



Clinical Pastoral Education Goals and Objectives

The goals of Clinical Pastoral Education (CPE) reflect the outcomes of The Association for Clinical Pastoral Education (ACPE) and lead to spiritual care skills that enhance healing. Clinical Pastoral Education emphasizes personal formation, spiritual growth, and the development of reflective, relational, and interpersonal skills within a supervised clinical setting. Learners in Clinical Pastoral Education develop skills necessary to provide excellent spiritual care in hospitals, communities, religious congregations, and other institutional settings. Clinical Pastoral Education does not culminate in a professional certification or licensure, nor does it provide direct entry into a specific occupation.

Students reflect with a peer group of 4-6 colleagues who apply the action-reflection-action model to learning. Each student provides approximately 300 hours of spiritual care to patients and at least 100 hours of experiential learning in a peer group. Clinical Pastoral Education requires students to navigate long distances each day, use a computer, reflect spiritually on their relationship with care receivers, and to function at a graduate level. Clinical Pastoral Education prepares students to provide excellent spiritual care to a diverse community.

1. ***Spiritual Formation*** empowers students to develop greater awareness of themselves as spiritual care providers and of the ways their spiritual care affects persons. Students develop awareness of how their attitudes, values, assumptions, strengths, and weaknesses affect their spiritual care. Students develop skills and abilities to engage and apply the support, confrontation and clarification of the peer group for the integration of personal attributes and pastoral functioning.
2. ***Spiritual Care Competence*** helps increase students' awareness and understanding of how persons, social conditions, systems, and structures affect their lives and the lives of others and how to address effectively these issues through their ministry. Students develop skills in providing intensive and extensive spiritual care and counseling to persons. Students grow in their ability to make effective use of their spiritual orienting system, theological/spiritual understanding, and knowledge of the behavioral sciences in their spiritual care of persons and groups. Students learn the spiritual care provider role in professional relationships and how to work effectively as a spiritual care member of a multidisciplinary team. Students enhance their capacity to use their pastoral empathy and prophetic perspectives in preaching, teaching, leadership, management, and spiritual care.
3. ***Spiritual Care Reflection*** helps increase each student's understanding, skill and ability to apply the clinical method of learning to the care of persons by reflecting on their practice of spiritual care. Students develop skills and abilities to use both individual and group education for personal and professional growth, including the capacity to evaluate one's practice of spiritual care.



Clinical Pastoral Education Information

What is Clinical Pastoral Education (CPE)?

Clinical Pastoral Education is graduate-level training in spiritual caregiving. This training is conducted in a clinical setting by an educator certified by the Association for Clinical Pastoral Education, Inc. (www.acpe.edu). This organization is the premier training source for spiritual caregivers whether they serve in congregations or in secular institutions (hospital, hospice, penal system, military, nursing facility, etc.). Clinical Pastoral Education is accredited by ACPE to offer all levels of training: from a 400-hour “basic level” internship to a year-long full-time residency to advanced training for becoming an ACPE Certified Educator.

Borrowing from the medical training model, CPE takes persons who typically have completed, or are in the process of completing, a master’s degree in divinity (M.Div.) or an equivalent field, and places them in a clinical context to practice, under supervision, multicultural spiritual caregiving work to people of various spiritual orienting systems. Priority is given to applicants with theological/spiritual/values-based training from a graduate school accredited by the Council for Higher Education Accreditation (www.chea.org) or an international equivalent (www.professionalchaplains.org). Ordination or endorsement is not required for CPE training, but it is required to become a board-certified chaplain. Students learn (by observation, practice, and clinical case presentations) to serve as a spiritual caregiver on the healthcare team. According to the Joint Commission on the Accreditation of Health Care Organizations (JCAHO), all patients have the right to have their spiritual needs addressed as part of their overall treatment plan.

What is the curriculum?

The CPE curriculum is based primarily in direct clinical work with patients and caregivers and on the related activities of reflection, discussion, and evaluation with other students and the educators. In CPE, you will utilize case studies and other written reflections to present your work for supervision in what are called verbatim seminars. The focus in these seminars will be on what is happening to you, the caregiver, as much as on what is happening to the people receiving your spiritual care. There will be discussions which assist you in understanding spiritual issues arising from experience. There will be opportunities to learn from the behavioral sciences and to reflect spiritually/theologically so that you can draw from both in understanding the human condition. You will be challenged to think about groups, social structures, and individuals in defining your spiritual care. You will be part of a dynamic peer group with other students and your certified educator which will provide opportunities for supervision, care giving, challenge, and appreciation.

