

Healthcare Chaplains Ministry Association

Professional Chaplaincy Competency Standards

An HCMA Board Certified Chaplain (BCC) and Certified Clinical Chaplain (CCC) gives evidence of the personal, theological, pastoral/spiritual care and professional competencies necessary to provide effective spiritual care in the healthcare setting.

A

Personal Identity and Conduct Competencies

These Personal Identity and Conduct Competencies are evidenced by the professional Chaplain's ability to:

1. Demonstrate self-knowledge that permits pastoral/spiritual care to be offered within the context of one's strengths and limitations.
2. Be a self-reflective person who is well grounded in a relationship to the Lord Jesus Christ, self and others.
3. Demonstrate emotional and spiritual maturity resulting in compassionate ministry that is respectful of other people, including their physical, emotional and spiritual boundaries.
4. Build peer relationships for the purpose of support, confrontation and clarification.
5. Articulate ways in which one's feelings, attitudes, values and assumptions affect one's pastoral/spiritual care.
6. Attend to one's own physical, emotional and spiritual well-being.
7. Use pastoral/spiritual authority appropriately.
8. Function according to the HCMA Code of Ethics, showing personal integrity in all areas of one's life.
9. Reflect professional behavior, including appropriate attire and personal hygiene.

B

Theology of Pastoral/Spiritual Care Competencies

These Theology of Pastoral/Spiritual Care Competencies are evidenced by the professional Chaplain's ability to:

1. Articulate and implement a pastoral/spiritual theology that is integrated with practical pastoral/spiritual care.
2. Reflect theologically and to facilitate that spiritual formation process in others.
3. Understand current theological/spiritual/religious beliefs, issues and practices among various religious groups as they affect pastoral/spiritual care.

4. Articulate a working knowledge of bio-ethical issues as they relate to pastoral/spiritual care.

C

Pastoral/Spiritual Care Competencies

These Pastoral/Spiritual Care Competencies are evidenced by the professional Chaplain's ability to:

1. Initiate, deepen and terminate pastoral relationships with sensitivity, openness and respect.
2. Provide effective pastoral/spiritual support that contributes to the well-being of patients/residents, their family and staff.
3. Communicate effectively with others through active listening and empathic responding.
4. Use spiritual assessment, planning, intervention and evaluation in order to contribute to the plan of care.
5. Offer pastoral/spiritual care that is respectful of diversity and differences, including age, culture, diagnosis, disability, economic status, ethnicity, gender, race, sexual orientation, social status and religious beliefs and practices.
6. Provide effective pastoral/spiritual care to those suffering grief and loss.
7. Understand ways in which psycho-social-spiritual dynamics and cultural/ethnic differences affect pastoral/spiritual care practices.
8. Triage and manage crisis situations in the practice of pastoral/spiritual care.
9. Develop, coordinate and facilitate public worship and spiritual practices appropriate to diverse settings and needs.
10. Support others in the application of their own values in decision-making.
11. Advocate for the persons in one's care.

D

Professional Competencies

These Professional Competencies are evidenced by the professional Chaplain's ability to:

1. Promote the integration of pastoral/spiritual care services into the systems of the healthcare institution.
2. Communicate effectively orally and in writing.
3. Establish and maintain professional and interdisciplinary relationships, giving evidence of understanding professional accountability within the operational systems in the clinical setting.
4. Articulate an understanding of institutional culture and systems, and systemic relationships.
5. Support, promote and encourage ethical decision-making and care.

6. Communicate effectively with other disciplines through the use of referral systems, chart entries (documentation of pastoral/spiritual care) and other mechanisms in the clinical setting.
7. Utilize pastoral/spiritual perspective and competence in a variety of functions, such as worship, teaching, administration and team building.
8. Foster collaborative relationships with community clergy and faith group leaders.
9. Articulate ways in which one has used supervision, consultation and peer group process to evaluate personal and professional growth in ministry.