



**THE STANDARDS  
OF  
THE COLLEGE OF PASTORAL SUPERVISION  
AND PSYCHOTHERAPY  
2017**

The College of Pastoral Supervision and Psychotherapy, Inc. (CPSP) offers its programs in clinical pastoral education/training (CPE/CPT), pastoral psychotherapy, pastoral counseling and clinical chaplaincy as a unique form of ministry and education. The respect of the trainee's person and his/her personal growth, professional development and unique integration of the personal and professional is central to the CPSP mission.

The Standards provide guidance to chapters and other CPSP structures as they do their work of certifying and recertifying persons, accrediting programs, and upholding ethical standards. They ensure consistency in practice and application to ensure the quality and effectiveness of CPSP-certified individuals and accredited training programs. The Standards cannot address all possible situations involving individuals; where the Standards fail to address specific individual circumstances, the spirit of the Standards, informed by conversations with consultants and informed by the CPSP Covenant and By-Laws, will be applicable. The Standards are reviewed at least biannually by the Governing Council and updated as necessary. In situations or relationships where it appears that these Standards are in conflict with the Covenant, the spirit of the Covenant takes precedence.

## **The Covenant of the College of Pastoral Supervision and Psychotherapy**

We, the CPSP members, see ourselves as spiritual pilgrims seeking a truly collegial professional community. Our calling and commitments are, therefore, first and last theological. We covenant to address one another and to be addressed by one another in a profound theological sense. We commit to being mutually responsible to one another for our professional work and direction.

Matters that are typically dealt with in other certifying bodies by centralized governance will be dealt with primarily in chapters. Thus, we organize ourselves in such a way that we each participate in a relatively small group called a chapter consisting of approximately a dozen colleagues. Teaching or counseling programs directed by CPSP Diplomates are the primary responsibility of the chapter.

We commit ourselves to a galaxy of shared values that are as deeply held, as they are difficult to communicate. “Recovery of soul” is a metaphor that points toward these values. We place a premium on the significance of the relationships among ourselves. We value personal authority and creativity. We believe we should make a space for one another and stand ready to midwife one another in our respective spiritual journeys. Because we believe that life is best lived by grace, we believe it essential to guard against becoming invasive, aggressive, or predatory toward each other. We believe that persons are always more important than institutions, and even the institution of CPSP itself must be carefully monitored lest it take on an idolatrous character.

We intend to travel light, to own no property, to accumulate no wealth, and to create no bureaucracy. We are invested in offering a living experience that reflects human life and faith within a milieu of supportive and challenging community of fellow pilgrims

**The College of Pastoral Supervision and Psychotherapy**  
**[www.cpsp.org](http://www.cpsp.org)**

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## **100. ACCREDITATION**

Accreditation is an essential function of the covenant community, the means by which we ensure the accountability and quality of training programs, and communicate their effectiveness to the public.

Accordingly, provisional accreditation reflects the judgment that the resourcing of a training program justifies a reasonable expectation of a program's effectiveness in supporting the personal and professional development described elsewhere in these Standards. Full accreditation, then, validates the existence of the organizational, training, materiel, and environmental resources required to accomplish the objectives of the training program, and the effectiveness of training. The College confers full accreditation, or reaccreditation, only on the positive recommendation of a third-party accrediting body approved by the Governing Council.

**100.1** A program of clinical pastoral education/training or pastoral psychotherapy is immediately accredited, provisionally, upon

**100.1.1** Authorization of the program by the chapter responsible for oversight (§ 1220.2.3), designating the clinical supervisor, either

**100.1.1.1** A certified CPSP diplomate approved to conduct training, or

**100.1.1.2** A supervisor-in-training (SIT) or psychotherapy supervisory trainee in good standing with an approved training supervisor or training supervisor candidate.

**100.1.2** Registration of the program on the SIT Registry by the training supervisor or training supervisor candidate, if training be conducted by a supervisor-in-training.

**100.1.3** Submission of the Training Centers Data Form.

**100.1.4** Payment of annual fees.

**100.2** Provisionally accredited programs may continue to conduct training, provided

**100.2.1** The responsible chapter provides continuing oversight to the program (§ 1220.2.3), reporting on the program in the chapter's annual report.

**100.2.1.1** The supervisor shall report to the appropriate chapter annually, in the form prescribed by the Accreditation Oversight Committee, and as the chapter may require.

**100.2.1.2** Chapter oversight and consultation to a supervisor-in-training who has conducted training in a single program for two years (or more) shall be documented and reported, in addition, to the Accreditation Oversight Committee.

**100.2.2** Training Centers Data Form is current.

**100.2.3** Annual fees are current.

**100.2.4** The supervisor, if a supervisor-in-training, continues in good standing with an approved training supervisor or training supervisor candidate.

**100.3** Programs directed by a certified CPSP diplomate shall seek accreditation according to the procedures and timeline published by the Accreditation Oversight Committee; provisional accreditation continues as long as a training program and its diplomate are engaged with their chapter and the Accreditation Oversight Committee in the preparation and program review process.

**100.4** Accredited programs that are affected by the supervisor's inability to continue (§ 130.2.9) remain accredited. The chapter to which the diplomate conducting training is accountable will provide oversight, as required.

**100.5** The Accreditation Oversight Committee and the General Secretary shall oversee accredited programs in transition in collaboration with the chapter (§1220.2.3).

## **110. The Accredited Program**

An accredited training program may be established wherever access to appropriate structures for clinical pastoral training or pastoral psychotherapy training exist, including but not limited to public and private hospitals and mental health centers, parishes and congregations, counseling and psychotherapy centers, state and federal health and welfare institutions, drug rehabilitation centers, hospice centers, nursing home facilities, and urban inner-city programs. The accredited program provides a specific description of its administrative structure and lines of authority within the setting, and its compliance with all CPSP Standards. The accredited program shall provide the following essential program components:

**110.1** Financial, human, and physical resources sufficient to support the programs.

**110.2** A sufficient number and variety of persons in need of pastoral care and counseling so as to insure opportunities for ministry and learning.

**110.3** An advisory committee appointed by the CPSP diplomate charged with the responsibility of consulting with, evaluating, and supporting the program. Under the advisement of the diplomate's chapter, the chapter itself may serve as the advisory committee.

## **120. Educational and Training Resources**

The accredited program shall provide comprehensive educational resources including:

**120.1** A faculty of sufficient size to fulfill program goals.

**120.1.1** The faculty shall include one or more CPSP diplomates with close involvement in the administration and supervision of the programs.

**120.2.2** Adjunct faculty of related disciplines may be designated for teaching and consulting.

**120.2** A training curriculum congruent with the growth and education needs of the trainees, the CPSP Standards, and the CPSP Covenant.

**120.3** Access to media resources and training facilities (including physical meeting space and/or teleconferencing technology) adequate for CPSP Standards.

## **130. Written Policies and Procedures**

Accredited programs shall document relationships with both supported and supporting organizations in writing, and shall provide notice of all policies and procedures applicable to trainees and their training to both trainees and faculty. These documents shall include, but not be limited to, the following:

**130.1** The accredited program shall execute formal written agreements that specify the relationship and operational agreements between the CPSP program and any other agencies that utilize the services of the program.

**130.2** Accredited programs shall publish policies and procedures, which shall be available to the public. All trainees and program staff shall be fully informed of their content. These documents shall include, but not be limited to, the following:

**130.2.1** An admission policy that does not discriminate against persons because of race, ethnicity, national origin, class, age, physical disability, faith group background or affiliation, or sexual or gender identity, orientation or preference.

**130.2.2** A financial policy that states fees, payment schedules, refunds, stipends, and benefits.

**130.2.3** A complaint and grievance procedure that incorporates the oversight of the advisory council and/or the diplomate's chapter.

**130.2.4** A policy providing for maintenance of trainee records. Trainee records are to be maintained by the training site for three (3) years in either electronic or hard-copy format. In the fourth year, only the application will be maintained to show proof of the trainee participation, including a record of completed units. All other materials are to be physically shredded or otherwise permanently destroyed. As a minimum, records to be maintained would include the following:

1. Application face sheet and application materials
2. Final evaluations from trainees and supervisor, or SIT
3. Copies of any disciplinary actions and complaints or grievances filed by trainees

**130.2.5** A procedure for the discipline, dismissal, and withdrawal of trainees.

**130.2.6** A policy of ethical conduct of trainees and program staff consistent with the CPSP Code of Ethics.

**130.2.7** A policy that provides for trainee rights and responsibilities—one that adequately informs trainees regarding the requirements, procedures, and expectations associated with his/her professional role and function as a CPE/T trainee. This should, at a minimum, include trainees' rights to confidentiality, to be treated with respect and protected, and to receive quality clinical and educational experiences.

**130.2.8** An agreement for training at the ministry site that includes but is not limited to authorization to meet with patients, parishioners, or clients; access to appropriate clinical records; informed consent with regard to teaching materials; and agreement by the trainees to abide by center policies that protect confidentiality and the rights of clients, patients, and parishioners.

**130.2.9** A contingency plan for interruption of training units in progress. This plan should be in writing and filed with the chair of the advisory committee. The advisory committee and chapter are responsible, jointly, for implementing the contingency plan in order to complete current unit (§ 100.4).

