the Governing Council without having been submitted within the 90 day time frame will be reviewed by a member of the Executive Committee at the Governing Council meeting prior to being presented from the floor.

342.6 An unfavorable recommendation may be appealed by the candidate to the Governing Council, which shall have the final say in all matters of certification.

400. STANDARDS FOR CLINICAL CHAPLAINCY

CPSP requires that all CPSP Accredited Programs which offer training in Clinical Chaplaincy function in accordance with CPSP Standards, which address admission to training, program content and structure, and objectives for the various levels.

Clinical Chaplaincy is a category of ecclesiastically-endorsed specialized ministry for persons certified to provide ministry to unique populations of persons in crisis. Certification requires demonstration of specialized skills and competencies in such contexts as hospital, hospice settings, prisons, fire and police chaplaincy, and mental health/social service settings.

410. Program Standards in Clinical Chaplaincy

The trainee in Clinical Chaplaincy will pursue mastery of this art and science in a setting and with a curriculum to enable the following:

410.1 Establish a unique, valued, respected and intensive relationship with a CPSP Diplomate who will supervise and support the modeling and the personal and professional integration of the candidate.

410.2 Complete a supervised clinical internship as a chaplain.

410.3 Where possible participate in a peer group of Clinical Chaplain trainees for continuous case studies and to facilitate a creative interpersonal process for growth and learning.

410.4 Receive didactic instruction so as to enable the trainee to understand the particular needs of persons receiving ministry and the variety of ways of helping such persons.

420. Admission to Clinical Chaplaincy Training

An applicant's suitability for admission to Clinical Chaplaincy training is a matter of judgment by the CPSP Accredited Program in accordance with its admissions policies. Requirements for admission to Clinical Chaplaincy training include but are not limited to:

420.1 A completed application.

420.2 Fulfillment of academic pre-requisites. For **Associate Clinical Chaplain** this is evidence of a Master of Divinity degree, or a sophisticated knowledge in the field of theology, validating the completion of core theological and practical competencies necessary for functioning in this area of specialized ministry. For **Clinical Chaplain** this is evidence of having completed a Master of Divinity, or Masters or Doctoral (or equivalent) level degree in theology, counseling, or related disciplines from an accredited college, university, or seminary.

420.3 Evidence of having completed 400 hours of CPE/CPT or its equivalent. Equivalencies may include documented clinical training or practice in another discipline or documented oversight in professional practice.

430. Objectives of Clinical Chaplaincy

The objective of Clinical Chaplaincy training is to provide all the necessary resources to enable the trainee to achieve high levels of competence in the art and science of clinical chaplaincy. Specific objectives include the following:

430.1 Development of the uniqueness of the trainee's person as a gift through which the trainee is able to offer a pastoral relationship to persons in crisis who might present a variety of theological and cultural perspectives.

430.2 Development of a professional identity as a chaplain through the integration of theory, theology and the practice of pastoral care.

430.3 Achieving a comprehensive understanding of theory in such conceptual areas as: personality and psychosocial development; group and systems theory; the resource of religious symbols and values; and the psychology of the religious experience.

440. Certification as a Clinical Chaplain

Some of the requirements for certification are formal, others are matters of judgment by delegated representatives of CPSP concerning a candidate's level of functioning.

Persons certified as Chaplains in cognate organizations may seek certification as CPSP

Clinical Chaplain through CPSP Chapter membership and appropriate certification review, as outlined, below. Minimum formal requirements include:

440.1 Fulfillment of all admission requirements (see 420 above).

440.2 For **Associate Clinical Chaplain** this is evidence of a minimum of 800 hours of CPE/CPT and a Master of Divinity, or Masters or Doctoral (or equivalent) level degree in theology, counseling, or related disciplines from an accredited college, university, or seminary **OR** 1,600 hours of CPE/CPT with a sophisticated knowledge in the field of theology, validating the completion of core theological and practical competencies necessary for functioning in this area of specialized ministry.

