



Clinical Pastoral Education Program Johnson City Medical Center

Johnson City Medical Center
Center for Spiritual Health

Introduction

Johnson City Medical Center Clinical Pastoral Education Program (JCMC CPE Program) provides education for ministry and offers spiritual and emotional support to those in our care at Johnson City Medical Center, a multi-discipline, Level I Trauma facility.

Ballad Health is a faith-friendly health care organization whose mission is:
“To honor those we serve by providing the best possible care.”

Our ACPE accredited resident chaplain and intern program consists of a minimum of four, 400-hour (300 clinical and 100 educational) units of CPE in the core areas of pastoral formation, reflection and competence. The CPE training focuses on pastoral theology, grief and loss, developmental and behavioral theories, group and systems theory, bioethics, cultural and pastoral identity formation, level I and level II consultations and providing spiritual care to all. In addition, a team of experienced, board-certified Staff Chaplains support CPE students in their learning process as mentors and colleagues.

The JCMC CPE program is fully ACPE accredited as a CPE center to offer level I, level II, and Certified Educator CPE programs.

ACPE: The Standard for Spiritual Care & Education

55 Ivan Allen Jr. Blvd, Suite 835

Atlanta, GA 30308

Tel 404.320.1472

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What is CPE?

Clinical Pastoral Education (CPE) is an interfaith professional education for ministry that:

- Features an experience-based theological education for seminarians, clergy and laity of diverse faith traditions, cultures and ethnic groups.
- Develops one's capacity for the pastoral and spiritual care of individuals, families and systems.
- Teaches skills and theoretical content in the disciplines of theology, sociology, behavioral sciences, family systems theory and cultural diversity.
- Provides supervisory encounters in ministry with persons in crisis.
- Develops new awareness of self and others through group and supervisory feedback as well as self-reflection.
- Enhances learning to care and learning to be cared for within a community of care.
- Focuses on goals of pastoral reflection, formation and competence.
- Provides a training experience focused on the Action-Reflection-Action Model

For more information about Clinical Pastoral Education, please consult the following web sites:

1. [ACPE: The Standard for Spiritual Care and Education](#)
2. [Association of Professional Chaplains \(APC\)](#)
3. [National Association of Catholic Chaplains \(NACC\)](#)
4. [Neshama: Association of Jewish Chaplains \(NAJC\)](#)



History of Johnson City Medical Center

History of Johnson City Medical Center

Johnson City Medical Center (JCMC) has a rich heritage of community-minded citizens and loyal, hard-working employees, each striving to bring Johnson City and the surrounding area high-quality health care to maintain a healthy community. It all began on May 10, 1911, when a physician-owned memorial hospital became the first hospital in Johnson City to open its doors to the public. Except for changes in name, size, location and style of management, the hospital has provided continuous service to the Johnson City community.

In January 2018, Mountain States Health Alliance merged with Wellmont Health System to become Ballad Health. There are now 20 hospitals and over 9,000 employees under the Ballad Health name.



History of the Center for Spiritual Health

History of the Center for Spiritual Health

The Department of Pastoral Care was established June 3, 1991, when Rev. Carl F. Petering, M.Div., M.A., began as Director of Pastoral Care. Immediately putting his game plan into motion, he started by providing pastoral care himself, training volunteers and working toward accreditation for an extended Clinical Pastoral Education (CPE) program. In May 1995, the Association for Clinical Pastoral Education (ACPE) established Johnson City Medical Center as an accredited center for offering programs of CPE.

In May 2004, the department expanded to become the Department of Pastoral Care and Center for Cultural Diversity. The Center is charged with leading and guiding cultural diversity awareness, providing education assistance and serving as a central repository of information for Mountain States team members, patients, families and the community.

On October 2, 2006, the Rev. Dr. Larry W. Easterling began his tenure as Director of Pastoral Care at the Center for Cultural Diversity. The Rev. Carl F. Petering retired December 1, 2006. A residency program was added in January 2008, providing five chaplain resident positions with one-year contracts.