#### **130.2.10** Program administration.

**130.2.10.1** Supervisors/training supervisors shall submit final evaluations on trainees/training supervisor candidates no later than 21 business days following the completion of the unit.

**130.2.10.2** Supervisors/training supervisors shall submit the Trainee Unit Verification Form for all trainees/training supervisor candidates no later than 21 business days following the completion of the unit to the CPSP Administrative Coordinator.

### **140. Public Statements**

The accredited program shall accurately describe the work and function of the training program. All statements in advertising, publications, recruitment, and academic calendars shall be accurate and current.

### **150. Fees**

All CPSP training programs are responsible financially for fees associated with program registration and for accreditation program review.

**150.1** Annual fees established by the Governing Council will reflect the differences in the variety of accredited training programs and the financial resources available to these programs.

**150.1.1** Programs affiliated with clinical or service institutions (“institutional programs”) such as hospitals, hospices, or other large organizations will be assessed an annual fee based upon the sponsoring institution’s total budget.

**150.1.2** Independent, non-institutional programs (such as smaller community-based, supervisory training, or teleconference-based programs) will be assessed an annual fee that reflects the financial resources available.

**150.2** Accreditation expenses and review fees are the responsibility of the training program.

### **160. Accreditation Process for Training Programs**

Provisionally accredited programs (§ 100, above) exhibit the community’s commitment to clarity and transparency. Such programs operate under multiple layers of oversight that include mentoring for both the supervisor and responsible chapter by members of the Accreditation Oversight Committee. *The CPSP Accreditation Manual* provides authoritative guidance concerning every aspect of the accreditation process, in addition to the following:

**160.1** Preparation for an accreditation program review must be initiated by the diplomate and her/his chapter within the following timeframes, commencing upon completion of a new program’s first unit of training:

**160.1.1** Within six (6) months, a self-study must be initiated and reported through the diplomate’s chapter to the Accreditation Oversight Committee.

**160.1.2** Within twelve (12) months, a program review must be scheduled to occur.

**160.2** A self-study portfolio shall be created by the diplomate and chapter overseeing the training program as an aid in examining and evaluating the program. The self-study portfolio shall document the manner in which the program conforms to the minimum requirements for a training program under published CPSP Standards. The diplomate will advise the Accreditation Oversight Committee and engage the assigned mentor.



**160.3** The convener of the chapter with oversight of the training program shall submit a letter of intent to the Accreditation Oversight Committee specifying its desire to seek accreditation status, along with the self-study portfolio. The convener and the diplomate supervisor shall be responsive to consultation from the Accreditation Oversight Committee.

**160.3.1** The Committee will forward the completed accreditation portfolio to the third-party accrediting body, with a request that the program review be performed.

**160.4** The Governing Council (or Executive Chapter) shall engage with a third-party accrediting body to conduct program reviews to establish that training programs satisfy CPSP standards; method and scope for each program review shall be agreed between the Executive Chapter and the accrediting body in advance, considering the environment in which training is conducted. All reasonable expenses of the program review are the responsibility of the training program being reviewed.

**160.5** When accreditation for a training program has been recommended, a certificate of accreditation will be presented at the next CPSP plenary. Following accreditation, the training program will remain accredited for the subsequent seven (7) years. The chapter of the CPSP diplomate will continue to provide oversight as required for all programs functioning under the auspices of a given chapter. (§ 1220.2.3)

**160.5.1** The process for reaccreditation includes all steps 160.2 through 160.4 ~~160.7~~, and shall be completed before the end of the current accreditation period.

## **200. STANDARDS FOR CLINICAL PASTORAL EDUCATION/TRAINING**

Accredited programs in clinical pastoral education/training shall implement admission to training, program content and structure, and objectives for the various levels of training in accordance with The Standards.

### ***210. Program Standards for Clinical Pastoral Education/Training (CPE/CPT)***

Clinical pastoral education/training was conceived as a method of learning pastoral practice in a clinical setting under supervision. The concept developed by Anton T. Boisen uses the case study method in theological inquiry – a study of “living human documents.” For over ninety years, CPE/CPT has developed in concert with the disciplines of medicine, psychology, the behavioral sciences, as well as with theology.

Program standards for CPE/CPT include the following:

- 210.1** The curriculum will provide for no less than 400 hours of supervised learning for a unit of CPE/CPT comprising a minimum of 100 hours of supervised clinical group and individual training and a minimum of 300 hours of supervised clinical experience. At least 200 hours of supervised learning is required for a half unit of CPE/CPT.
- 210.2** The actual practice of ministry to an appropriate variety of persons.
- 210.3** Pastoral supervision by a CPSP Diplomate in Pastoral Supervision or by a supervisor-in-training who is under general supervision of a CPSP Diplomate in Pastoral Supervision (Training Supervisor, or Training Supervisor Candidate ¶ 550).
- 210.4** Detailed reporting and evaluation of the practice of ministry.
- 210.5** Participation of trainees in a peer group, ensuring that a peer group shall be composed of no fewer than three and no more than eight persons in training, to allow for a variety of creative, interpersonal relationships that facilitate growth and learning.
- 210.6** Didactic instruction to enable the trainee to understand the particular needs of persons receiving ministry and the variety of ways of helping those persons. Material is utilized from all sources and disciplines that assist the trainees’ integration of theological understanding and knowledge of behavior sciences with personal and pastoral functioning.
- 210.7** A curriculum that enables trainees to meet the objectives of CPE/CPT, utilizes the unique resources of the center, takes into account the trainees’ interests, gifts, learning and growth needs and areas of specialization, if applicable.
- 210.8** An individual learning contract that relates individual objectives to CPE/CPT program objectives (¶ 230).
- 210.9** A final written evaluation of the experience, both by the trainee and by the CPE/CPT supervisor.

## **220. Admission to CPE/CPT**

An applicant's suitability for admission to any CPSP program of CPE/CPT is a matter of judgment by the accredited program in accordance with its admission policies. Requirements for admission to CPE/CPT include but are not limited to:

- 220.1** A completed application.
- 220.2** An admission interview with a qualified interviewer for persons for an initial unit of CPE/CPT to determine readiness for clinical learning.
- 220.3** A thorough review of the requirements (§ 700ff. and § 900 ff., below) for candidates who may aspire to certification by CPSP in clinical chaplaincy or pastoral counseling.]
- 220.4** Fulfillment of any prerequisites that might be required by a center for a particular program.

## **230. Objectives of CPE/CPT**

CPE/CPT is designed to provide theological and professional training utilizing the clinical method of learning in diverse contexts of ministry. There are professional benchmarks of expected outcomes from CPE/CPT, which formulate the competency objectives. They include:

- 230.1** To develop the ability to make use of the clinical process and the clinical method of learning. This includes the formulation of clinical data, the ability to receive and utilize feedback and consultation, and to make creative use of supervision.
- 230.2** To develop the self as a work in progress and to cultivate the understanding of the self as the principal tool in pastoral care and counseling. This includes the ability to reflect and interpret one's own life story both psychologically and theologically.
- 230.3** To demonstrate the ability to establish a pastoral bond with persons and groups in various life situations and crisis circumstances.
- 230.4** To demonstrate basic care and counseling, including listening, empathy, reflection, analysis of problems, conflict resolution, theological reflection and the demonstration of a critical eye so as to examine and evaluate human behavior and religious symbols for their meaning and significance.
- 230.5** To demonstrate the ability to make a pastoral diagnosis with special reference to the nature and quality of religious values.
- 230.6** To demonstrate the ability to provide a critical analysis of one's own religious tradition.
- 230.7** To demonstrate an understanding of the dynamics of group behavior and the variety of group experiences, and to utilize the support, confrontation and clarification of the peer group for the integration of personal attributes and pastoral functioning.
- 230.8** To demonstrate the ability to communicate and engage in ministry with persons across cultural boundaries.
- 230.9** To demonstrate the ability to utilize individual supervision for personal and professional growth, and for developing the capacity to evaluate one's ministry.
- 230.10** To demonstrate the ability to work as a pastoral member on an interdisciplinary team.
- 230.11** To demonstrate the ability to make effective use of the behavioral sciences in pastoral ministry.

**230.12** To demonstrate increasing leadership ability and personal authority.

**230.13** To demonstrate familiarity with the basic literature of the field: clinical, behavioral, and theological.

## **300. STANDARDS FOR PASTORAL PSYCHOTHERAPY TRAINING**

Accredited programs in pastoral psychotherapy training shall implement admission to training, program content and structure, and objectives for the various levels of training in accordance with The Standards.

### **310. Program Standards for Pastoral Psychotherapy Training**

The term “psychotherapy” is utilized by persons who function at a most advanced level in one of the mental health fields: psychiatry, psychology, social work, pastoral counseling, professional counseling, marriage and family counseling, or nursing. The term literally means “the cure of souls,” and has been the purview of religious work since antiquity. Psychotherapy has experienced great advances since the emergence of psychoanalytic thinking originally promoted by Freud.

All forms of psychotherapy have been significantly impacted by the psychoanalytic revolution of psychology.

The minister who practices pastoral psychotherapy must demonstrate mastery of the insights and principles of both theology and the behavioral disciplines, and more specifically, the contributions of psychology. The pastoral psychotherapist serves as a treatment resource for persons who are troubled or disabled and as a guide and counselor to persons seeking greater wholeness and self-awareness. The training and certification of a pastoral psychotherapist prepares and authorizes the minister to function at this most advanced proficiency level of ministry.

