

Mission, Vision, Values, Goals, Objectives



THE NATIONAL ASSOCIATION OF
CATHOLIC CHAPLAINS
STRATEGIC PLAN
2007-2012

NACC Mission Statement



The National Association of Catholic Chaplains advocates for the profession of spiritual care and educates, certifies, and supports chaplains, clinical pastoral educators, and all members who continue the healing ministry of Jesus in the name of the Church.

NACC Vision Statement . . . Toward 2012

The National Association of Catholic Chaplains (NACC) is cultivating the ministry of chaplaincy and transforming spiritual care locally, nationally, and globally to faithfully reflect the healing presence of Jesus Christ by:

- forming life-giving relationships with individuals, families, colleagues, and organizations;
- advancing compassionate care through creative educational and spiritual growth opportunities;
- promoting the dignity of persons of every age, culture, and state in life.

NACC is a light of hope, whose members are persistently advocating for those dedicated to the spiritual care of people experiencing pain, vulnerability, joy, and hope.

mission statement
vision statement

NACC Value Statements

D DISCIPLESHIP
Reflecting on and following the mission of Jesus in head, heart, and action.

I INTEGRITY
Living out the Gospel in all we do.

S STEWARDSHIP
Developing and utilizing wisely the gifts and resources entrusted to us.

C COMPASSION
Responding to the call of Jesus by sharing the suffering, hope, and joy of others.

I INCLUSIVITY
Welcoming, honoring, and fostering diversity that deepens our unity.

P PROFESSIONALISM
Providing competent and effective ministry within the field of spiritual care.

L LEADERSHIP
Collaborating to develop and nurture the necessary gifts for the direction of our ministry.

E EMPOWERMENT
Encouraging others to use their gifts within and beyond professional spiritual care.

values



Introduction and Welcome

June 12, 2007

With full and deeply grateful hearts, we celebrate the labor and delivery of a healthy new dream for the future of our association. In less than a year since conceiving the Vision and Action Initiative, the National Association of Catholic Chaplains has birthed a new era in our history.

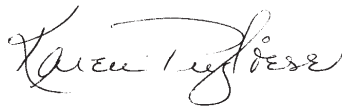
You hold in your hands the Mission, Values, Vision, Goals, and Objectives which will chart the course of our journey through June 2012. And while we are very proud of the work, we are even more overcome with gratitude for the generous gifts of so many members' time and talent. Theirs is the heart that beats within the document.

We hope you will find in these pages a clear commitment to strengthening the relationships we enjoy as a professional membership association. We value every opportunity to call one another to life in our respective ministries, to active engagement in our association in mutual support, and to collective action that will transform professional spiritual care, and thus transform the Church.

The NACC is poised to recruit new members more actively as the field of professional spiritual care becomes ever more diverse. We also commit ourselves to identify new and renewed educational opportunities that will connect our members to resources for our ongoing personal, professional, and spiritual development.

With the publication of this new Strategic Plan, a journey has ended and a new journey is begun. It has been our honor and pleasure to serve as midwives. Many hands and hearts will be needed to nurture and nourish the new life given us. We invite and welcome the community of faith who will respond to the call.