In March 2010, the department name was changed to Spiritual and Pastoral Care to reflect the inclusiveness of the services offered. In 2011, the Rev. Larry Easterling, Ph.D. began a new role as System CPE Supervisor for Mountain States Health Alliance. On June 6, 2011, Rev. Gary Metcalf, D.Min., BCC assumed the responsibilities of Corporate Director of Spiritual and Pastoral Care.

Our CPE Program expanded to include an Extended Group at IPMC/JCMC in late 2011. On March 29, 2012, we were approved by the Accreditation Commission of ACPE to provide an SES program. The CPE Resident program was also approved to expand to seven residents.

In September 2012, we had a successful site visit from the ACPE and our CPE program was accredited to offer designated programs of CPE under a certified supervisor of the Association from May 2013 – December 2022. A successful five-year accreditation review was completed in May of 2017, and our program was granted continued accreditation until December 2022.

In the fall of 2016, the department's name was changed to The Center for Spiritual Health to reflect our understanding of the diversity of all faiths and that spiritual health is essential to a vibrant wellbeing. Spiritual Health complements other areas such as Behavioral Health and Population Health.

In June 2017, the Rev. Larry Easterling retired, and Rev. Mary Foley, D.Min. was hired as CPE Certified Associate Educator. In January 2018, the Rev. Larry Easterling returned as Interim ACPE Certified Educator and remained for one year.

In January 2019, the Rev. Doug Dickens, Ph.D. served as a contract Certified Educator. In July 2019, he transitioned from contract CPE Educator to employment in the Ballad Health System as CPE Certified Educator and Manager of Spiritual Health Services for the Johnson City Medical Center.

In October 2022, Rev. Dickens retired, and Rev. Dr. Rickey Randall assumed an active role with our CPE students as an ACPE Certified Educator Candidate. The ACPE Certified Educator of record was Rev. Dr. Robin Booth.

In May 2023, Rev. Rickey Randall attained ACPE Certified Educator status and became the ACPE Certified Educator/Manager for Johnson City Medical Center Spiritual Health Services.

Programs

CPE Internships:

A "unit" of CPE in any CPE program is based on a standard of a minimum of 400 hours of supervised ministry over a certain period of time. Approximately 300 hours of the student's time will be spent in direct, on-site, clinical ministry: a combination of on-call ministry and clinical ministry assignments in a specific clinical area of a hospital or community setting. The remaining minimum of 100 hours of structured education are comprised of individual and group supervision, didactic seminars, verbatim and clinical case presentations, and other education experiences.

CPE training provides the basic skills for spiritual care. This program includes:

- Guided reading and instruction in the history and models of pastoral care
- Exploration of a variety of pastoral theologies and formulation of one's own pastoral theology
- Studies in interaction among faith, religions and the behavioral sciences
- Presentation on subjects of clinical ministry, theological reflection and professional ethics
- Workshops and seminars on clinical ethical issues, including the Ethical and Religious Directives (ERD's) for Catholic Health Care Services
- Residency
- Certified Educator CPE

Didactic seminars also focus on grief and loss, developmental and behavioral theories, group and systems theory, Appalachian culture, cultural and pastoral identity formation, level I/II consultations, boundaries, wellness and preparation for Chaplaincy Board Certification.

CPE Internship Units are offered as a part-time CPE training format that lasts 18-20 weeks. The extended CPE Unit usually starts in the fall/spring (September to April) and the second extended CPE Unit is usually a summer intensive unit (May/June to August). The training model is tailor-made for full-time and working clergy and laypersons who are not able to take a regular CPE unit because of time limitations.

Programs

Summer CPE Internships:

When offered, the summer unit is offered as an intensive, 12-week, full-time training that is conducted from June to August. This unit is designed for full-time seminarians and laypersons who are prepared to engage and complete the CPE training in a reasonably short time.

CPE Residency:

The residency takes the same format as the CPE Internship. However, it is a yearlong tenure of four units. The chaplain resident, while going to class and supervision, will contract with Johnson City Medical Center as a “Contract Chaplain” for 2,375 service hours. The resident is assigned on-call rotations.