Program standards for pastoral psychotherapy training include the following:

- 310.1** No less than 400 hours of supervised learning for a unit of pastoral psychotherapy training.
- 310.2** The actual practice of ministry to an appropriate variety of persons.
- 310.3** Clinical supervision by a CPSP Diplomate in Pastoral Psychotherapy or by a Pastoral Psychotherapist who is under general supervision of a CPSP Diplomate in Pastoral Psychotherapy.
- 310.4** Detailed reporting and evaluation of the trainee’s clinical practice.
- 310.5** Participation by trainees in a peer group numbering at least three, and no more than eight (§ 210.5), to provide for experiential learning about group processes and behavior.
- 310.6** Didactic instruction on marriage and family systems, social and cultural diversity, post-modern and constructivist therapies, pastoral diagnosis, abnormal behavior, and addictions, thus enabling the trainee to understand the particular needs of persons and the variety of ways of helping them.
- 310.7** A curriculum that enables trainees to meet the objectives of pastoral psychotherapy training, utilizes the unique resources of the center, takes into account the trainees’ interests, gifts, learning and growth needs and areas of specialization, if applicable.
- 310.8** An individual learning contract that relates individual objectives to pastoral psychotherapy training objectives (§ 330).
- 310.9** A final written evaluation of the experience both by the trainee and by the clinical supervisor.

### **320. Admission to Pastoral Psychotherapy Training**

Admission to training in pastoral psychotherapy is based upon a face-to-face interview, which results in the endorsement of a CPSP chapter that the candidate has the vocational, academic and inner resources to become a pastoral psychotherapist. Admission also has the following formal requirements:

- 320.1** Master of Divinity, or Masters or Doctoral (or equivalent) level degree in theology, counseling, or related disciplines from an accredited college, university, or seminary or equivalent course of study particular to the candidate's faith tradition.
- 320.2** Fulfill the study requirements of sixty (60) semester hours or its equivalent in the core mental health and pastoral counseling disciplines. The academic credit must be supported by accredited colleges, universities, and programs of study. Equivalency credit can be given for consultation and subsequent examination by a CPSP-approved consultant. For equivalency, 15 contact hours will equal one semester hour.
- 320.3** Full-time pastoral experience.
- 320.4** Demonstrated personal maturity.
- 320.5** Completion of two units of clinical pastoral education/training or 800 hours of equivalent clinical training.
- 320.6** Acceptance into a program accredited by CPSP to offer training in pastoral psychotherapy.

### **330. Objectives of Pastoral Psychotherapy Training**

The goal of Pastoral Psychotherapy training is to enable the trainee to achieve high levels of competence in the art and science of Pastoral Psychotherapy so as to be able to function independently as a psychotherapist and pastor. Specific objectives include the following:

- 330.1** Development of the uniqueness of the trainee's person as a gift through which the trainee is able to offer an in-depth psychotherapeutic relationship for changing, sustaining and healing those in need.
- 330.2** The integration of the theory, theology, and practice of pastoral psychotherapy into a coherent sense of identity as a pastoral psychotherapist.
- 330.3** Achieving mastery of theory in the following conceptual areas: personality and psychosocial development; intensive psychotherapy and counseling; psychopathology and diagnosis; group psychotherapy and dynamics; marriage and family counseling, and the psychology of religious experience.
- 330.4** Development of a methodology of differential diagnosis to the practice of pastoral psychotherapy.
- 330.5** Development of an understanding of the dynamics of religious experiences and the implications for pastoral psychotherapy.
- 330.6** Development of the ability to relate the contributions of various disciplines to the psychotherapy task and to make appropriate use of professional collaboration.

## **400. COMMON CERTIFICATION STANDARDS**

CPSP offers certification to qualified individuals in the following areas: Diplomat in Pastoral Supervision, Diplomat in Pastoral Psychotherapy, Training Supervisor, Pastoral Psychotherapist, Pastoral Counselor, Associate Pastoral Counselor, Clinical Chaplain, Associate Clinical Chaplain, Hospice/Palliative Care, and Clinically Trained Minister.

Standards for certification include standards that are common to all CPSP certifications as well as standards that are unique to each level of certification. Some of the requirements are objective. Other requirements are matters of subjective judgment regarding a candidate's level of functioning. In general it should be clearly understood that (1) the certification process always emphasizes a candidate's ability to demonstrate the kind of profound personal and professional competence essential for clinical work in interpersonal relationships; (2) the completion of formal requirements is always seen in relation to such a demonstrated ability to function; and (3) certification is always a matter of judgment of one's professional peers who are delegated representatives of CPSP.

### **410. Requirements for Certification**

In order to seek certification in CPSP, candidates shall demonstrate the following:

**410.1** Education consistent with the required educational level for the certification being sought.

**410.2** Clinical training consistent with the required level of training for the certification being sought.

**410.3** Endorsement from the candidate's faith group for the ministry for which certification is sought, when such endorsement is a normal practice of the candidate's faith group.

**410.4** Evidence of subscription to The Covenant of the College of Pastoral Supervision and Psychotherapy and commitment to be governed by The Standards and The CPSP Code of Professional Ethics, in such form as the Governing Council may, from time to time, prescribe.

**410.4.1** If not submitted in conjunction with initial certification, subscription is mandatory for renewal of all certifications.

### **420. Reciprocity**

Persons who are certified as CPE/CPT supervisors, chaplains, psychotherapy supervisors, psychotherapists, or clinically trained ministers in other cognate groups may qualify for certification in CPSP at the corresponding level by reciprocity, on a case-by-case basis, on the recommendation of one's chapter, with the Certification of Individuals Committee (hereinafter, Certification Committee) granting approval.

**420.1** Reciprocity for required training or education must be established by a certified chapter in consultation with the Certification Committee prior to one's being accepted into training as a supervisor and prior to candidate's engaging any training for the chosen level of certification.

### **430. Equivalencies**

Candidates must request approval for equivalency for the training or education requirements for the certifications being sought.

**430.1** Equivalencies for education or training requirements shall be substantively similar to the stated requirements for the desired certification.

**430.2.** Approval of equivalency for required training or education shall be determined by the candidate's chapter prior to candidate's engaging any training for the chosen level of certification, subject to a consultation review by the Certification Committee with the Executive Chapter making the final judgment.

### **440. Chapter Certification Consultations**

The purpose of the consultation is to establish that the candidate has achieved the competencies expected for the level of certification for which applying.

**440.1** Prior to the consultation, the candidate shall submit to the chapter all written and video materials required by CPSP Standards for the level of certification sought. These materials shall reflect professional-level content, form, and organization.

**440.1.1** The chapter may decline to conduct the pre-certification consultation if, in their judgment, the candidate is not prepared.

**440.2** Candidates seeking certification first must be reviewed by their chapter to determine readiness to meet with the Certification Committee.

**440.2.1** Certified chapters with no less than four members certified at the same level as the certification sought by the candidate shall conduct the initial stage of the consultation review.

**440.2.2** Chapters with fewer than four members certified at the level sought by the candidate shall proceed to establish a consultation with a chapter certified to provide the consultation. (§ 1220.9).

**440.3** The consultation may address any issues covered in the candidate's written materials and other personal or professional matters that are relevant to the candidate's ability to function at the level for which he or she seeks certification.

**440.4** Upon completion of the committee's deliberations, the candidate shall be immediately informed of their recommendation.

**440.4.1** Candidates recommended to proceed to the certification review process will be reported to the Certification Committee. The Chapter Consultation Report shall address, among other items, the chapter's understanding of the candidate's strengths, weaknesses, clinical and professional functioning, and shall include the candidate's written materials.

**440.4.2** If the chapter's consultation committee determines, following its review, that the candidate needs further professional preparation and development, the chapter will continue to support and guide the candidate in addressing the deficiency.

**440.4.3** When the chapter is satisfied with the candidate's progress in remediating all deficiencies, the chapter may invite the candidate to resume the consultation process at the initial stage (§ 430.1).



## **450. Certification Review**

**450.1** Candidates recommended to proceed to the certification review shall

**450.1.1** Pay the appropriate fee to the CPSP Treasurer.

**450.1.2** Formally request to meet with the certification review panel not later than 60 days prior to appearing for certification review.

**450.1.2** Submit the materials previously reviewed by the candidate's chapter to the Certification Committee not later than 60 days prior to appearing for certification review.

**450.2** The candidate's materials will be referred to a certification review panel, appointed by the Certification Committee.

**450.2.1** Certification review panels will be scheduled, EXCEPT for sub-specialty certifications in Hospice and Palliative Care and Clinically Trained Ministers, for which the records review is the final stage.