Sincerely,



Karen Pugliese, M.A.
Chair, Board of Directors



Rev. Thomas G. Landry III, S.T.B.
Interim Executive Director



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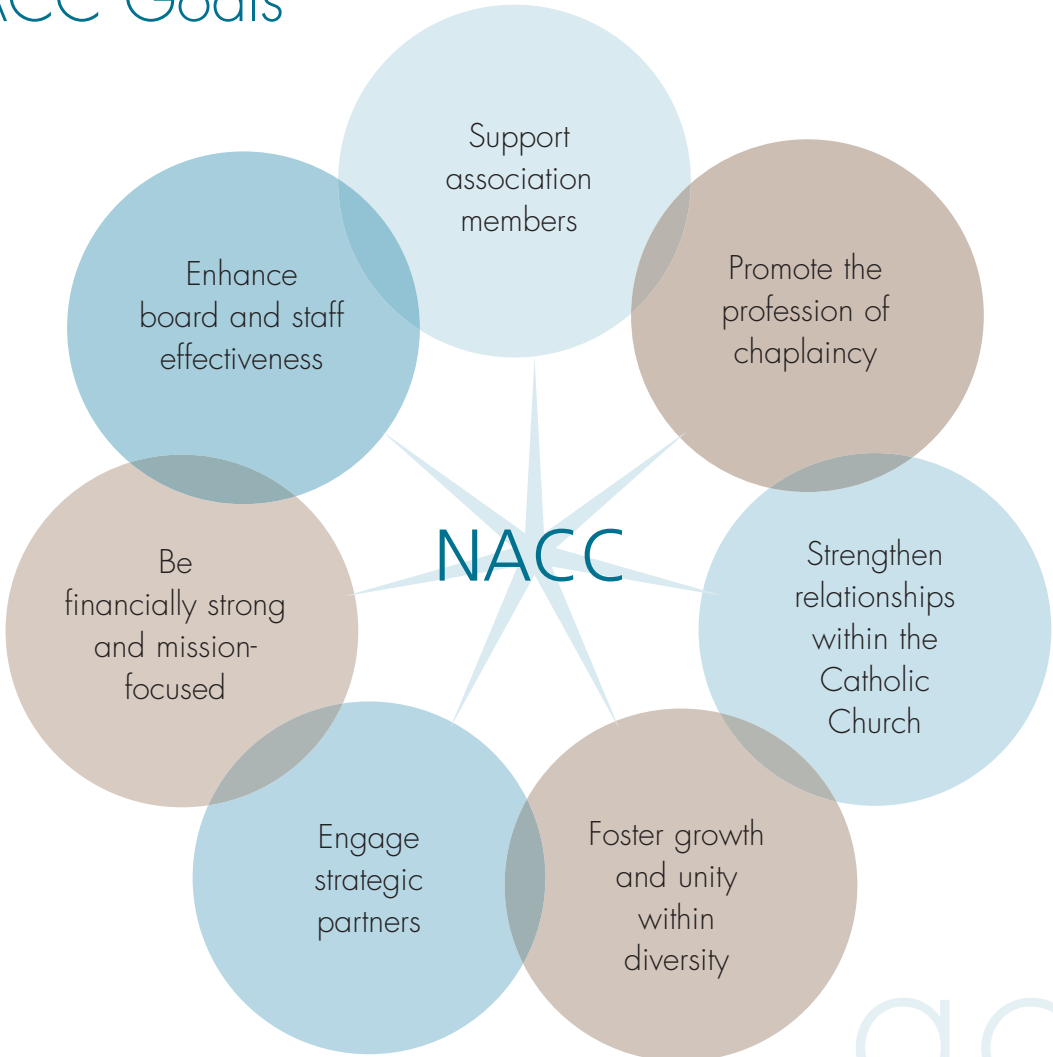
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strategic plan

NACC Goals



goals



Goals and Objectives



Dave Hrbacek / The Catholic Spirit

I. TO SUPPORT ASSOCIATION MEMBERS WITH CREATIVE EDUCATIONAL, SPIRITUAL, AND COMMUNICATION OPPORTUNITIES

- A. Strengthen the active participation of members at the local and national levels.
- B. Promote education and training options for chaplain and supervisor candidates.
- C. Develop, offer, and promote educational opportunities for members.
- D. Develop ongoing spiritual formation for members.
- E. Provide ways for former members to re-engage in the NACC.
- F. Enhance networking and communication among members.

II. TO PROMOTE THE PROFESSION OF CHAPLAINCY

- A. Advocate with and educate the bishops, The Joint Commission, the Catholic Health Association, the American Hospital Association, and CEOs of healthcare organizations on the value of certified chaplains and clinical pastoral educators, as well as on their role and needs.
- B. Work with the Spiritual Care Collaborative, the Catholic Health Association, and The Joint Commission to establish and recognize standards for Pastoral Care departments and providers.
- C. Provide educational materials for use with colleges and ministry groups to promote chaplaincy as a vocation and profession.
- D. Promote accredited CPE programs and increase the number of CPE supervisors.
- E. Benchmark staffing and wages of professionals with comparable training and experience.
- F. Provide resources to assist with developing and sustaining excellent spiritual care services.
- G. Partner with clinical research faculties in initiating studies on the value of professional spiritual care in healthcare settings.

III. TO STRENGTHEN THE NACC'S RELATIONSHIPS WITHIN THE CATHOLIC CHURCH

- A. Educate local ministry groups, parish/school staffs, and the wider Catholic community about chaplaincy.
- B. Enhance relationships with Catholic bishops on the local level.
- C. Strengthen the relationship between the NACC and the Episcopal Advisory Council.
- D. Build mutually beneficial relationships between the NACC and other national Catholic ministerial organizations, including the National Association for Lay Ministry, the National Catholic Education Association, Catholic Charities USA, and the National Conference of Catechetical Leaders.

IV. TO FOSTER GROWTH AND UNITY WITHIN DIVERSITY IN NACC

- A. Provide opportunities for all NACC members to further develop their understanding of and skill level for ministry with people from diverse backgrounds.
- B. Recruit candidates and support members from the young adult population.
- C. Recruit candidates and support members from all racial, ethnic, and cultural groups.
- D. Recruit candidates and support members from underrepresented geographic areas.
- E. Secure scholarship funding to support the training of chaplains from low-income backgrounds.