The resident is responsible for providing pastoral and spiritual care as assigned throughout the Johnson City Medical Center. The resident is normally assigned several treatment areas. He/she provides a full range of spiritual care on those units, except as may be specifically limited by the resident’s educator. The resident’s on-call responsibilities include responses to all pages on the pager and other requests from spiritual care throughout the medical center. The resident is responsible for routine visits on her/his treatment areas on the days the resident is present in the medical center.

CPE Certified Education Student/Candidate (CES/CEC):

Johnson City Medical Center is an approved training center for ACPE certified educators. A CEC/CES is a student preparing to become an ACPE certified educator. ACPE certified educators are clinical pastoral educators who are academically prepared and who are authorized by a recognized faith group. They combine perspectives from theology and the behavioral sciences in conducting accredited programs of clinically supervised ministry education.

It is the CES’s responsibility to propose a learning contract in relationship with the timeline located in the ACPE Certification Manual. The CES is to report and comment on former education and training that may pertain to educational theory and practice so that appropriate readings, research and experiences may be factored into training. The CES will consistently present aspects of self and practice for consultation and critique. The CES is viewed as an advanced-level staff and is therefore expected by Ballad Health administration to represent the values and ethics of the institution.

After admission into the program, the CES prepares to meet for a national certification committee within the first six months of start date of the educational program at the center. After successfully meeting this committee, the CES will be moved into phase one as a candidate (CEC). Following the meeting, the CEC, with the guidance of the certified training educator, will observe the certified educator supervising a unit of CPE. The CEC is expected to reflect on the observation and interface weekly with the certified educator around the role, theory, and practice of being a certified educator.

During the second unit of Phase One, the CEC will co-supervise with the certified educator. The certified educator will provide direct supervision. As the CEC moves through Phase One, the CEC is encouraged to “wean away” from the dependence observation of the certified educator.

Application process

For a brochure, application or additional information, or if you are a student interested in our CPE program, please visit the ACPE website, complete the standard CPE application and send it to:

Center for Spiritual Health
Chaplain Educator, Rickey Randall
415 N. State of Franklin Road
Johnson City, TN 37604
Tel 423.302.1571

Steps for application:

- Go to the ACPE website
- On the top menu, click “Prospective Students”
- On the right side of the page, under the title “Also look at” click on the link title “CPE Application”
- Fill out this application and send it to the address below:

Center for Spiritual Health
ACPE Educator/Manager, Rickey Randall
415 N. State of Franklin Road
Johnson City, TN 37604
Tel 423.302.1571

To learn more:

For more information about Clinical Pastoral Education, visit ACPE or contact:

The Association for Clinical Pastoral Education, Inc.
www.acpe.edu
55 Ivan Allen Jr. Boulevard, Suite 835
Atlanta, GA 30308
Tel 404.320.1472
Fax 404.320.1040
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Biography: Rev. Dr. Rickey Randall



Rickey Randall, Jr. (ACPE Certified Educator/Manager) Johnson City Medical Center

Rickey Randall was matriculated through Dallas Christian College in Dallas, TX, satisfying the requirements for the Bachelor of Science degree in Ministry & Leadership. His seminary education was completed at the Morehouse School of Religion at the Interdenominational Theological Center in Atlanta, GA, “the world’s premiere African American ecumenical theological consortium,” where he earned the Master of Divinity degree with a concentration in Psychology of Religion. He has also completed his doctoral studies at Drew University in Madison, NJ, where he researched and developed a liberative pedagogy designed to develop cultural humility in Clinical Pastoral Education students through the examination of cultural

trauma narratives of marginalized social groups.