For **Clinical Chaplain** this is evidence of a minimum of 1,600 hours of CPE/CPT and a Master of Divinity, or Masters or Doctoral (or equivalent) level degree in theology, counseling, or related disciplines from an accredited college, university, or seminary.

440.3 The demonstrated ability to relate with high personal and professional proficiency to persons in crisis who may represent a variety of theological and cultural perspectives.

440.4 A demonstrated ability to make an integrated clinical/pastoral/spiritual assessment with special reference to understanding the nature and quality of religious symbols and spiritual values.

440.5 Demonstrated knowledge of the core bibliography, including but not limited to: crisis intervention theory and practice; grief and loss; interdisciplinary and interfaith patient care; spiritual diagnosis; group and family systems theory and behavior; gender issues in pastoral care; and ethical issues and boundaries in pastoral care.

440.6 An intensive personal assessment by a sponsoring CPSP Chapter. Instruments for this assessment may include written materials (autobiography, theory papers), verbatim and case studies, assessment of supervisory evaluations, and a personal examination to assure personal and professional competence.

440.7 Evidence of high ethical commitment, including absolute respect for the

worth and rights of persons and an understanding and assent to the CPSP Code of Ethics.

441. Submission of Supportive Materials Candidates for certification as a CPSP Clinical Chaplain/Associate Clinical Chaplain must submit supportive materials as required by the Chapter which includes but is not limited to the following:

441.1 An all-embracing autobiographical sketch.

441.2 Two case studies demonstrating recent clinical work.

441.3 A comprehensive theory paper of sufficient length to demonstrate the integration of personal, professional, and clinical competency addressing theory and theology of pastoral care and counseling..

450. CPSP Certification of Chaplains and Associate Clinical Chaplains

Candidates who complete requirements for Clinical Chaplaincy/Associate Clinical Chaplaincy are eligible to meet with their CPSP Chapter for examination and certification of competency. If certification is granted three conditions are imposed. First, **Associate Clinical Chaplains** may only practice under the close oversight by their CPSP Chapter. Second, all Clinical Chaplains and Associate Chaplains are expected to be fully informed and committed to participation in CPSP Chapter life. Third, certification as a Clinical Chaplain or Associate Clinical Chaplain is reviewed annually by the CPSP Chapter and, if approved, presented to the CPSP Governing Council for certification.

As the CPSP chapter functions as a Board in making certification decisions, Clinical Chaplains and Associate Clinical Chaplains are considered Board Certified.

450.1 The review of candidates for “Clinical Chaplain and “Associate Clinical Chaplain” shall be conducted by a committee of CPSP Diplomates and Clinical Chaplains who are members of the candidate’s Chapter; invited consultants; and one CPSP Diplomate or Clinical Chaplain who is not a member of the candidate’s chapter, who is not the candidate’s previous nor present Supervisor.

450.2 The purpose of the review is to establish the attainment of competency of the candidate for credentialing as a CPSP Clinical Chaplain or Associate Clinical Chaplain. Committee members may engage the candidate regarding any written or audio-visual materials submitted and on any area pertinent to the process leading to certification.

450.3 Upon completion of the review, which shall not exceed two hours, the candidate shall be excused for the purpose of allowing the committee to deliberate on its recommendations. Upon reaching a decision, the candidate shall be immediately informed of the committee's recommendations

450.4 A favorable recommendation shall grant the candidate certification as a CPSP Clinical Chaplain or Associate Clinical Chaplain. The Chapter convener will forward the certification request form to the CPSP Administrative Assistant ninety (90) days prior to the next Governing Council meeting, for review by a member of the Executive Council. Certification requests brought to the Governing Council without having been submitted within the 90 day time frame will be reviewed by a member of the Executive Committee at the Governing Council meeting prior to being presented from the floor.

450.6 An unfavorable recommendation may be appealed by the candidate to the Governing Council, which shall have the final say in all matters of certification.

