BCCI Certification for Professional Chaplains:
Common Qualifications and Competencies

2016		2004	
Collaborators Association for Clinical Pastoral Education (ACPE) Association of Profession Chaplains (APC) Canadian Association for Spiritual Care/Association Canadienne de Soins Spirituel (CASC/ACSS) National Association of Catholic Chaplains (NACC) Neshama: Association of Jewish Chaplains (NAJC)		**Collaborators** American Association of Pastoral Counselors (AAPC) Association for Clinical Pastoral Education (ACPE) Association of Professional Chaplains (APC) Canadian Association for Spiritual Care (CASC) National Association of Catholic Chaplains (NACC) National Association of Jewish Chaplains (NAJC)	
Certification for Professional Chaplains: Common Qualification and Competencies		**Common Standards for Professional Chaplaincy**	
Section I: Integration of Theory and Practice Competencies		**Section I. Theory of Pastoral Care Competencies**	
ITP1:	Articulate an approach to spiritual care, rooted in one's faith/spiritual tradition that is integrated with a theory of professional practice.	TPC1:	Articulate a theology of spiritual care that is integrated with a theory of pastoral practice.
ITP2:	Incorporate a working knowledge of psychological and sociological disciplines and religious beliefs and practices in the provision of spiritual care.	TPC2:	Incorporate a working knowledge of psychological and sociological disciplines and religious beliefs and practices in the provision of pastoral care.
ITP3:	Incorporate the spiritual and emotional dimensions of human development into one's practice of care.	TPC3:	Incorporate the spiritual and emotional dimensions of human development into the practice of pastoral care.
ITP4:	Incorporate a working knowledge of different ethical theories appropriate to one's professional context.	TPC4:	Incorporate a working knowledge of ethics appropriate to the pastoral context.
ITP5:	Articulate a conceptual understanding of group dynamics and organizational behavior.	TPC5:	Articulate a conceptual understanding of group dynamics and organizational behavior.
ITP6:	Articulate how primary research and research literature inform the profession of chaplaincy and one's spiritual care practice.		
Section II: Professional Identity and Conduct Competencies		**Section II: Identity and Conduct Competencies**	
PIC1:	Be self-reflective, including identifying one's professional strengths and limitations in the provision of care.	IDC3:	Identify one's professional strengths and limitations in the provision of pastoral care.
PIC2:	Articulate ways in which one's feelings, attitudes, values, and assumptions affect professional practice.	IDC4:	Articulate ways in which one's feelings, attitudes, values, and assumptions affect one's pastoral care.
PIC3:	Attend to one's own physical, emotional, and spiritual well-being.	IDC7:	Attend to one's own physical, emotional, and spiritual well-being.
PIC4:	Function in a manner that respects the physical, emotional, cultural, and spiritual boundaries of others.	IDC1:	Function pastorally in a manner that respects the physical, emotional, and spiritual boundaries of others.