## **500. Training and Certification as a Diplomate in Pastoral Supervision or Training Supervisor**

Diplomates in Pastoral Supervision and diplomates who are Training Supervisors are specialists in supervising programs of Clinical Pastoral Education who have integrated the disciplines of theology and the social/behavioral sciences, both personally and in clinical practice. Specifically, all diplomates conducting or proposing to conduct supervisory training (also known as training supervisors) must be experienced supervisors who complete a prescribed process of qualification and certification after having been certified as a diplomate. The trainee in supervisory CPE/CPT (Supervisor-in-Training) will learn the art of clinical pastoral education/training in a setting and with a curriculum prescribed by the Training Supervisor/ Training Supervisor Candidate that enables the following:

**500.1** Establishment of a unique, valued, respected, intensive mentoring relationship with a Training Supervisor or Training Supervisor Candidate who will support the modeling and personal and professional integration of the candidate.

**500.2** Mastery of theories related to supervision using conceptual models from theology, social and behavioral sciences, and education.

**500.3** Practice of supervision under the supervision of a Training Supervisor or Training Supervisor Candidate.

**500.4** Demonstration of the integration of person, theory, theology, and practice of clinical pastoral education.

**500.5** Ongoing consultation with other CPSP diplomates, supervisors-in-training, adjunct faculty and the trainee's chapter.

**500.5.1** Before offering any CPSP training, the supervisor-in-training shall participate in a consortium/peer group of supervisors-in-training, under the direction of their training supervisor(s) that meets regularly for the purposes of collaboration, sharing learning, mutual support, and setting and maintaining high standards of clinical pastoral training.

**500.5.2** Each consortium/peer group shall gather together, face-to-face, along with their training supervisor(s), where it is geographically possible as often as is reasonable.

**500.5.3** Peer group meetings shall be scheduled preceding each National Clinical Training Seminar (NCTS) and the Plenary when possible; training supervisor candidates are encouraged to participate in the full schedule of subsequent NCTS/Plenary activities.

## **510. Requirements for Admission to Training as a Supervisor-in-Training or Training Supervisor**

CPE/CPT supervisory training is designed for qualified persons with demonstrated pastoral, professional, and clinical experience to learn the art and science of clinical pastoral supervision. Clinical Pastoral Education supervisory training may be conducted only by Diplomates in Pastoral Supervision who have fulfilled the requirements of ¶ 530-540 (below) and been approved as a training supervisor or are in process as a training supervisor candidate.

### **510.1** Consultations to establish readiness to enter training program

**510.1.1** The candidate will establish a consultation with a qualified chapter to determine readiness to enter into a program of clinical pastoral supervision to become a Supervisor-in-Training or a Training Supervisor.

**510.1.2** The chapter will determine if the candidate is prepared for the next step in the process, i.e. meeting with the Certification Committee for the second level of consultation.

**510.1.3** The Certification Committee makes the final judgment regarding the candidate's readiness to enter training as a Supervisor-in-Training or Training Supervisor.

**510.1.4** If the candidate receives an affirmative from the Certification Committee's consultation, the candidate is able to establish a training program under the supervision of a Training Supervisor and the oversight of the sponsoring chapter. The candidate and the chapter will be provided a Consultation Report from the Certification Committee within 30 days.

### **510.2** The candidate will show documented evidence of the following:

**510.2.1** Master of Divinity or Masters or Doctoral (or equivalent) level degree in theology, counseling, or related disciplines from an accredited college, university, or seminary, or equivalent course of study.

**510.2.2** Completion of a minimum of four (4) units of CPE/CPT or 1,600 hours of equivalent clinical training. In the case of candidates seeking Training Supervisor training, she/he will provide documentation of their diplomate certification.

**510.2.3** Certification as a Board Certified Clinical Chaplain or Diplomate in Pastoral Supervision.

**510.2.4** Significant full-time pastoral experience.

**510.2.5** Personal maturity and a record of professional competence.

**510.2.6** Acceptance for training by a Diplomate in Pastoral Supervision who is qualified as a training supervisor or training supervisor candidate (in consultation with his/her training supervisor) (¶ 540), and subsequent endorsement by the diplomate's chapter.

## **520. Objectives of All Supervisory Clinical Pastoral Education Training**

The goals of supervisory training are to provide all the resources needed to develop the uniqueness of the trainee's persona, to be a mentor to trainees, and to learn to live and work in the dynamic and in-depth relationship milieu that characterizes Clinical Pastoral Education training. Specific objectives include the following:

- 520.1** Attaining competence as a clinical pastoral supervisor:
  - 520.1.1** Establishing relationships with trainees.
  - 520.1.2** Developing appropriate curricula.
  - 520.1.3** Learning to present one's own unique personality and history as an instrument to facilitate the trainee's growth, learning, and emergence as a clinician.
  - 520.1.4** Evidencing significant learning and ability in applying knowledge of group relations from a psychodynamic perspective, in a supervisory role.
- 520.2** Demonstrating competence in using conceptual models from theory and practice in clinical pastoral supervisory approaches. The candidate shall demonstrate knowledge of the literature relating to the field of clinical pastoral supervision.
- 520.3** Demonstrating competence in individual supervision that includes:
  - 520.3.1** The ability to supervise the trainee's pastoral work, giving attention to unique patterns of personal and professional development; facilitating movement toward personal and pastoral identity;
  - 520.3.2** Demonstrating sensitivity to the trainee's psychological development, individual learning patterns, and diverse religious histories
  - 520.3.3** Demonstrating competence in the process of defining and evaluating the trainee's pastoral and personal strengths and challenges.

## **530. Competencies of CPE/CPT Supervisors in Clinical Pastoral Supervision and Training Supervisors**

- 530.1** Demonstrated pastoral competence
- 530.2** Demonstrated pastoral care, counseling, competence as evidenced by certification as a clinical chaplain by CPSP or another cognate group, or having achieved the status of Diplomate in Pastoral Supervision.
- 530.3** Demonstrated conceptual competence
- 530.4** Demonstrated fulfillment of the objectives of all supervisory clinical pastoral education training. (§ 520).
- 530.5** Familiarity with and an ability to utilize group-relations theory in practice.
- 530.6** Demonstrated integration of one's unique history, theory, and theology with one's practice of clinical pastoral supervision.
- 530.7** Demonstrated ability to choose methods of individual and group supervision appropriate to specific individuals and groups.
- 530.8** Demonstrated ability to plan and administer a program of Clinical Pastoral Education training or a program leading to certification as a Diplomate in Pastoral Education or Training Supervisor.

**530.9** Familiarity with diverse conceptual frameworks in pastoral theology and the social and behavioral sciences as these relate to pastoral functioning.

**530.10** Professional competence.

**530.11** Recommendation for certification by the candidate's primary training supervisor and the sponsoring chapter.

**530.12** Evidence of having completed a personal, therapeutic, psychodynamic journey in the service of self-understanding.

**530.13** Evidence of high ethical commitment, including respect for the worth and rights of persons and an understanding and assent to the CPSP Code of Ethics.

**530.13.1** No one shall commence training as a supervisor-in-training, represent him/herself as a supervisor-in-training, or offer training in CPE/CPT who has not completed the application requirements (§ 510, above) or is not in good standing with a qualified training supervisor or training supervisor candidate. (§ 500, 550)

#### **540. Certification as CPSP Diplomate in Pastoral Supervision or Training Supervisor**

A candidate, in consultation with his/her training supervisor, shall request a consultation with the candidate's certified Chapter to determine the candidate's readiness to present themselves and their work for certification as a Diplomate in Pastoral Supervision or Training Supervisor. (§ 430).

**540.1** Candidates seeking a consultation with their chapter shall submit supporting materials required by *The CPSP Certification Manual*. These materials shall reflect and demonstrate a working knowledge and clinical acuity to attend to psychodynamic group process, including unconscious elements as appropriate.

**540.2** The chapter consultation, when geographically possible, shall be conducted face-to-face and not exceed two hours in duration. The consultants may address any issues covered in the candidate's written materials and other personal or professional matters that are relevant to the candidate's ability to function at the level of training sought.

**540.3** Upon completion of the committee's deliberations, the candidate immediately shall be informed of the committee's recommendation.

**540.4** A Chapter's written Consultation Report for a candidate recommended to proceed to the certification review process will be forwarded to the Certification Committee. The Chapter Consultation Report shall address, among other items, the chapter's understanding of the candidate's strengths, challenges, clinical and professional functioning.

## **550. Certification Review of Diplomates in Pastoral Supervision and Training Supervisors**

- 550.1** Candidates recommended to proceed to the certification review shall
  - 550.1.1** Pay the appropriate fee to the CPSP Treasurer.
  - 550.1.2** Formally request to meet with the certification review panel not later than 60 days prior to appearing for certification review.
  - 550.1.3** Submit the materials previously reviewed by the candidate's chapter to the Certification Committee not later than 60 days prior to appearing for certification review.
- 550.2** A Certification Committee review panel shall be scheduled for individuals recommended to proceed.
  - 550.2.1** Authorization to function independently as a training supervisor becomes effective upon certification.

## **600. Psychotherapy Supervisory Training and Certification as a Diplomate in Pastoral Psychotherapy**

Psychotherapy supervisors are specialists in supervising programs of pastoral psychotherapy who have integrated the disciplines of theology and the social/behavioral sciences, both personally and in clinical practice. The candidate in pastoral psychotherapy supervision will pursue mastery of this art and science, as follows:

- 600.1** Establishment of a unique, valued, respected, intensive mentoring relationship with a CPSP Diplomate in Pastoral Psychotherapy or Psychotherapy Supervisor Candidate who will support the modeling and personal and professional integration of the candidate.
- 600.2** Mastery of theories related to supervision using conceptual models from theology, the social and behavioral sciences, and education.
- 600.3** Practice of supervision under the supervision of a CPSP Diplomate in Pastoral Psychotherapy, or equivalent.
- 600.4** Demonstration of the integration of theory and practice of supervision into one's personal and pastoral identity, and development of his or her identity as an educator.
- 600.5** Ongoing consultation with other CPSP diplomates, consultants, adjunct faculty and the trainee's chapter.