460. Reciprocity of Clinical Chaplain and Pastoral Counselor Certification and Associate Clinical Chaplain and Associate Pastoral Counselor Certification.

Persons favorably recommended for certification as Clinical Chaplain may be considered equally certified as Pastoral Counselor, provided their Chapter conducts an appropriate review and verifies that they meet the appropriate Standards for both certifications. Persons certified as Pastoral Counselors may be considered equally certified as Clinical Chaplains, provided their Chapter conducts an appropriate review and verifies that they meet the appropriate Standards for both certifications.

Persons favorably recommended for certification as Associate Clinical Chaplain may be considered equally certified as Associate Pastoral Counselor, provided their Chapter conducts an appropriate review and verifies that they meet the appropriate Standards for both certifications. Persons certified as Associate Pastoral Counselors may be considered equally certified as Associate Clinical Chaplain, provided their Chapter conducts an appropriate review and verifies that they meet the appropriate Standards for both certifications.

Chapter conveners will forward the certification request form to the CPSP Administrative

Assistant ninety (90) days prior to the next Governing Council meeting, for review by a member of the Executive Committee prior to the next Governing Council.

Persons dually certified will pay initial certification fees and certification dues for both certification levels.

500. STANDARDS FOR PASTORAL COUNSELORS

CPSP requires that all Accredited Programs which offer training in Pastoral Counseling function in accordance with CPSP Standards which address admission to training, program content and structure, and objectives for the various levels.

Pastoral Counseling is a category signifying proficiency in basic broad-spectrum pastoral counseling in a ministry setting. This category is eligible to parish pastors and institutional chaplains who meet specific requirements and who commit to develop their skills and wisdom through continuing education and clinical review of their work.

This certification will support and challenge parish pastors, institutional chaplains and others in their journeys to become and remain clinically proficient pastoral counseling providers while living within a community of professional peers as they give honor and credence to the care of soul.

Although Pastoral Counselor certification will not signify competency to offer psychotherapy, it will signify competency to offer supportive and crisis-oriented pastoral counseling that will be informed by in-depth clinical and cognitive understandings of the principles found in psychodynamic psychotherapy. In addition this unique training will enable persons to utilize their own selves to offer and establish significant pastoral counseling relationships. Within CPSP Chapter life, Pastoral Counselors will be offered a context in which they will be able to recognize the strengths and limits of their training experience. Their practice of pastoral counseling must always be informed by and held accountable to a dynamic and integrative theology.

510. Program Standards in Pastoral Counseling

The trainee in Pastoral Counseling will pursue mastery of this level of pastoral care in a setting and with a curriculum to enable the following:

510.1 Establish a unique, valued, respected and intensive relationship with a CPSP Diplomate who will supervise and support the modeling and the personal and professional integration of the candidate.

510.2 Complete a supervised clinical internship as a pastoral counselor under the supervision of a Diplomate in CPE/CPT Supervision or a Diplomate in Pastoral Psychotherapy. This internship will most commonly be four units or 1600 hours of CPE/CPT.

510.3 Development of conceptual knowledge of the field of pastoral counseling, including its history, theory and methodology, sufficient to be conversant with the central theological, psychological, and sociological literature and to understand the needs of persons who seek pastoral counseling and the variety of ways of helping them.

510.4 Where possible, participate in a peer group of pastoral counseling trainees for continuous case conference and case supervision and to facilitate a creative interpersonal process of growth and learning.

520. Admission to Pastoral Counseling Training

An applicant's suitability for admission to Pastoral Counseling training is a matter of judgment by the CPSP Accredited Program in accordance with its admissions policies. Requirements for admission to Pastoral Counseling training include but are not limited to:

520.1 A completed pastoral counseling training application form.

520.2 Fulfillment of academic requirements. For Associate Pastoral Counselor, this is evidence of at least a two year degree or a course of study considered equivalent by the candidate's faith community, either of which validates the completion of the core theological and practical competencies necessary for functioning in this specialized ministry. For Pastoral Counselor, a Master of Divinity, or Masters or Doctoral (or equivalent) level degree in theology, counseling, or related disciplines from an accredited college, university, or seminary.