V. TO ENGAGE STRATEGIC PARTNERS IN COLLABORATIVE WORK TO LIVE OUT OUR MISSION

- A. Continue building a strong network within the Spiritual Care Collaborative.
- B. Strengthen the relationship between the NACC and the Catholic Health Association.
- C. Further develop the relationship between the NACC and The Joint Commission.
- D. Establish new strategic partnerships with related ministries and ministerial organizations, including the American Medical Association, the American Nurses Association, the American Red Cross, Hospice/Work Chaplains, the International Parish Nurse Resource Center, and Spiritual Directors International.

VI. TO CREATE A FINANCIALLY STRONG AND MISSION-FOCUSED ORGANIZATION

- A. Create and implement a long-range financial plan to secure the NACC's future.
- B. Develop and implement an effective marketing plan.
- C. Provide necessary development resources.
- D. Promote a culture where Board and Staff contribute to development efforts.
- E. Complete a feasibility study related to the costs and benefits of combining services with other membership associations within the Spiritual Care Collaborative.



VII. TO ENHANCE BOARD AND STAFF EFFECTIVENESS

- A. Develop and implement a transition plan with the Board, Executive Director, Staff, and Membership.
- B. Review and strengthen the association's governance structure as needed.
- C. Clarify the role and responsibilities of the Executive Director, Board, and Committees.
- D. Review and strengthen the association's staffing structure as needed.
- E. Provide ongoing formation opportunities for the Board and Staff.



goals and objectives



NACC History



The National Association of Catholic Chaplains is a professional association of chaplains and clinical pastoral educators who participate in the healing mission of Jesus Christ and His Church. We certify chaplains and supervisors of clinical pastoral education by the authority of the United States Conference of Catholic Bishops through its Commission on Certification and Accreditation. The national office in Milwaukee, WI, has nine full-time staffers.

Founded in 1965, the NACC's first members were ordained priests assigned as chaplains to hospitals and other settings for institutional ministry. These priests, looking to their Protestant counterparts who years earlier had formed a chaplains' association, recognized that ministry in the clinical setting required specialized training beyond the theological formation from the seminary. This new association soon began to develop programs and training for chaplains and CPE supervisors, eventually adding accreditation and certification processes.

Since its inception, the NACC has maintained its Roman Catholic mission and identity through providing quality pastoral care and administering sacraments when needed; embracing the Ethical and Religious Directives for Catholic Health Care Services; and maintaining ties between patients, families, and pastoral care providers in their home parishes.

Women religious were first admitted to the NACC in 1972, and laity and deacons soon followed. A fuller representation of the body of Christ was now preparing to minister out of its baptismal calling. The chaplain's presence is the face of Christ in attentive listening and caring to the person in pain, in the conversation arising from the crisis, and in the ethical dilemmas facing patients and their families.

Approximately 85 percent of our membership is now lay and religious. Other lay ministry associations in the Church have looked to the NACC for guidance in developing a ministry, designing education and training programs, writing standards and certification processes, and collaborating with other organizations.

Through our history, we have developed relationships with colleagues in the other pastoral care cognate groups. Like those organizations, we began to write standards for the profession, develop certification processes, advocate for the profession, and provide ongoing education and professional development. By the mid- to late 1970s, the major organizations were meeting and cooperating regularly.

In 2004, the pastoral care profession succeeded in writing one set of universal standards for the profession of chaplaincy, one set of universal standards for supervised pastoral education, and one code of ethics. The signatory groups were the NACC and the five other major pastoral care organizations in the United States and Canada (Association of Professional Chaplains, American Association of Pastoral Counselors, Association for Clinical Pastoral Education, Canadian Association for Pastoral Practice and Education, and the National Association of Jewish Chaplains). In 2007, these six groups legally incorporated their joint venture as the Spiritual Care Collaborative.

The Catholic chaplain today embodies both a profession recognized in the healthcare world and a ministry empowered in the healing Church. Clinically trained and certified lay, religious, and ordained ministers in the Church are the fruit of the original vision. This is the rich legacy of the National Association of Catholic Chaplains.

Acknowledgments

The NACC's Strategic Plan for the five years ending in 2012 could not have been written without the help of many people in many diverse settings.

The process began with a visioning retreat for the Board of Directors in July 2006. Two retreats for the Vision and Action Planning Committee followed, at which participants considered more than 100 responses from members on the NACC website and feedback from local focus groups. Additionally, the committee conducted a series of phone focus groups.

The NACC Board of Directors revised and approved the new plan on June 12, 2007. The Board affirmed the work of the Vision and Action Planning Committee and the amazing spirit of generosity and compromise each person demonstrated.

The Board also honored the thoughtful work on the goals and objectives contributed by the NACC staff. We particularly thank Executive Assistant Cindy Bridges, whose skills and talents were essential.

John Reid and Maureen Gallagher, our consultants from The Reid Group, have been partners and advocates for us in this ministry of the Church. They have developed nurturing, life-giving relationships with all they meet, and we are grateful beyond words.

acknowledgments

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