## **610. Requirements for Admission to Psychotherapy Supervisory Training**

Requirements for admission to psychotherapy supervisory training are designed for qualified persons with demonstrated pastoral, professional and clinical experience to learn the art of pastoral psychotherapy supervision. Admission to supervisory training is contingent upon a face-to-face interview, which results in the conviction by a chapter that a given candidate has the resources to become a pastoral psychotherapy supervisor. Admission also requires the following:

- 610.1** Certification as a pastoral psychotherapist. (§ 800)
- 610.2** Significant full-time pastoral experience.
- 610.3** Personal maturity and a record of professional competence.
- 610.4** Acceptance for psychotherapy supervisory training by a Diplomate in Pastoral Psychotherapy, and subsequent endorsement by the diplomate's chapter.

## **620. Objectives of Psychotherapy Supervisory Training**

The goal of psychotherapy supervisory training is to develop the uniqueness of the trainee's persona, to be a mentor to trainees, and to learn to live and work in the dynamic and in-depth relationship milieu that characterizes pastoral psychotherapy training. Specific objectives include the following:

- 620.1** Attaining competence as a pastoral psychotherapy supervisor:
  - 620.1.1** Establishing relationships with trainees.
  - 620.1.2** Developing appropriate curricula.
  - 620.1.3** Learning to present one's own unique personality and history as an instrument to facilitate the trainee's growth, learning and professional development.
- 620.2** Attaining competence in pastoral psychotherapy supervision.
- 620.3** Attaining competence in individual supervision which includes:

**620.3.1** The ability to supervise the trainee's pastoral psychotherapy work, giving attention to unique patterns of personal and professional development; facilitating movement toward personal and pastoral identity.

**620.3.2** Demonstrating sensitivity to the trainee's psychological development, individual learning patterns, and diverse religious histories.

**620.3.3** Developing competence in the process of defining and evaluating the trainee's pastoral and personal resources.

## **630. Competencies of Pastoral Psychotherapy Supervisors**

**630.1** Demonstrated pastoral competence

**630.2** Demonstrated pastoral care and counseling competence as evidenced by certification as a pastoral psychotherapist by CPSP or another cognate group, or by meeting the criteria for pastoral psychotherapist certification in these Standards.

**630.3** Demonstrated conceptual competence

**630.4** Demonstrated fulfillment of the objectives of Psychotherapy Supervisory Training (§ 620).

**630.5** Familiarity with and an ability to utilize group-relations theory in practice, as evidenced by completion of an intensive, residential Tavistock group-relations conference of no less than three days.

**630.6** An understanding of how one's person is integrated with professional identity and function as a pastoral psychotherapy supervisor.

**630.7** Demonstrated ability to choose methods of individual and group supervision appropriate to specific individuals and groups.

**630.8** Demonstrated ability to plan and administer a program of pastoral psychotherapy training.

**630.9** Familiarity with diverse conceptual frameworks in pastoral theology and the behavioral sciences as these relate to pastoral functioning.

**630.10** Professional competence.

**630.11** Demonstrated achievement in at least three of the following areas: academic (doctoral-level degree), research, publication, leadership in CPSP, contribution to faith group and/or community, or contribution to another mental health discipline.

**630.12** Recommendation for certification by the candidate's primary training supervisor and the sponsoring chapter.

**630.13** Evidence of having completed a personal, psychodynamic-oriented psychotherapeutic investigation by a psychotherapist recognized and accepted by the candidate's training supervisor. This investigation shall be of no less than twelve months and its efficacy shall be measured by the candidate's subsequent ability to articulate and demonstrate integration of personal and professional strengths and weaknesses, personal integrity and pastoral identity, and emotional maturity.

**630.14** Evidence of high ethical commitment, including respect for the worth and rights of persons and an understanding and assent to the CPSP Code of Professional Ethics.



### **640. Certification as CPSP Diplomate in Pastoral Psychotherapy**

A candidate who completes requirements for pastoral psychotherapy supervisor is eligible to meet with his/her chapter for examination of competency and proficiency (§ 440). If the candidate fulfills criteria for supervisory status, and if the candidate is fully informed and committed to all expectations of participation in chapter life, then the chapter shall recommend the candidate for certification as a Diplomate in Pastoral Psychotherapy (§ 440.4.1).

Candidates for certification as a Diplomate in Pastoral Psychotherapy must submit supporting materials as required by the chapter, to include, as a minimum, those materials required by *The CPSP Certification Manual*.

### **650. Qualification of Diplomates in Pastoral Psychotherapy to Function as Training Supervisors**

**650.1** All diplomates in pastoral psychotherapy conducting or proposing to conduct supervisory training (training supervisors) must provide satisfactory evidence of having fulfilled 640.1-640.5 (above).

**650.2** A diplomate commencing supervisory training must have approval of the diplomate's chapter.

**650.3** Chapters with fewer than four (4) diplomate members shall consult with a sponsoring chapter prior to approving a training supervisor, and document this consultation in their annual report. (§ 1110.4)

**650.4** Training supervisors must work in concert with other training supervisors in a consortium approved by the Certification of Individuals Committee. The nature and extent of the consortium will be reviewed and approved by the Certification of Individuals Committee. The consortium will provide peer support for the training supervisor as well as opportunities for peer review for pastoral psychotherapy supervisor trainees.

## **700. STANDARDS FOR CLINICAL CHAPLAINCY**

CPSP requires that all accredited programs that offer training in clinical chaplaincy function in accordance with CPSP Standards, which address admission to training, program content and structure, and objectives for the various levels of training.

The trainee in clinical chaplaincy will pursue mastery of this art and science in a setting and with a curriculum to enable the following:

**700.1** Establish a unique and intensive relationship with a CPSP Diplomate in Pastoral Supervision or supervisor-in-training who will supervise and support the personal and professional integration of the candidate.

**700.2** Complete a supervised clinical internship as a chaplain.

**700.2.1** For certification as Associate Clinical Chaplain, this requirement is satisfied by a minimum of 2 units of CPE/CPT or 800 hours of equivalent clinical training.

**700.2.2** For certification as Clinical Chaplain, this requirement is satisfied by a minimum of 4 units of CPE/CPT or 1,600 hours of equivalent clinical training.

**700.3** Participate in a peer group of clinical chaplain trainees for continuous case studies and to facilitate a creative interpersonal process for growth and learning.

**700.4** Receive didactic instruction so as to enable the trainee to understand the particular needs of persons receiving ministry and the variety of ways of helping such persons.

### ***710. Admission to Clinical Chaplaincy Training***

An applicant's suitability for admission to clinical chaplaincy training is a matter of judgment by the accredited program in accordance with its admissions policies. Core requirements for admission to training are outlined above (§ 220).

### ***720. Objectives of Clinical Chaplaincy Training***

The goal of clinical chaplaincy training is to enable the trainee to achieve high levels of competence in the art and science of clinical chaplaincy. Specific objectives include the following:

**720.1** Development of the uniqueness of the trainee's person as a gift through which the trainee is able to offer a pastoral relationship to a variety of persons.

**720.2** Development of a professional identity as a chaplain through the integration of theory, theology, and the practice of pastoral care.

**720.3** Acquire a comprehensive understanding of theory in such conceptual areas as: personality and psychosocial development; group and systems theory; the resource of religious symbols and values; and the psychology of the religious experience.

### **730. Competencies of Clinical Chaplains**

- 730.1** Clinical competence, as evidenced by satisfactory evaluations of the candidate's clinical training experience.
- 730.1.1** For Associate Clinical Chaplain, a minimum of 2 units of CPE/CPT or 800 hours of equivalent clinical training, or
- 730.1.2** For Clinical Chaplain, a minimum of 4 units of CPE/CPT or 1,600 hours of equivalent clinical training.
- 730.2** Theological competence, as evidenced by completion of the following:
- 730.2.1** (For Associate Clinical Chaplain) a Master of Divinity, or Masters or Doctoral (or equivalent) level degree in theology, counseling, or related disciplines from an accredited college, university, or seminary or equivalent course of study particular to the candidate's faith tradition, OR 4 units of CPE/CPT or 1,600 hours of equivalent clinical training with a sophisticated knowledge in the field of theology, validating the completion of core theological and practical competencies necessary for functioning in this area of specialized ministry.
- 730.2.2** (For Clinical Chaplain) a Master of Divinity, or Masters or Doctoral (or equivalent) level degree in theology, counseling, or related disciplines from an accredited college, university, or seminary or equivalent course of study particular to the candidate's faith tradition.
- 730.3** Demonstrated ability to relate with high personal and professional proficiency to persons in crisis who may represent a variety of theological and cultural perspectives.
- 730.4** Demonstrated ability to make an integrated clinical/pastoral/spiritual assessment with special reference to understanding the nature and quality of religious symbols and spiritual values.
- 730.5** Demonstrated knowledge of the core bibliography, including but not limited to: crisis intervention theory and practice; grief and loss; interdisciplinary and interfaith patient care; spiritual diagnosis; group and family systems theory and behavior; gender issues in pastoral care; and ethical issues and boundaries in pastoral care.
- 730.6** Evidence of high ethical commitment, including absolute respect for the worth and rights of persons and an understanding and assent to the CPSP Code of Professional Ethics.