520.3 Evidence of pastoral experience and personal maturity.

520.4 Evidence of having completed one unit of CPE/CPT or 400 hours of CPE/CPT training.

520.5 Acceptance into a program accredited by CPSP to offer training in Pastoral Counseling.

520.6 A minimum of one year of documented parish ministry.

530. Objectives of Pastoral Counseling Training

The general objective of Pastoral Counseling training is to provide all the necessary resources to enable the trainee to achieve basic pastoral counseling skills in order to function in the role of Pastoral Counselor in a parish, community agency or institutional setting. Specific objectives include the following:

530.1 The development of the uniqueness of the trainee's person as a gift through which the trainee is able to offer a personal counseling relationship to support persons in need.

530.2 The development of a professional identity as a Pastoral Counselor through the integration of counseling theory, theology, and the practice of pastoral counseling.

530.3 The achievement of proficiency and competency in the provision of supportive and crisis-oriented pastoral counseling.

530.4 The achievement of a comprehensive understanding of theory in such conceptual areas as: personality and psychological development; group and systems theory; the resource of religious symbols and values; and the psychology of religious experience.

540. Certification of Pastoral Counselors

Pastoral Counselors are ministers who provide pastoral counseling with proficiency and competence on basic matters of supportive and crisis-oriented care.

Some requirements for certification are formal; others are matters of judgment concerning a candidate's level of functioning. In general, it should be understood that (1) the certification process always emphasizes a candidate's ability to demonstrate the kind of personal and professional competence essential for pastoral counseling work in interpersonal relationships; (2) the completion of formal requirements is always seen in relation to such a demonstrated ability to function; and (3) certification as a Pastoral Counselor is always a matter of judgment of one's professional peers who are the delegated representatives of the professional body.

Persons certified as Pastoral Counselors in cognate organizations may seek certification

as a CPSP Pastoral Counselor.

Minimum formal requirements for certification include the following:

540.1 Fulfill all Admission Requirements (see 520 above).

540.2 For Pastoral Counselor certification, evidence of having completed four units (1,600 hours) of CPE/CPT training, or equivalent. Equivalencies may include documented clinical training or practice within another clinical discipline, or documented oversight of such practice. For Associate Pastoral Counselor certification, evidence of a minimum of 800 hours of CPE/CPT and a Master of Divinity, or Masters or Doctoral (or equivalent) level degree in theology, counseling, or related disciplines from an accredited college, university, or seminary.

540.3 Evidence of high ethical commitment including absolute respect for the worth and rights of persons, and that the candidate understands and assents to the CPSP Code of Ethics.

540.4 Based on the information from the instruments of assessment, and from the experience of personally examining the candidate, the Chapter shall make a determination whether the candidate qualifies for certification according to the following criteria:

540.4.1 Personal identity and interpersonal competence as evidenced by the candidate's awareness of self, internal dynamics, and interpersonal relationships and capacity for effective relatedness to others.

540.4.2 Conceptual and theoretical competence as measured by the candidate's knowledge of theology, the behavioral science, and their integration at both a theoretical and practical level.

540.4.3 Counseling competence as measured by the candidate's ability to assess the need of the counselee, to establish a counseling relationship, and to conduct, complete and evaluate that counseling. Focus will be given to the candidate's ability to provide short-term, supportive and crisis-oriented pastoral counseling that is informed by in-depth clinical and cognitive understanding of principles found in psychodynamic psychotherapy.

540.4.4 Pastoral identity as evidenced in the candidate's understanding of and faithfulness to the pastoral role in its religious and inter-professional contexts.