Chaplain Randall is a “pastor’s kid” who was licensed to preach the gospel in 1995 and non-denominationally ordained in 2002; thus, he has served in ministry for almost 27 years. He is endorsed through the Federation of Christian Ministries (an endorsing body that empowers those inspired for inclusive ministry) and attends a United Methodist Church congregation in the North Texas area. Chaplain Randall joined the North Texas VA Medical Center in 2016 as a student and has completed both his Chaplain Residency and Fellowship and begun studies as an ACPE Certified Educator Candidate. In December 2021, Chaplain Randall joined the Lebanon VA Medical Center before moving to Ballad Health Medical Center to complete his studies and assume the position of ACPE Certified Educator, once fully certified.

For more information please contact:

Rev. Dr. Rickey L. Randall, Jr., BCC
ACPE Certified Educator/Manager
Johnson City Medical Center Spiritual Health Services
415 N. State of Franklin Rd.
Johnson City, TN 37604
Tel 423.302.1571
Rick.Randall@balladhealth.org

Pam Eggers
Spiritual Health Admin Secretary
Johnson City Medical Center Spiritual Health Services
415 N. State of Franklin Rd.
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Information for Prospective Students – Frequently Asked Questions

1. What is Clinical Pastoral Education?

Clinical Pastoral Education (CPE) is interfaith professional education for ministry. It brings theological students and ministers of all faiths (pastors, priests, rabbis, imams and others) into supervised encounters with persons in crisis. Out of an intense involvement with persons in need and the feedback from peers and teachers, students develop new awareness of themselves as persons and of the needs of those to whom they minister. From theological reflection on specific human situations, they gain a new understanding of ministry. Within the interdisciplinary team process of helping persons, they develop skills in inter-personal and inter-professional relationships.

2. What do the essential elements of CPE include?

- The actual practice of ministry to persons
- Detailed reporting and evaluation of that practice
- Pastoral supervision
- A process conception of learning
- A theoretical perspective on all elements of the program
- A small group of peers in a common learning experience
- An individual contract for learning consistent with the objectives of CPE
- The CPE program must be conducted under the auspices of an ACPE Certified Educator (faculty) attached to an ACPE accredited CPE center

3. What kind of things might be included in the individual learning contract?

- Pastoral reflection - reflection on oneself as person and pastor in relationship to persons in crisis, the supervisor, and peer group members, as well as the curriculum and institutional setting
- Pastoral formation - focus on personal and pastoral identity issues in learning and ministry
- Pastoral competence - deepening and unfolding of competence in pastoral function, pastoral skills and knowledge of theology and the behavioral sciences

Some ACPE accredited centers also offer pastoral specialization, focusing on the student's desire to become competent and knowledgeable in a particular area of ministry, e.g., oncology, urban ministry, parish ministry, hospice ministry, etc.

4. What are the different types of CPE?

ACPE accredited centers offer Level I and Level II CPE, as well as Certified Educator CPE, in sequence. The outcomes for each level must be completed before moving to the next level. ACPE certified CPE is usually offered in single units (10-12 weeks) or in a year-long program (3-4 consecutive units). Some ACPE accredited centers have other part-time options. The center of your choice can explain the options available at their location.

5. What does CPE prepare a person to do?

- ACPE certified CPE serves as a part of one's preparation for parish ministry, chaplaincy, lay ministry, teaching, and counseling. A student's learning contract may be focused on integration of theological, psychological and pastoral insights into pastoral functioning for parish work. The contract may be designed with a career goal of chaplaincy or pastoral counseling.
- Some students, after completing several units of ACPE certified CPE, choose to enroll in Educator CPE working toward certification as an ACPE Certified Educator. In Educator CPE, the student learns the theory and practice of education and has an experience of educating CPE students under the guidance and with the consultation of an ACPE Certified Educator.
- ACPE certified CPE develops the capacity for the pastoral and spiritual care of individuals, families and systems.
- Many theological schools require one unit of CPE as a part of a theological degree program.
- Other schools accept a year of CPE as the required intern year of ministry for a theological degree program.
- Several theological schools that are also certified centers for ACPE have graduate degree programs that combine academic study and Educator CPE.