### **740. Certification of Clinical Chaplains/Associate Clinical Chaplains**

A candidate who completes requirements for Clinical Chaplain/Associate Clinical Chaplain is eligible to meet with his/her chapter for examination of competence and proficiency (§ 440). If the candidate fulfills criteria for certification, and if the candidate is fully informed and committed to all expectations of participation in chapter life, then the Chapter shall recommend the candidate for certification as a Clinical Chaplain/Associate Clinical Chaplain (§ 440.4.1).]

Candidates for Clinical Chaplain/Associate Clinical Chaplain must submit supporting materials as required by the chapter, to include, as a minimum, those materials required by The CPSP Certification Manual.

## **800. STANDARDS FOR PASTORAL PSYCHOTHERAPY**

The term “psychotherapy” is utilized by persons who function at a most advanced level in one of the mental health fields: psychiatry, psychology, social work, pastoral counseling, professional counseling, marriage and family counseling, or nursing. The term literally means “the cure of souls,” and has been the purview of religious work since antiquity. Psychotherapy has experienced great advances since the emergence of psychoanalytic thinking originally promoted by Freud.

All forms of psychotherapy have been significantly impacted by the psychoanalytic revolution of psychology.

The minister who practices pastoral psychotherapy must demonstrate mastery of the insights and principles of both theology and the behavioral disciplines, and more specifically, the contributions of psychology. The pastoral psychotherapist serves as a treatment resource for persons who are troubled or disabled and as a guide and counselor to persons seeking greater wholeness and self-awareness. The training and certification of a pastoral psychotherapist prepares and authorizes the minister to function at this most advanced proficiency level of ministry.

### ***810. Admission to Pastoral Psychotherapy Training***

Admission to training in pastoral psychotherapy is based upon a face-to-face interview, which results in the endorsement of a CPSP chapter that the candidate has the vocational, academic and inner resources to become a pastoral psychotherapist. Admission also has the following formal requirements:

**810.1** Master of Divinity, or Masters or Doctoral (or equivalent) level degree in theology, counseling, or related disciplines from an accredited college, university, or seminary or equivalent course of study.

**810.2** Fulfill the study requirements of sixty (60) semester hours or its equivalent in the core mental health and pastoral counseling disciplines. The academic credit must be supported by accredited colleges, universities, and programs of study. Equivalency credit can be given for consultation and subsequent examination by an approved consultant. For equivalency, 15 contact hours will equal one semester hour.

**810.3** Full-time pastoral experience.

**810.4** Demonstrated personal maturity.

**810.5** Completion of two units of clinical pastoral education/training or 800 hours of equivalent clinical training.

**810.6** Acceptance into a program accredited by CPSP to offer training in pastoral psychotherapy.

### ***820. Objectives of Pastoral Psychotherapy Training***

The goal of Pastoral Psychotherapy training is to enable the trainee to achieve high levels of competence in the art and science of pastoral psychotherapy so as to be able to function independently as a psychotherapist and pastor. Specific objectives include the following:

**820.1** Development of the uniqueness of the trainee’s person as a gift through which the trainee is able to offer an in-depth psychotherapeutic relationship for changing, sustaining and healing those in need.

**820.2** The integration of the theory, theology, and practice of pastoral psychotherapy into a coherent sense of identity as a pastoral psychotherapist.

**820.3** Achieving mastery of theory in the following conceptual areas: personality and psychosocial development; intensive psychotherapy and counseling; psychopathology and diagnosis; group psychotherapy and dynamics; marriage and family counseling, and the psychology of religious experience.

**820.4** Development of a methodology of differential diagnosis to the practice of pastoral psychotherapy.

**820.5** Development of an understanding of the dynamics of religious experiences and the implications for pastoral psychotherapy.

**820.6** Development of the ability to relate the contributions of various disciplines to the psychotherapy task and to make appropriate use of professional collaboration.

### **830. Competencies for Pastoral Psychotherapists**

**830.1** Demonstrated pastoral competence.

**830.2** Demonstrated conceptual competence.

**830.3** Evidence of fulfillment of the Objectives of Pastoral Psychotherapy Training (§ 820).

**830.4** Complete a minimum of 1,650 hours of pastoral psychotherapy practice with a minimum of 250 hours of clinical supervision, preferably with two or more CPSP diplomates in pastoral psychotherapy.

**830.5** Familiarity with and an ability to utilize group-relations theory in practice, as evidenced by completion of an intensive, residential Tavistock group relations conference of no less than three days.

**830.6** An understanding of how one's person is integrated with professional identity and function as a pastoral psychotherapist.

**830.7** Familiarity with diverse conceptual frameworks in pastoral theology and the behavioral sciences as these relate to pastoral functioning.

**830.8** Demonstrated professional competence

**830.9** Recommendation for certification by the candidate's primary trainer and the sponsoring chapter.

**830.10** Evidence of having completed a personal, psychodynamic-oriented psychotherapeutic investigation by a psychotherapist recognized and accepted by the candidate's trainer. This investigation shall be of no less than twelve months and its efficacy shall be measured by the candidate's subsequent ability to articulate and demonstrate integration of personal and professional strengths and weaknesses, personal integrity and pastoral identity, and emotional maturity.

**830.11** The ability to articulate and demonstrate integration of personal and professional strengths and weaknesses with one's identity and function as a pastoral psychotherapist in all areas of pastoral and professional competence.

**830.12** Evidence of high ethical commitment, including respect for the worth and rights of persons and an understanding and assent to the CPSP Code of Professional Ethics.

### **840. Certification as Pastoral Psychotherapist**

A candidate who completes requirements for Pastoral Psychotherapy is eligible to meet with his/her chapter for examination of competence and proficiency (§ 440). If the candidate fulfills criteria for certification, and if the candidate is fully informed and committed to all expectations of participation in chapter life, then the chapter shall recommend the candidate for certification as a Pastoral Psychotherapist (§ 440.4.1).

Candidates for certification as a Pastoral Psychotherapist must submit supporting materials as required by the chapter, to include, as a minimum, those materials required by *The CPSP Certification Manual*.

## **900. PASTORAL COUNSELOR**

Pastoral Counselor is a category signifying proficiency in basic broad-spectrum pastoral counseling in a ministry setting. This certification is available to parish pastors and institutional chaplains who meet specific requirements and who commit to develop their skills and wisdom through continuing education and clinical review of their work.

This certification will support and challenge parish pastors, institutional chaplains and others in their journeys to become and remain clinically proficient pastoral care providers while living within a community of professional peers as they give honor and credence to the care of soul.

Pastoral Counselor certification does not signify competence to offer psychotherapy, but signifies competence to offer supportive and crisis-oriented pastoral counseling, informed by in-depth clinical and cognitive understandings of the principles found in psychodynamic psychotherapy. In addition, this unique training will enable persons to utilize their own selves to offer and establish significant pastoral counseling relationships. Within chapter life, pastoral counselors will be offered a context in which they will be able to recognize the strengths and limits of their training experience. Their practice of pastoral care must always be informed by and held accountable to a dynamic and integrative theology.

The trainee in pastoral counseling will pursue mastery of this art and science in a setting and with a curriculum to enable the following:

- 900.1** Establish a unique, valued, respected and intensive relationship with a CPSP Diplomate or supervisor-in-training who will supervise and support the modeling and the personal and professional integration of the candidate.
- 900.2** Complete a supervised clinical internship as a pastoral counselor.
- 900.3** Participate in a peer group of pastoral counselor trainees for continuous case studies and to facilitate a creative interpersonal process for growth and learning.
  - 900.3.1** Trainees who complete two or more units of CPE/CPT via distance learning are encouraged to complete, in addition, an intensive, process-oriented group training event (in the Tavistock tradition), in order to ensure understanding of interpersonal/group relations process.
- 900.4** Familiarity with relevant didactic instruction enabling the trainee to understand a variety of persons.

## **910. Admission to Pastoral Counselor Training**

An applicant's suitability for admission to pastoral counselor training is a matter of judgment by the accredited program in accordance with its admissions policies. Requirements for admission to pastoral care specialist training include but are not limited to:

- 910.1** A completed application.
- 910.2** Clinical competence, as evidenced by satisfactory evaluations of the candidate's previous clinical training experience (one unit CPE/CPT, minimum).
- 910.3** Completion of four-year degree and participation in a faith community to whose authority the trainee is accountable.
- 910.4** Fulfillment of any pre-requisites that might be required by a center for a particular program.

## **920. Objectives of Pastoral Counselor Training**

The objective of Pastoral Counselor training is to provide all the necessary resources to enable the trainee to achieve high levels of competence in the art and science of pastoral care. Specific objectives include the following:

- 920.1** Development of the uniqueness of the trainee's person as a gift through which the trainee is able to offer a pastoral relationship to persons in crisis who might present a variety of theological and cultural perspectives.
- 920.2** Development of a professional identity as a pastoral care specialist through the integration of theory, theology and the practice of pastoral care.
- 920.3** Acquisition of a comprehensive understanding of theory in such conceptual areas as: personality and psychosocial development; group and systems theory; the resource of religious symbols and values; and the psychology of the religious experience.