550. Certification of CPSP Pastoral Counselors and Associate Pastoral Counselors

Candidates who complete requirements for Pastoral Counselor/Associate Pastoral Counselor are eligible to meet with a CPSP Chapter for examination and certification of competency. If the candidate fulfills the criteria required for the certification sought and if the candidate is fully informed and committed to all expectations of participation in CPSP Chapter life, then the CPSP Chapter shall certify the candidate accordingly. The Chapter convener will forward the certification request form to the CPSP Administrative Assistant ninety (90) days prior to the next Governing Council meeting, for review by a member of the Executive Committee prior to certification by the Governing Council. If a "notation " is found, the Chapter involved will be notified at the earliest possible date prior to the Governing Council meeting.

550.1 Submission of Supportive Materials Candidates for certification as a CPSP Pastoral Counselor must submit supportive materials as required by the Chapter which includes but is not limited to the following:

550.1.1 An all-embracing autobiographical sketch.

550.1.2 Two Case Studies Demonstrating Recent Clinical Work

550.1.3 A comprehensive theory paper of sufficient length to demonstrate the integration of personal, professional, and clinical competency addressing the theory and theology of pastoral care and counseling.

550.2 The Review Process

550.2.1 The review of candidates for Pastoral Counselor or Associate Pastoral Counselor shall be conducted by a committee of CPSP Diplomates and Pastoral Counselors who are members of the candidate's Chapter, invited Consultants, and one CPSP Diplomat who is not a member of the candidates Chapter, who is not the candidate's previous or present Supervisor.

550.2.2 The purpose of the review is to establish the attainment of the

competency required of the candidate in order to be certified as a CPSP Pastoral Counselor. Committee members may engage the candidate regarding all written and/or audiovisual materials submitted and on any area pertinent to the process leading to certification.

550.2.3 Upon completion of the review, which shall not exceed two hours, the candidate shall be excused for the purpose of allowing the committee to deliberate on its recommendations.

550.2.4 Upon reaching a decision, the candidate shall be immediately informed of the committee's recommendations.

550.2.5 A favorable recommendation shall grant the candidate certification as a CPSP Pastoral Counselor or as Associate Pastoral Counselor. The Chapter convener will forward the certification request form to the CPSP Administrative Assistant ninety (90) days prior to the next Governing Council meeting, for review by a member of the Executive Committee prior to certification by the Governing Council. Certification requests brought to the Governing Council without having been submitted within the 90 day time frame will be reviewed by a member of the Executive Committee at the Governing Council meeting prior to being presented from the floor.

550.2.6 An unfavorable recommendation may be appealed by the candidate to the Governing Council, which shall have the final say in all matters of certification.

600. STANDARDS FOR CLINICALLY TRAINED MINISTERS

CPSP requires that all CPSP Accredited Programs which offer training in Clinical Chaplaincy function in accordance with CPSP Standards, which address admission to training, program content and structure, and objectives for the various levels.

Clinically Trained Minister is a category of ordained clergy who have received basic clinical training in addition to their theological education and who, in their pastoral work, integrate the insights of clinical training into their pastoral care, counseling, and assessment of parishioners or congregants.

610. Program Standards in Clinically Trained Ministry

The trainee in Clinically Trained Ministry will pursue mastery of this art and science in a setting and with a curriculum to enable the following:

610.1 Establish a unique, valued, respected and intensive relationship with a CPSP Diplomate who will supervise and support the modeling and the personal and professional integration of the candidate.

610.2 Complete a supervised clinical internship as a clinically trained minister, which normally will be 400 hours of CPE/CPT.

610.3 Receive didactic instruction so as to enable the trainee to understand the particular needs of persons receiving ministry and the variety of ways of helping such persons.

620. Certification as a Clinically Trained Minister

Some of the requirements for certification are formal, others are matters of judgment by delegated representatives of CPSP concerning a candidate's level of functioning.