PIC5:	Use one's professional authority as a spiritual care provider appropriately.	IDC2:	Use pastoral authority appropriately.
PIC6	Advocate for the persons in one's care.	IDC5:	Advocate for the persons in one's care.
PIC7:	Function within the Common Code of Ethics for Chaplains, Pastoral Counselors, Clinical Pastoral Educators, and Students.	IDC6:	Function within the Common Code of Ethics for Chaplains, Pastoral Counselors, Pastoral Educators, and Students.
PIC8:	Communicate effectively orally and in writing.	IDC8:	Communicate effectively orally and in writing.
PIC9:	Present oneself in a manner that reflects professional behavior, including appropriate attire, and grooming.	IDC9:	Present oneself in a manner that reflects professional behavior, including appropriate attire and personal hygiene.
Section III: Professional Practice Skills Competencies		**Section III: Pastoral Competencies**	
PPS1:	Establish, deepen and conclude professional spiritual care relationships with sensitivity, openness, and respect.	PAS1:	Establish, deepen and end pastoral relationships with sensitivity, openness, and respect.
PPS2:	Provide effective spiritual support that contributes to well-being of the care recipients, their families, and staff.	PAS2:	Provide effective pastoral support that contributes to well-being of patients, their families, and staff.
PPS3:	Provide spiritual care that respects diversity and differences including, but not limited to culture, gender, sexual orientation and spiritual/religious practices.	PAS3:	Provide pastoral care that respects diversity and differences including, but not limited to culture, gender, sexual orientation and spiritual/religious practices.
PPS4:	Triage and manage crises in the practice of spiritual care.	PAS4:	Triage and manage crises in the practice of pastoral care.
PPS5:	Provide spiritual care to persons experiencing loss and grief.	PAS5:	Provide pastoral care to persons experiencing loss and grief.
PPS6:	Provide religious/spiritual resources appropriate to the care recipients, families, and staff.	PAS7:	Provide religious/spiritual resources appropriate to the care of patients, families and staff.
PPS7:	Develop, coordinate, and facilitate public worship/spiritual practices appropriate to diverse settings and needs.	PAS8:	Develop, coordinate and facilitate public worship/spiritual practices appropriate to diverse settings and needs.
PPS8:	Facilitate theological/spiritual reflection for those in one's care practice.	PAS9:	Facilitate theological reflection in the practice of pastoral care.
PPS 9:	Facilitate group processes, such as family meetings, post trauma, staff debriefing, and support groups.		
PPS10	Formulate and utilize spiritual assessments, interventions, outcomes, and care plans in order to contribute effectively to the well-being of the person receiving care.	PAS6:	Formulate and utilize spiritual assessments in order to contribute to plans of care.
PPS11:	Document one's spiritual care effectively in the appropriate records.	PRO5:	Document one's contribution of care effectively in the appropriate records.

Section IV: Organizational Leadership Competencies		Section IV: Professional Competencies	
OL1:	Promote the integration of spiritual care into the life and service of the institution in which one functions.	PRO1:	Promote the integration of Pastoral/Spiritual Care into the life and service of the institution in which it resides.
OL2:	Establish and maintain professional and interdisciplinary relationships.	PRO2:	Establish and maintain professional and interdisciplinary relationships.
OL3:	Understand and function within the institutional culture and systems, including utilizing business principles and practices appropriate to one's role in the organization.	PRO3:	Articulate an understanding of institutional culture and systems, and systemic relationships.
OL4:	Promote, facilitate, and support ethical decision-making in one's workplace.	PRO4:	Support, promote, and encourage ethical decision-making and care.
OL5:	Foster a collaborative relationship with community clergy and faith group leaders.	PRO6:	Foster a collaborative relationship with community clergy and faith group leaders.

What Has Changed?

1. The **main title** has been changed and we are now using the word "**qualifications**" rather than "**standards**" in order to more clearly differentiate this document with the APC Standards of Practice for Professional Chaplains.
2. The **title for each section** has been changed to wording that brings more clarity to the areas of professional chaplaincy that they are describing.
3. The term "**patients**" has been changed to "**care recipients**" in order to be more inclusive of professional chaplains who do not serve in a health care context.
4. The term "**pastoral**" has been changed to "**spiritual**," "**professional**," or "**chaplain**" where appropriate in order to be more inclusive of religious and spiritual traditions that do not identify with the term "pastoral."
5. Certain competencies have been **reworded** to articulate more clearly the focus and meaning of the competency.
6. Certain competencies have been **reordered** so that a section might flow more logically.
7. **Section III: Professional Skills Competencies** has gone from **9** competencies to **11** competencies. The meeting of all the competencies in this section remains a requirement for full and provisional certification. If one or more of this section is missed the candidate is automatically recommended for "Subsequent Appearance Only."
8. The former competency **PRO5: Document one's contribution of care effectively in the appropriate records**, has been moved from **Section IV to Section III** because of the increased importance of documentation to professional chaplaincy. It is therefore now a competency that if not met will automatically result in a "Subsequent Appearance Only" recommendation from a committee.
9. **Two new competencies have been added**, **taking us from 29 competencies to 31**. These are: ITP6: Articulate how primary research and research literature inform the profession of chaplaincy and one's spiritual care practice. And PPS9: Facilitate group processes, such as family meetings, post trauma, staff debriefing, and support groups.