## **930. Competencies of Pastoral Counselors**

- 930.1** Clinical competence, as evidenced by satisfactory evaluations of the candidate's clinical training experience.
  - 930.1.1** For Associate Pastoral Counselor, a minimum of 2 units of CPE/CPT or 800 hours of equivalent clinical training, or
  - 930.1.2** For Pastoral Counselor, a minimum of 4 units of CPE/CPT or 1,600 hours of equivalent clinical training.
- 930.2** Theological competence, as evidenced by completion of the following:
  - 930.2.1** (For Associate Pastoral Counselor) a Master of Divinity, or Masters or Doctoral (or equivalent) level degree in theology, counseling, or related disciplines from an accredited college, university, or seminary or equivalent course of study particular to the candidate's faith tradition, OR 4 units of CPE/CPT or 1,600 hours of equivalent clinical training with a sophisticated knowledge in the field of theology, validating the completion of core theological and practical competencies necessary for functioning in this area of specialized ministry.
  - 930.2.2** (For Pastoral Counselor) a Master of Divinity, or Masters or Doctoral (or equivalent) level degree in theology, counseling, or related disciplines from an accredited college, university, or seminary or equivalent course of study particular to the candidate's faith tradition.
- 930.3** Demonstrated ability to relate with high personal and professional proficiency to persons in crisis who may represent a variety of theological and cultural perspectives.
- 930.4** Demonstrated ability to make an integrated clinical/pastoral/spiritual assessment with special reference to understanding the nature and quality of religious symbols and spiritual values.
- 930.5** Demonstrated knowledge of the core bibliography, including but not limited to: crisis intervention theory and practice; grief and loss; interdisciplinary and interfaith patient care; spiritual diagnosis; group and family systems theory and behavior; gender issues in pastoral care; and ethical issues and boundaries in pastoral care.
- 930.6** Evidence of high ethical commitment, including absolute respect for the worth and rights of persons and an understanding and assent to the CPSP Code of Professional Ethics.



### **940. Certification of Pastoral Counselors/Associate Pastoral Counselors**

A candidate who completes requirements for Pastoral Counselor/Associate Pastoral Counselor is eligible to meet with his/her Chapter for examination of competence and proficiency (§ 440). If the candidate fulfills criteria for certification, and if the candidate is fully informed and committed to all expectations of participation in Chapter life, then the Chapter shall recommend the candidate for certification as a Pastoral Counselor/Associate Pastoral Counselor (§ 440.4.1).

Pastoral Counselor/Associate Pastoral Counselor candidates must submit supporting materials as required by the Chapter, to include, as a minimum, those materials required by *The CPSP Certification Manual*.

### **950. Reciprocity of Clinical Chaplain and Pastoral Counselor Certification and Associate Clinical Chaplain and Associate Pastoral Counselor Certification**

Persons favorably recommended for certification as Clinical Chaplain may be considered equally certified as Pastoral Counselor, provided the review panel (§ 440-450) conducts an appropriate review and verifies that they meet the Standards for both certifications. Persons certified as Pastoral Counselors may be considered equally certified as Clinical Chaplains, provided the review panel (§ 440-450) conducts an appropriate review and verifies that they meet the Standards for both certifications.

Persons favorably recommended for certification as Associate Clinical Chaplain may be considered equally certified as Associate Pastoral Counselor, provided the review panel (§ 440-450) conducts an appropriate review and verifies that they meet the Standards for both certifications. Persons certified as Associate Pastoral Counselor may be considered equally certified as Associate Clinical Chaplain, provided the review panel (§ 440-450) conducts an appropriate review and verifies that they meet the Standards for both certifications.

Persons seeking dual certification will pay a modest supplemental fee for the additional certification.

## **1000. SUBSPECIALTY CERTIFICATION IN HOSPICE AND PALLIATIVE CARE**

Recognizing the development of specialized areas, or subspecialties, within clinical chaplaincy, CPSP certifies members' qualification for service in the clinical subspecialty of Hospice and Palliative Care.

### ***1010. Standards for Certification in Hospice and Palliative Care***

The candidate for certification must provide evidence for having mastered the theory and practice of pastoral care in hospice and/or palliative care settings, as follows:

**1010.1** Demonstrates understanding of the nature, scope, and process of care delivery of the subspecialty of hospice and palliative care.

**1010.2** Demonstrates an understanding of the process for identifying patients for whom hospice and palliative care is appropriate.

**1010.3** Demonstrates an understanding of rights and responsibilities of hospice and palliative care patient and family.

**1010.4** Demonstrates an understanding of and participates in the team process for involving patients and family in decision making, including exploring treatment options, making end of life decisions, completing advance directives, and the role of surrogate decision makers.

**1010.5** Demonstrates the ability to facilitate communication between members of the care team and the patient/family, especially during patient/family conferences.

**1010.6** Demonstrates understanding of and the ability to assess the patient's and family's values and beliefs, and religious, spiritual, and cultural practices, along with the ability to incorporate these into the care plan.

**1010.7** Demonstrates an understanding of and participates in the interdisciplinary care team, including ongoing evaluation of the care plan, integration of pastoral care into it, along with adapting the care plan to the changes in the spiritual, cultural, pastoral, and religious needs of the patient and family.

**1010.8** Demonstrates the ability to facilitate the participation of the patient's and family's faith group.

**1010.9** Demonstrates the understanding of and the ability to facilitate the bereavement support and follow-up process, along with the knowledge of appropriate referral resources.

**1010.10** Demonstrates a basic, minimum understanding of the dying process, along with symptom and pain management goals and methods.

**1010.11** Demonstrates an understanding of the psychological, social, and emotional aspects of the disease process, the dying process, and the process of coping with pain, along with the ability to integrate these concepts into the plan of care as it relates to providing pastoral care.

**1010.12** Demonstrates an understanding of information keeping procedures including privacy and security of health information, completeness and accuracy of record keeping, and continuity of information across the palliative care or hospice team.

## **1020. Requirements for Subspecialty Certification in Hospice and Palliative Care**

**1020.1** To be certified in the subspecialty of hospice and palliative care, the candidate must complete a qualifying program of training or experience, either

**1020.1.1** An accredited formal unit of or fellowship in clinical pastoral education in a hospice or palliative care setting, including palliative care/hospice interdisciplinary team case conferences, or

**1020.1.2** A mentoring/case conference/group process model under mentoring of one or more chaplains or pastoral counselors certified in the subspecialty of hospice and palliative care, to include palliative care/hospice interdisciplinary team case conferences.

**1020.2** For certification as a Clinical Fellow in Hospice and Palliative Care, the candidate must

**1020.2.1** Be currently certified as Clinical Chaplain by CPSP.

**1020.2.2** Have completed 400 hours of training (to include 40 hours in interdisciplinary team case conferences) as described in 1020.1 (above).

**1020.3** For certification as Associate Clinical Fellow in Hospice and Palliative Care, the candidate must

**1020.1.1** Be currently certified as Clinical Chaplain or Associate Clinical Chaplain by CPSP.

**1020.1.2** Have completed 200 hours of training (to include 20 hours in interdisciplinary team case conferences) as described in 1020.1 (above).

## **1030. Process for Subspecialty Certification in Hospice and Palliative Care**

A candidate who completes requirements for subspecialty certification in hospice and palliative care is eligible to meet with his/her chapter for examination of competence and proficiency (§ 440). If the candidate fulfills criteria for certification, and if the candidate is fully informed and committed to all expectations of participation in chapter life, then the chapter shall recommend the candidate for certification as a Clinical Fellow in Palliative Care or Clinical Fellow in Hospice and Palliative Care or Associate Clinical Fellow in Palliative Care or Associate Clinical Fellow in Hospice and Palliative Care, as appropriate (§ 440.4.1, 450.2.1).

Candidates for subspecialty certification in palliative care or hospice and palliative care must submit supporting materials as required by the chapter, to include, as a minimum, those materials required by *The CPSP Certification Manual*.

## **1100. STANDARDS FOR CLINICALLY TRAINED MINISTERS**

Clinically Trained Minister is a category of ordained clergy who have received basic clinical training in addition to their theological education and who, in their pastoral work, integrate the insights of clinical training into their pastoral care, counseling, and assessment of parishioners or congregants.

The trainee in clinically trained ministry will pursue mastery of this art and science in a setting and with a curriculum to enable the following:

**1100.1** Establish a unique, valued, respected and intensive relationship with a CPSP Diplomate or supervisor-in-training who will supervise and support the modeling and the personal and professional integration of the candidate.

**1100.2** Complete a supervised clinical internship as a clinically trained minister, which normally will be one unit of CPE/CPT.

**1100.3** Receive didactic instruction to enable the trainee to understand the particular needs of persons receiving ministry and the variety of ways of helping such persons.

### ***1110. Admission to Clinically Trained Minister Training***

An applicant's suitability for admission to clinically trained minister training is a matter of judgment by the accredited program in accordance with its admissions policies. Core requirements for admission to training are outlined in ¶220.