Where will I be providing spiritual care?

You will serve as a spiritual caregiver on in-patient units. When you are the on-call chaplain, you will provide care for all emergencies and deaths throughout the hospital’s main campus. You will be called upon to provide care to patients, families, and staff according to need and opportunity. Patients at Cleveland Clinic come from every state and dozens of foreign countries, even though more than 75% are less than a half-day from home. Cleveland Clinic provides care to a diverse population of patients ranging in age, acuity, disease, race, spiritual orienting system, and income level.

What is a typical day like in CPE?

CPE units may be either full- or part-time. One unit will include at least 400 hours of combined clinical time and education. About three quarters of your time is spent directly with patients and caregivers, while the other quarter is spent in educational sessions (individual consultation, peer group, didactic seminars, verbatim seminars, and team meetings). Extended (part-time) units typically meet one day per week for all educational sessions, and clinical hours are performed at other times, mostly through the on-call rotation. Full-time basic units (summer only) are Monday-Friday plus evening and



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weekend on-call shifts. The residency year includes three units and runs from August to August. Residents are provided with a stipend and work full-time. **At least one unit of ACPE accredited CPE is a prerequisite for residency.**

Who may apply?

An applicant is usually one who has successfully completed at least one year of theological school or some training in their spiritual orienting system. Often, but certainly not always, applicants are clergy, persons with standing or certification in non-theist traditions, theological students, members of religious orders, and lay persons with theological training or training in their spiritual/philosophical tradition. Other admission criteria relate to personal and educational readiness for this experience as evaluated by an ACPE Certified Educator. Your completed application should be 8-10 pages in length. The application includes a non-refundable fee of \$20.

Who conducts the admission interview?

The CPE education staff will contact you after receiving your completed application. The interview allows you and the educator to discuss your application materials and goals to help determine your readiness for CPE. The interview will be conducted by a team of people from the department including the Director of Clinical Pastoral Education or another member of the education team.



CPE Admission Criteria, Admission Procedures, and Fees

CPE Admission Criteria

I. NON-DISCRIMINATION POLICY

Cleveland Clinic is committed to providing a working and learning environment in which all individuals are treated with respect and dignity. It is the policy of Cleveland Clinic to ensure that the working and learning environment is free from discrimination or harassment on the basis of race, color, religion, gender, sexual orientation, gender identity, pregnancy, marital status, age, national origin, disability, military status, citizenship, genetic information, or any other characteristic protected by federal, state, or local law. Cleveland Clinic prohibits any such discrimination, harassment, and/or retaliation.

II. ADMISSION CRITERIA FOR CPE

Clinical Pastoral Education at the Cleveland Clinic is professional education for the provision of spiritual care. Applicants will usually be ordained, have taken vows in a religious order, or have completed at least one year of graduate level theological studies. In the admission process, applicants should be able to demonstrate maturity, development, or potential in each of the criteria. Serious deficiency in any of the criteria would be grounds for a decision not to admit the applicant.

A. Formal Criteria

1. Educational Requirements: completion of at least an associate degree. Preferences: several courses in theology, scripture, spiritual care and/or behavioral sciences, including development (age-specific) theory.
2. Ability to meet job requirements, including navigating a minimum of two miles per day.
3. Only non-smokers will be admitted into Clinical Pastoral Education in accordance with Cleveland Clinic Policy as a non-smoking workplace.
4. Evidence of health insurance coverage.
5. Completed Application: ACPE application face sheet and written materials on subjects described in application questions.
6. Admission Interview: to be conducted after application is received.
7. References available for immediate contact.
8. A criminal background check will be conducted during onboarding through SilkRoad.
 - a. To assure compliance with specific state licensure, certification examination eligibility or credentialing, students who have been previously convicted of a felony or have pending litigation should schedule an appointment with the Program Director prior to enrolling. Failure to do so may affect their eligibility or may result in the students' inability to practice upon graduation.
9. Fee payment (see CPE Financial Policy).

B. Subjective Criteria

1. Strong personal spiritual identity but with openness to others.
2. Accepts responsibility for meeting objectives and requirements.
3. Motivated to learn about spiritual care (professional growth).
4. Emotionally stable.
5. Self-aware (of some strengths and weaknesses as a person and professional; aware of one's own strong feelings, even if not openly displayed).
6. Open attitudes, able to cooperate with authority, willing to learn to and understand others, willing to share thoughts and feelings. Has strong interpersonal skills.
7. Realistic expectations. An understanding of CPE.
8. Appreciation and humility around diversity.