6. What are some vocations in pastoral care?

	Areas of service	Training recommended or required
Pastoral care	Pastor, church staff, social services	Clinical Pastoral Education (minimum one unit)
Professional chaplaincy	Hospital, hospice, military or other institutional chaplaincy	Clinical Pastoral Education (four units required for board certification)
Pastoral educator (ACPE Educator)	Supervisor of CPE programs in a variety of settings	CPE (Level I, Level II and Supervisory), successful completion of certification process
Pastoral counselor	Counselor on church staff, counseling center or agency	CPE (at least one unit) PLUS pastoral counseling training program
Licensed professional		Varies from state to state; can often be done in conjunction with pastoral counseling training

7. Who is eligible to enroll in CPE?

For units of ACPE certified CPE: An individual who, through a written application and an admissions interview, has demonstrated the ability to participate in ACPE Certified CPE, usually one who has successfully completed at least one year of theological school. Some ACPE centers may have other specific education or experience requirements.

For ACPE accredited Educator CPE programs: An individual who has successfully completed several units of CPE and has demonstrated a readiness to utilize Educator CPE, usually one who has a theological degree and several years of pastoral experience.

8. Do I have to be ordained to do CPE?

Specific requirements regarding ordination as a prerequisite are determined by each ACPE accredited CPE center.

9. Where can one enroll in CPE?

ACPE accredits about 300 CPE centers and systems throughout the United States. ACPE centers are located in health care institutions, hospitals of all kinds (e.g., general, university, children's, psychiatric, military, VA), geriatric centers, hospices, parishes, mental health facilities, correctional institutions and a variety of other settings. Click [here](#) for an online directory.

10. How may I enroll in CPE?

Click [here](#) to access the CPE application form as a Microsoft Word document.

- Complete the application and send it directly to the ACPE accredited center where you wish to enroll.
- The ACPE accredited center will then contact you for an interview.

11. Can I apply to more than one ACPE center?

Yes, you may apply to as many ACPE accredited centers as you chose. Many ACPE accredited centers have an application fee. The ACPE [online directory](#) will provide this information.

12. What are the dates for CPE and deadlines for application?

Each individual ACPE accredited center establishes its own dates for their programs and application deadlines. Contact the ACPE accredited center for this information.

13. What does CPE cost and are scholarships available?

Tuition is determined by each ACPE accredited center. Some ACPE accredited centers have scholarship programs. There is not a scholarship program at the national level. Questions should be directed to the specific ACPE accredited center.

14. I am an international student. How do I enroll in CPE?

International students should apply to the ACPE accredited center of their choice. Once accepted, the student should contact the ACPE national office (email: kimberly@acpe.edu) to apply for a visa. The visa process can take from six to nine months to complete. The visa must be obtained before you can begin ACPE certified CPE. Additional considerations are discussed on the [International Student Information page](#).

15. Can I get academic credit for CPE?

Many theological schools and seminaries grant academic credit for ACPE certified CPE. You should contact them directly for this information.

16. Can I get CPE credit for previous work/ministry experience?

No, ACPE credit is not granted for previous work experience. However, your previous work/ministry experience will be considered during the interview/acceptance process.

There are agreements between ACPE and CASC/ACSS ([Canadian Association for Spiritual Care](#)) and between ACPE and NACC ([National Association of Catholic Chaplains](#)) which recognize the student units of the other organization. There is also an agreement between ACPE and NCPE (Norwegian CPE) to recognize each other's units in certain instances.

Also, there is currently a reciprocity agreement between ACPE and CASC/ACSS for the recognition of each other's certification of supervisors. NACC supervisors may supervise in ACPE programs under certain conditions. There is also an agreement between ACPE and NCPE (Norwegian CPE) to recognize each other's supervisors under certain conditions.

17. Can I do CPE online or through some other distance learning process?

ACPE certified CPE currently does not have online programs, but some ACPE accredited centers utilize distance learning as a modality.

18. How can I become a member of ACPE?

ACPE bylaws specify several membership categories for interested agencies and individuals. ACPE members receive the ACPE News, information about the annual conference and member rates to educational events. Members are encouraged to participate in national and regional conferences. Membership is maintained by meeting association standards, ethics and payment of annual membership fees.