### ***1120. Objectives of Clinically Trained Minister Certification***

**1120.1** Evidence of a minimum of 400 hours of CPE/CPT and a Master of Divinity, or Masters or Doctoral (or equivalent) level degree in theology, counseling, or related disciplines from an accredited college, university, or seminary.

**1120.2** Ordination, consecration, or other recognition as a minister by one's faith group.

**1120.3** Demonstrated ability to relate with personal and professional proficiency to persons in crisis who may represent a variety of theological and cultural perspectives.

**1120.4** Demonstrated ability to make a basic clinical/pastoral/spiritual assessment with special reference to understanding the nature and quality of religious symbols and spiritual values.

**1120.5** Demonstrated knowledge of the core bibliography, including but not limited to: crisis intervention theory and practice; grief and loss; interdisciplinary and interfaith patient care; spiritual diagnosis; group and family systems theory and behavior; gender issues in pastoral care; and ethical issues and boundaries in pastoral care.

**1120.6** Intensive personal assessment by a sponsoring CPSP chapter.

**1120.7** Evidence of high ethical commitment, including absolute respect for the worth and rights of persons and an understanding and assent to the CPSP Code of Ethics.

### ***1130. Certification of Clinically Trained Ministers***

A candidate who completes requirements for Clinically Trained Minister is eligible to meet with his/her chapter for examination of competency and proficiency (¶ 440). If the candidate fulfills criteria for certification, and if the candidate is fully informed and committed to all expectations of participation in chapter life, then the chapter shall recommend the candidate for certification as a Clinically Trained Minister (¶ 450.2.1).

Clinically Trained Minister candidates must submit supporting materials as required by the chapter, which include but are not limited to the following:

**1130.1** Comprehensive autobiographical sketch.

**1130.2** Two case studies demonstrating recent clinical work

**1130.3** A comprehensive theory paper of sufficient length to demonstrate the integration of personal, professional, and clinical competence, addressing the theory and theology of pastoral care and counseling.

**1130.4** Evidence of faith group endorsement if appropriate (§ 410.3).

## **1200. STANDARDS FOR CPSP CHAPTERS**

CPSP members organize themselves in such a way that each participates in a small group called a chapter consisting of six to twelve colleagues.

The essential spirit of CPSP is to know others and to be known by others. Full accountability for both professional practice and personal conduct is assured. Members monitor the professional competency of all activities, provide consultation whenever needed, and assess certification and membership requirements.

Chapters meet and function according to *The Standards*, in accordance with the By-Laws. They regularly meet (an average of at least 2 hours per member per year) and function as a chapter in a manner that is congruent with and for the purposes expressed in the CPSP Covenant, and not as a joint, combined, or multiple organizational membership group.

Chapters that lack the number of certified members (at any level) required to certify or to review members for recertification shall establish a relation with another chapter for consulting, mentoring, and certification or recertification. This sponsoring relationship shall be renewed annually by agreement of both chapters, in consultation with the General Secretary and/or the Certification and Promotion of Chapters Committee.

Chapters will function freely, creatively and with autonomy while being subject to the authority of the Governing Council.

### **1210. Membership in Chapters**

**1210.1** Chapter membership shall consist of no fewer than six (6) and no more than twelve (12) persons. Requests for exception to the minimum number requirement must be submitted to the General Secretary in writing, and may be approved, at his/her sole discretion.

**1210.2** A chapter must have at least four members certified at (or above) any certification level in order to recommend members at that level for annual recertification.

**1210.3** Chapters may admit other pastoral persons (“Other Members”) into their membership as the chapter sees fit.

**1210.4** In chapters with fewer than four members at a given level of certification, the certified person(s) shall request a consultation with a sponsoring chapter, with the approval of the Certification of Individuals Committee. This consultation must be documented in the chapter’s Annual Report.

**1210.5** Persons in training will be accountable to their clinical supervisor’s chapter; trainees shall not be members of the chapter of which their trainer/supervisor is a member.

**1210.6** Chapter names shall be identifiable as a point on a map of a region or state, which may not be deemed by some as offensive or discriminatory.

### **1220. Duties of Chapters**

Each chapter will function in response to the needs for ministry and training of the community. Chapters have the following duties and obligations:

**1220.1** To select a convener to oversee the scheduling of chapter meetings, coordination and general operation of the chapter, including accreditation program reviews, and communication with the Executive Chapter.

**1220.2** To provide support, guidance, full accountability, and consultation for its members.

**1220.2.1** Advise and consent on a member's entry into supervisory training (§ 500.5, 510), psychotherapy supervisory training (§ 600.5, 610), or undertaking to function as a training supervisor (§ 550.2, 550.3) or supervisor of psychotherapy training (§ 650.2, 650.3).

**1220.2.2** Advise and consent on a supervisor-in-training commencing training under a diplomate member of the chapter approved as training supervisor (§ 510.5) or a candidate for psychotherapy supervisory training commencing training under a diplomate member of the chapter approved to conduct training (§ 610.4).

**1220.2.3** Oversight of training programs conducted by chapter members (both diplomates and supervisors-in-training) is the primary responsibility of the chapter. This includes authorizing the establishment of a training program (§ 100.1.1), oversight of the self-study (§ 160.2-160.3), participation in the program review (§ 160.4-160.7), and ongoing supervision (§ 160.8).

**1220.2.4** Conduct certification consultations for chapter members (§ 430), provided chapter certification (§ 1230) is current, or consultants participate as required (§ 430.2.2).

**1220.3** To provide timely consultation to trainees functioning under their auspices.

**1220.4** To submit an Annual Chapter Report, as required.

**1220.5** To work to resolve any grievances that are filed and, if unresolved, will refer those grievances to the Governing Council.

**1220.6** To foster participation of all members in CPSP activities, including Plenary and National Clinical Training seminars.

**1220.7** To communicate needs and concerns to their Chapter of Diplomates and Chapter of Chapters representatives.

**1220.8** To sponsor at least one member (preferably its convener) to attend the annual Plenary and regional NCTS gatherings.

**1220.9** Sponsoring chapters shall provide consultation, mentoring, and certification consultations for the sponsored chapter, by annual agreement.

### **1230. Certification of Chapters**

Each chapter will be certified annually to perform the duties of a chapter by the Governing Council, on the recommendation of the Certification and Promotion of Chapters Committee, based on the following:

**1230.1** Submission of a Chapter Annual Report that attests to

**1230.1.1** Participation in the governance, through the Regional Cluster of Chapters.

**1230.1.2** Documented re-certification review of all certified members.

**1230.1.3** Consultation with an outside consultant within three (3) years, or as needed.

**1230.1.4** Effective oversight of training programs, to include conduct of Program Review(s), as required, for training program accreditation.

**1230.1.5** Report on chapter meetings.

**1230.1.6** Chapter support for members' professional development.

**1230.1.7** Members' participation and/or leadership in CPSP-wide events.

**1230.1.8** Self-assessment of chapter life.

**1230.1.9** Plans for continuing professional development.

**1230.2** Chapters may be recommended for recertification either unconditionally, or with conditions.

**1230.3** Sponsored chapters will submit reports as required by the Certification and Promotion of Chapters Committee, but may not conduct certification consultations for their members or annual recertification, except as provided above (430.2.2). Any necessary recertifications shall be reviewed in consultation with the sponsoring chapter.



## **1300. GLOSSARY**

The By-Laws of The College of Pastoral Supervision and Psychotherapy (adopted November 14, 2014), Article I, provide the correct usage and authoritative interpretation of terms distinctive to this organization. Additional terms, used in these Standards, follow.

### **1310. Added Terms, Training Relationships**

CPSP Diplomates are persons who have demonstrated that they function at advanced levels of expertise as a Supervisor of Clinical Pastoral Education/Training or Pastoral Psychotherapy training, or both, and who have been duly examined, initially certified, and annually re-certified for these functions by CPSP in accordance with CPSP Standards. Distinctions, based on training, experience, fulfillment of added requirements, and successful reviews are made for the following:

**1310.1 Training Supervisor Candidate (TSC)** designation is reserved for experienced supervisors who have commenced the process (§ 550.1.1 ff.) to become a training supervisor, but have not yet been approved (§ 550.5).

**1310.2 Psychotherapy Supervisor Candidate (PSC)** designation is reserved for certified pastoral psychotherapists (§ 610), or diplomates who have not been approved to supervise programs in pastoral psychotherapy (§ 650), who are qualifying (§ 640.1-640.5) to offer training in pastoral psychotherapy.

**1310.2 Supervisor-in-Training (SIT)** designation is reserved for certified clinical chaplains who have been approved to undertake supervisory training (§ 510).

### **1320. Added Terms, Hospice and Palliative Care**

**1320.1 CPSP Clinical Fellow in Palliative Care or CPSP Clinical Fellow in Hospice and Palliative Care (FHPC)** designations are reserved for certified clinical chaplains who are certified, in addition, in the subspecialty of hospice and palliative care.

**1320.2 CPSP Associate Clinical Fellow in Palliative Care or CPSP Associate Clinical Fellow in Hospice and Palliative Care** designations are reserved for certified clinical chaplains or associate clinical chaplains who are certified, in addition, in the subspecialty of hospice and palliative care.