Persons certified as Clinically Trained Ministers in cognate organizations may seek certification as a CPSP Clinical Trained Minister through CPSP Chapter membership and appropriate certification review, as outlined, below. Minimum formal requirements include:

620.1 Evidence of a minimum of 400 hours of CPE/CPT and a Master of

Divinity, or Masters or Doctoral (or equivalent) level degree in theology, counseling, or related disciplines from an accredited college, university, or seminary.

620.2 Ordination, consecration, or other recognition as a minister by one's faith group.

620.3 The demonstrated ability to relate with personal and professional proficiency to persons in crisis who may represent a variety of theological and cultural perspectives.

620.4 A demonstrated ability to make a basic clinical/pastoral/spiritual assessment with special reference to understanding the nature and quality of religious symbols and spiritual values.

620.5 Demonstrated knowledge of the core bibliography, including but not limited to: crisis intervention theory and practice; grief and loss; interdisciplinary and interfaith patient care; spiritual diagnosis; group and family systems theory and behavior; gender issues in pastoral care; and ethical issues and boundaries in pastoral care.

620.6 An intensive personal assessment by a sponsoring CPSP Chapter.

620.7 Evidence of high ethical commitment, including absolute respect for the worth and rights of persons and an understanding and assent to the CPSP Code of Ethics.

630. Certification of Clinically Trained Ministers

Candidates who complete requirements for Clinically Trained Minister are eligible to meet with their CPSP Chapter for examination and certification of competency. All Clinically Trained Ministers are expected to be fully committed to participation in CPSP Chapter life. Certification as a Clinically Trained Minister is reviewed annually by the CPSP Chapter and, if approved, presented to the CPSP Governing Council for certification.

630.1 Submission of Supportive Materials Candidates for certification as a CPSP Pastoral Counselor must submit supportive materials as required by the Chapter which includes but is not limited to the following:

630.1.1 An all-embracing autobiographical sketch.

630.1.2 Two Case Studies Demonstrating Recent Clinical Work

630.1.3 A comprehensive theory paper of sufficient length to demonstrate the integration of personal, professional, and clinical competency addressing the theory and theology of pastoral care and counseling.

630.2 The review of candidates for “Clinically Trained Minister” shall be conducted by a committee of CPSP Clinically Trained Ministers, Clinical Chaplains, and Pastoral Counselors who are members of the candidate’s Chapter; invited consultants; and one CPSP Diplomate or Clinical Chaplain who is not a member of the candidate’s chapter, who is not the candidate’s previous nor present Supervisor.

630.3 The purpose of the review is to establish the attainment of competency of the candidate for credentialing as a CPSP Clinically Trained Minister. Committee members may engage the candidate regarding any written or audio-visual materials submitted and on any area pertinent to the process leading to certification.

630.4 Upon completion of the review, which shall not exceed two hours, the candidate shall be excused for the purpose of allowing the committee to deliberate on its recommendations. Upon reaching a decision, the candidate shall be immediately informed of the committee’s recommendations.

630.5 A favorable recommendation shall grant the candidate certification as a CPSP Clinically Trained Minister. The Chapter convener will forward the certification request form to the CPSP Administrative Assistant ninety (90) days prior to the next Governing Council meeting, for review by a member of the Executive Council. Certification requests brought to the Governing Council without having been submitted within the 90 day time frame will be reviewed by a member of the Executive Committee at the Governing Council meeting prior to being presented from the floor.

630.6 An unfavorable recommendation may be appealed by the candidate to the Governing Council, which shall have the final say in all matters of certification.

700. STANDARDS FOR CPSP CHAPTERS

CPSP members organize themselves in such a way that each participates in a small group called a Chapter consisting of six to twelve colleagues. A Chapter in Formation is required to have the active involvement of an Outside Consultant, made in consultation with the General Secretary. The essential spirit of CPSP is to know others and to be known by others. Full accountability for both professional practice and personal conduct is assured. Members monitor the professional competency of all activities, provide consultation whenever needed, and assess certification and membership requirements.