Membership in the ACPE as an ACPE Certified Educator is available only through successful completion of the certification process. More information is available in the [certification section](#) of the ACPE website. Center, system, or cluster membership is available through the accreditation process. More information is available in the [accreditation section](#) of our website.

19. Additional information for prospective students:

ACPE certified CPE is an experience in process education which has been shaped by history and yet remains responsive to the present-day cultural developments which will affect your pastoral formation. The heart of ACPE certified CPE is your ministry with people and learning from that ministry through reflection, discussion and evaluation with other students and your supervisor. In your ACPE certified CPE experience, you will utilize text verbatim (in the form of Pastoral Care Reports), case studies and other ministry descriptions to present your ministry to supervision. The focus in some seminars will be on what is happening to you, the care giver, as much as on what is happening to the people receiving your ministry. There will be discussions which assist you in understanding theological issues arising from experience. There will be opportunities to learn from behavioral sciences while also reflecting theologically, so you can draw from both in understanding the human condition. In defining your ministry, you will be challenged to think about groups and social structures as well as individuals. You also will be part of a dynamic learning group with other students and your supervisor, which will provide opportunities for mutual supervision, care giving, challenge and appreciation.

20. Where will I be ministering?

ACPE certified CPE is offered in numerous different settings. In many of the settings, such as general hospitals, mental health facilities, correctional institutions, children's hospitals and nursing homes, you will minister to individuals, families and small groups of people as a chaplain. ACPE certified CPE may, however, be done in any setting where ministry happens. There are a growing number of ACPE accredited centers with innovative approaches to ministry. Many ACPE accredited centers are being established as congregational or community-based models in connection with a local church or churches. You may want to clarify with an ACPE accredited center the types of ministries which occur there.

21. What is a typical day in CPE?

ACPE certified CPE units may be either full-time or part-time. Either schedule will include an equivalent number of ministry and education hours. Some extended ACPE certified CPE units meet one day per week for structured educational sessions, and ministry is performed at other times. A more common day, however, is one in which time is provided for ministry and for several education events. Since the heart of ACPE certified CPE is ministering and learning from the experience, a day's schedule frequently includes a clinical seminar in which a student presents a pastoral encounter to other students and the supervisor for discussion and feedback.

Other typical sessions are: didactic seminars in which discussion follows a lecture; discussion of a book or article; exploration of theological concerns; peer group meetings or interpersonal group sessions for mutual sharing, caring and support, where relationship concerns are explored; and worship or sharing occasions which provide opportunity for spiritual nurture. Field trips, workshops and clinical observations may be periodically included. Evaluation experiences with the other students and your supervisor are also part of an ACPE accredited CPE program and may be scheduled at the end of a unit to sum up the experience. They may also be scheduled midway to assess your learning objectives or at other times, such as with the other care providers in your ministry area. You will discover that an ACPE accredited CPE schedule asks for active investment but also provides time for sharing, reflection, preparation and relaxation.

22. What is the CPE learning environment?

If you have never participated in a dynamic, interpersonal, process educational experience, you may be concerned about what it will be like. A foundational task will be for you, the other students and your supervisor to share with each other in such a way that all are cared for, supported and challenged without being belittled. Furthermore, since an individual best knows his or her own limits, everyone will need to respect each other's boundaries and work to negotiate appropriate learning relationships. Developing a learning environment that is supportive, stimulating and safe will make the risks of interpersonal learning and growth worth taking.

23. Accredited vs. Non-Accredited Seminaries/Universities

To be certified as an ACPE Certified Educator or professional chaplain, students must earn a bachelor's and master's degree from a nationally or regionally accredited university or seminary. The following websites will help determine if an educational institution's accreditation is recognized:

- Council of Higher Education Association
- Middle States Association of Colleges and Schools
- New England Association of Schools and Colleges
- North Central Association of Colleges and Schools
- Southern Association of Colleges and Schools
- Western Association of Schools and Colleges
- Association of Theological Schools
- U.S. Department of Education

24. More Information

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