



# The Chaplaincy Institute

*An Interfaith Seminary and Community*

## **Core Competencies for Ministry**

All ordained Interfaith ministers are expected to demonstrate the following Core Competencies for Ministry, which have been identified by ChI's Interfaith Community. It is understood that ministers will have specific areas of strengths and weakness within this list. The expectation is not that every Interfaith minister has mastered every competency, but rather than every minister will be aware of his/her particular gifts and opportunities for growth.

***The Core Competencies for Ministry are:***

### **A. Interfaith Wisdom**

#### **World Religions & Worldview (Formative Theology)**

- Demonstrates openness and curiosity toward all sacred texts and scriptures; exhibits comprehensive confidence toward at least one of the World Religion's sacred texts.
- Articulates a personal worldview and social identity that includes awareness of personal biases and assumptions.

#### **Contextual Education & Ministry (Missional Theology)**

- Welcomes people with other beliefs and points of view, and demonstrates deep respect for people of other faith traditions.
- Demonstrates an ability to foster interfaith understanding and peace

#### **Literacy & Discernment (Critical Theology)**

- Demonstrates a basic level of theological literacy.
- Articulates a personal belief system, demonstrating comfort with paradox and ambiguity.

### **B. Spiritual Psychology**

- Demonstrates knowledge of the stages of psycho-spiritual development.
- Has healed from the primary areas of personal wounding sufficiently enough to support a healthy
- ministry with healthy boundaries.
- Has a conscious understanding of defense mechanisms, such as blaming or withdrawal, and can identify personal patterns of defensiveness and armoring.

- Is aware of the systems dynamics in personal family of origin, and has developed coping techniques when ministerial situations trigger those dynamics.
- Has an understanding of healthy attachment and connection in relationships and has the ability to connect with others in a healthy way; recognizes the difference between egoic/reactive behavior and emotionally/spiritually mature behavior.
- Has an understanding of and can work skillfully with:
  - Transference (others' emotional material transferred onto oneself)
  - Counter-transference (one's own internal reactions about another)
  - Projection (locating an unconscious part of the self onto another)
  - Shadow (the unconscious and unwanted parts of oneself).
- Can work skillfully with the positive and negative projections that ministers receive from others.
- Can identify personal addictive behaviors and the impact those behaviors have on others. When recommended, participates in a recovery program if addictive behavior is negatively impacting ChI relationships or ministerial relationships.
- Understands and develops coping techniques to deal with personal issues of avoidance, procrastination, fear of being seen, or fear of success that can undermine the fulfillment and manifestation of ministry.

### **C. Spiritual Leadership and Development**

#### **Personal Transformation & Self Care**

- Demonstrates the ability to self-nurture in body, mind, heart and spirit, and effectively cope with personal stress in healthy and creative ways.
- Demonstrates healthy personal and professional boundaries with self and others, is able to set limits, while also maintaining openhearted connection with others.
- Cultivates a spiritual practice and spiritual support system (i.e., attending regular spiritual direction, participating in a spiritual community, etc.); demonstrates a willingness to seek help when necessary.

#### **Communication Skills & Public Presentation**

- Engages in non-violent communication that is clear, direct, and includes “I” statements.
- Demonstrates the ability to be attentive, receptive, and pro-active so that the other feels understood and heard.
- Communicates respectfully with people who hold differences in beliefs, using inclusive and sensitive language for the Divine when ministering to individuals and communities.
- Demonstrates competency in the construction and delivery of inspired and relevant sermons, presentations and other communications.

## **Leadership and Ministerial Demeanor**

- Demonstrates professional ministerial demeanor by practicing appropriate interpersonal dynamics, displaying appropriate body language, and containing emotions appropriately during stressful situations.
- Embodies healthy self-esteem and confidence in role as spiritual leader/ Minister/Chaplain; has awareness of and works skillfully with personal gifts and weaknesses as a leader.
- Relates well to authority figures and understands any personal triggers with authority; uses ministerial authority appropriately and understands the power dynamics of the ministerial role.
- Exercises spiritual discernment in caring for self, others and the greater whole (communities, institutions, larger causes).
- Demonstrates ethical behavior in personal and professional life.
- Agrees to uphold the ethical responsibilities of an Interfaith Minister, and to be accountable to a spiritual community and/or the ChI Interfaith Community.

## **Arts for Awakening**

- Understands how engaging in the arts can be communion with the Divine and recognizes the presence of the arts throughout faith traditions in history.
- Engages with the personal and spiritual growth inherent in artistic/creative practices; comprehends and appreciates the parallel nature of creative practice and spiritual practice.
- Readily identifies one's own creative channels and unique artistic gifts, and envisions how they can be useful in one's own ministry.
- Has familiarity with the many modes of creative expression that can be used as connective, healing or prophetic tools, and has the capacity to invite others to express their own creative fire and artistic gifts, as it facilitates healing of self, community and the planet.
- Understands spirituality, creative expression and healing/transformational practices as interconnected aspects of holistic, embodied wellbeing, as points of one star.

## **D. Interfaith Ministry and Service**

### **Spiritual Care**

- Demonstrates an ability to practice reflective and responsive listening (not just passive, but active listening).
- Demonstrates an ability to discuss at least three spiritual care assessment models and to competently perform spiritual assessments in role-play or case studies.
- Articulates an understanding of spiritual care interventions such as prayer, blessing, use of subjective (personal) and objective (traditional) symbols, guided imagery, meditation, etc.
- Demonstrates competence in articulating an interfaith theology of spiritual care.
- Demonstrates an understanding of the primary documents governing the professional field of spiritual care and clinical pastoral education, including:

- A basic understanding of the primary certifying agencies in Professional, Clinical Pastoral Education, Pastoral Counseling, and Spiritual Direction in the United States (APC/BCCI, ACPE, NACC, NAJC, AAPC, CPSP, and SDI);
- The Common Standards for Professional Chaplaincy;
- The Standards of Practice for Professional Chaplains (in acute care, in long-term care, and in palliative care/hospice);
- The Common Code of Ethics for Chaplains, Pastoral Counselors, Pastoral Educators and Students and Principles for Processing Ethical Complaints;
- The Standards of the Association for Clinical Pastoral Education
- The Spiritual Care related Standards of The Joint Commission for Accreditation of Healthcare Organizations (“The Joint Commission,” previously but no longer known as JCAHO).

### **Ceremonial Ministry**

- Demonstrates ability to offer various forms of prayers and blessings.
- Has basic skills and/or can identify resources for creating and officiating at liturgies and rituals such as interfaith prayer services, weddings and memorials.
- Demonstrates ability to connect and apply sacred texts from the world's religions to both care for individuals and respond to today’s social crises.

### **Community Ministry & Social Transformation**

- Demonstrates understanding of social justice as a spiritual phenomenon and/or experience.
- Demonstrates knowledge and understanding of social movement and living systems; can articulate how they operate in society.
- Demonstrates understanding of key elements of organizational and community development.
- Articulates how community ministry is a vehicle for social transformation
- Articulate how one's personal belief system informs, motivates, directs and energizes the sacred work of transforming culture and society; can bring spiritual principles and perspective into “non-spiritual” contexts of work and life.
- Demonstrates ability to share in a collective practice that creates and/or promotes social justice and social transformation.

### **E. Vocational Formation**

**Supervised Practicum – 200 hours OR**

**(1) Unit CPE or Equivalency – 400 hours (*Ordination Candidates Only*)**