Chapters will function freely, creatively and with autonomy while being subject to the authority of the CPSP Governing Council. Chapters have some specific recognized duties and responsibilities which include the following:

710. Membership in Chapters

710.1 Chapter membership shall consist of persons who have been certified. Chapters may admit other pastoral persons into Chapter membership as the Chapter sees fit. A Chapter shall be composed of no fewer than six and no more than twelve certified persons. A Diplomate must have a minimum of two additional Diplomates in their Chapter in order to maintain their credentials, or secure an annual review with another Chapter that has three or more Diplomates; this consultation is documented in the Chapter's Annual Report.

710.2 Persons in training will be in a vital, intimate relationship to a sponsoring CPSP Chapter as they seek ultimate peer status. Training Supervisors and their clinical trainees are not to be members of the same Chapter.

710.3 Persons who are geographically removed from their home Chapter are encouraged to participate in their home Chapter. However, during periods of geographical relocation, these individuals may select to participate in an additional (supportive) Chapter for purposes of support, education, consultation, and certification. The home chapter must concur with decisions made by the supportive chapter during this period, to include recommendations for certification and recertification. It is incumbent upon individual members to ensure that dues are paid, updated personal contact information is provided, and documentation of actions taken for certification or recertification are provided in a timely manner. The home chapter will serve as the point of contact for all matters related to submission of ratification documents for certification to the Governing

Council.

720. Duties of Chapters

Each Chapter will function in response to the needs for ministry and training of the community. Each Chapter will also have the following common duties:

720.1 Each Chapter will select a convener who will schedule the regular meetings, facilitate communication, and oversee the coordination and general operation of the Chapter, including Accreditation site reviews.

720.2 Each Chapter will appoint a representative to the CPSP Governing Council.

720.3 Each Chapter will provide support, guidance, full accountability, consultation and continuing education for its members' life and practice of ministry under the auspices of CPSP.

720.4 Each Chapter will provide regular consultation to CPSP trainees and to their supervisors.

720.5 Under the auspices and by collaboration with the CPSP Governing Council, each Chapter will invite a visiting consultant to be present for all certification reviews. All such certifications require review and final approval by the CPSP Governing Council.

720.6 An annual Chapter Report will be sent to the CPSP Administrative Assistant by January 31 of each year, for review by a member of the Executive Committee, prior to the Governing Council meeting. The Chapter Report will include the chapter's re-certification request to the Governing Council, following annual assessments of each member's competency to practice and each member's fidelity to the ongoing life of the Chapter, and any matters of discipline, sanctions, or termination of membership.

720.7 Each Chapter will work to resolve any grievances that are filed, and, if unresolved, will refer those grievances to the CPSP Governing Council.

800. THE CPSP CODE OF PROFESSIONAL ETHICS

All CPSP certified and non-certified members, trainees are required to maintain the highest level of personal, professional, moral and ethical standards. When moral and ethical standards are in question, the Chapter will initiate a meeting for engaging the person and issue. These engagements are expected to be redemptive and problem-solving in intent and nature.

The CPSP Code of Ethics and Principles for Processing Ethical Complaints follows.

CODE OF ETHICS OF THE COLLEGE OF PASTORAL SUPERVISION AND PSYCHOTHERAPY

The College of Pastoral Supervision and Psychotherapy
P.O. Box 162
432 West 47th Street, Suite 2-W New York, New York 10108

Revised November 2006

Prologue

The College of Pastoral Supervision and Psychotherapy (CPSP) seeks to maintain the highest standards of professional ethics. Therefore members covenant to work together with colleagues, trainees, clients and institutions in an attitude characterized by respect, commitment and professionalism consistent with the CPSP Covenant.

Respect

Professional ethics for CPSP are rooted in respect for all persons regardless of their race, gender, religion, ethnic origin, age, abilities or sexual orientation. In other words, who they are is the reason for our respect. Members agree to commend the call, vocation and personal lives of co-workers, counselees, trainees, supervisees, and parishioners.