9. Provides inclusive, culturally competent spiritual care for patients, families and caregivers.
10. Performs services (e.g., memorial services, weddings, meditation, etc.) and rituals (e.g., blessing of the hands or stem cells, baptism, etc.) as permitted by student's spiritual affiliations and practices.
11. Assists patients and caregivers with completing advance directive.
12. Provides overnight/weekend on-call coverage as assigned.

C. Sensory and Motor Skills - Students and candidates for admission should be able to:

1. Sit or stand for extended periods of time.
2. Must be able to comprehend normal conversations.
3. Be mobile to various clinical units throughout the campus where you are assigned. You can expect to navigate five miles or more per eight hours.
4. Use a computer for assignments and patient charting using the Epic System.

D. Communication - Students and candidates for admission should be able to:

1. Speak and write clearly in English.
2. Hear sufficiently.
3. Produce and transmit patient information in oral and written format to members of the healthcare team.
3. Communicate with patients effectively with compassion and empathy.
4. Possess graduate reading skills to accomplish curricular requirements.
5. Provide effective spiritual care to patients.

III. ADDITIONAL FORMAL CRITERIA FOR ADMISSION TO THE RESIDENCY

- A.** Applicants must have completed the Master of Divinity degree or an equivalent graduate degree in spirituality/theology.
- B.** Applicants must have successfully completed at least one unit of CPE.
- C.** Applicants must demonstrate faith group endorsement or be in the process of obtaining endorsement.
- D.** All applications to the residency will be processed according to the admission procedures.

IV. ADDITIONAL FORMAL CRITERIA FOR ADMISSION TO CERTIFIED EDUCATOR CPE

- A.** Applicants must demonstrate faith group endorsement.
- B.** Applicants must have a minimum of three years of spiritual care experience.
- C.** Applicants must have completed the Master of Divinity degree or an equivalent post-graduate degree in theology.
- D.** Applicants must have scheduled a Certification Committee for consultation regarding readiness to be accepted by ACPE as a Certified Educator Candidate (CEC)
- E.** All applications to Certified Educator CPE will be processed according to the admission procedures.
- F.** Applicants to Certified Educator CPE must become members of ACPE.

CPE Admission Procedures

- A.** When an inquiry about Clinical Pastoral Education is received, the inquirer will be given a letter, email or phone call acknowledging the inquiry with guidance to find the following on our website:



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1. A brief description of Cleveland Clinic and the particular CPE area of interest
 2. Admissions procedures
 3. Admission criteria
 4. ACPE application form
 5. Review fees
 6. Objectives
 7. Stipend and benefits information
- B.** When an application is received, the applicant will be sent a letter or email which:
1. Acknowledges receipt of the application.
 2. Initiates arrangements for an interview.
 3. Notifies the applicant of the date admissions decisions will be made.
- C.** An incomplete application may or may not receive a reply.
- D.** An admissions interview will be conducted by the Director of Clinical Pastoral Education or another member of the education team.
- E.** Decisions will be made by the Director of Clinical Pastoral Education in consultation with the other interviewers.
- F.** Notification of admissions decisions will be made promptly.

Those accepted into Clinical Pastoral Education will have 14 days to indicate their intentions to enroll by paying the unit fee, paying a deposit toward the fee, or giving written notification of the third party who will be paying the fee (such as a seminary, which will include agreement to pay if the student fails or withdraws).

CPE Fee Policy

Students in Clinical Pastoral Education will pay tuition for the initial unit. Stipends for residency assume a lower pay scale to compensate for tuition costs which are waived for year-long participants.

I. Fees

- A. Application: non-refundable fee of \$20.
- B. Deposit of \$50 due within 14 days of acceptance. The full payment is due prior to the start of the unit. If a third party is paying the unit fee, a letter from the applicant to that effect and a written guarantee from the third party that payment is due regardless of student evaluation.
- C. Summer or Extended Internship: unit fee of \$550 for new students and \$400 for returning students. [No fee for Residency]

II. Tuition Refund Policy

- A. Tuition (except application fee) is reimbursable in full if a student cancels or withdraws before the unit begins.
- B. Half of the unit fee is reimbursable if the student withdraws from the unit up to the beginning of the third week.

If you have further questions, please contact:

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