Members respect each other. When there is an allegation of misconduct, all responses will be intentional while maintaining an attitude characterized by forgiveness, humility, and an empowering love. All responses to allegations will focus on accountability, education, redemption, reconciliation, and growth. Respect includes issues of confidentiality. Therefore what we know about trainees, colleagues and counsels will be used in their best interest.

Commitment

Members are committed and accountable to each other through Chapter participation. Therefore, members will be pro-active in issues of professional abilities, continuing education, pastoral concerns, ethics and personal integrity. This form of peer review is crucial to our covenant with each other.

Professionalism

CPSP members recognize those who have gone before us, endeavoring to preserve, create and implement the body of knowledge in the fields of pastoral education and counseling.

CPSP members maintain professional relationships with other persons in their institutions, their community, and with members of other professional organizations.

Collegial Judgment

CPSP recognizes that not all ethical issues can be detailed through this or any other code. Therefore, we depend on the professional judgment of our colleagues and agree to abide by and to engage their decisions.

Practices

Respect

Colleagues, trainees, clients, parishioners, and patients deserve our respect. Therefore, members will not proselytize nor force their own theologies on others. CPSP members will refrain from exploiting relationships or using them to their own advantage. Exploitation includes emotional, financial, sexual, and/or social gain. Records, evaluations, personal notes, and informational conversations will be kept confidential.

Commitment

Members will maintain their commitment and good standing with their CPSP Chapters. Members will maintain good standing outside of CPSP, including faith groups, endorsing agencies, licensing agencies, and employing institutions. CPSP members will take concerns of impairment, incompetence, or behavioral problems seriously. Concerns for such are expected to be addressed within each Chapter.

Professionalism

CPSP members will continue to use their Chapters, as well as other resources, for professional and personal growth. This includes attention to spiritual, family and health-related issues which are always significant to the professional functioning of members. CPSP members will represent their qualifications correctly, limiting their practice only to their level and area of certification. CPSP members will keep accurate financial and training records, will be accurate in professional brochures, and will make timely responses to inquiries and applications. “Stewardship” of our programs is the essential theological words. CPSP members have the freedom to share their private and public opinions, distinguishing these from the positions of CPSP.

CPSP Ethical Complaint Protocol

The CPSP community will maintain the highest standards of ethical conduct. Any incident of ethical violation, or presumed violation, will be processed in the following manner:

1. Any person with an ethical complaint against a person certified by CPSP will first inform the General Secretary or President of the violation in writing. If the General Secretary and President are both objects of the grievance, the complaint shall be filed with immediate Past President.
2. The officer receiving the complaint will immediately notify the Chapter Convener of the person against whom the complaint is registered. The Chapter convener, with the officer delivering the complaint, will decide if the complaint has merit. If the complaint is deemed without merit, the complainant will be notified to that effect. If the complaint is judged to have merit, it will be referred to the Chapter where the object of the complaint has credentials.
3. The Chapter on receiving the complaint will process it, interview the parties as needed, and make a judgment on any appropriate recompense or penalties required, and notify the complainant of such.
4. If the complainant is not satisfied with the Chapter's judgment, he or she may again notify the General Secretary, or President, who will together create a Panel to review the complaint and the Chapter's decision. The Panel may sustain the Chapter's decision or overrule it and make its own decision, and notify the complainant.
5. The Panel's decision may be appealed to the Executive Committee, and if the complainant is not satisfied, he or she may appeal next to the Governing Council. The decision of the Governing Council will be final.
6. The Person against whom the complaint is made may similarly appeal any decision to the Executive Committee, and next to the Governing Council. The decision of the Governing Council will be final.
7. If ethical complaints are lodged against the General Secretary or President, said

complaints will be reviewed by a 5 or 6 member review panel appointed by the Executive Committee. Membership on this panel shall represent the full spectrum of the diversity of the CPSP community. This panel will have the full authority vested in the chapter for processing ethical complaints.