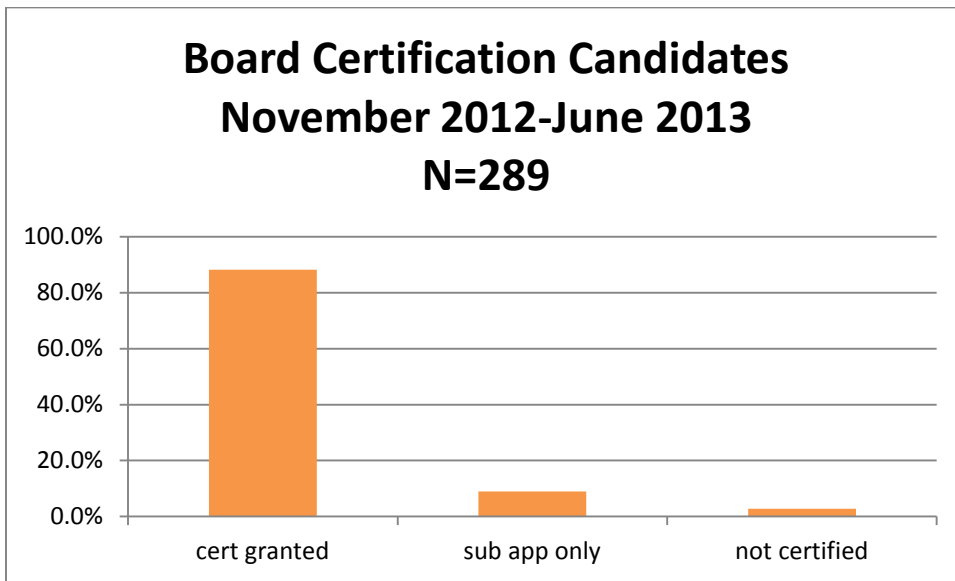


**Association of Professional Chaplains
Board Certification Commission Inc.
Quality Analysis Report
Ratified List November 2012-June 2013**

In 2012-2013, 289 candidates sought certification with Association of Professional Chaplains Board Certification Commission Inc.

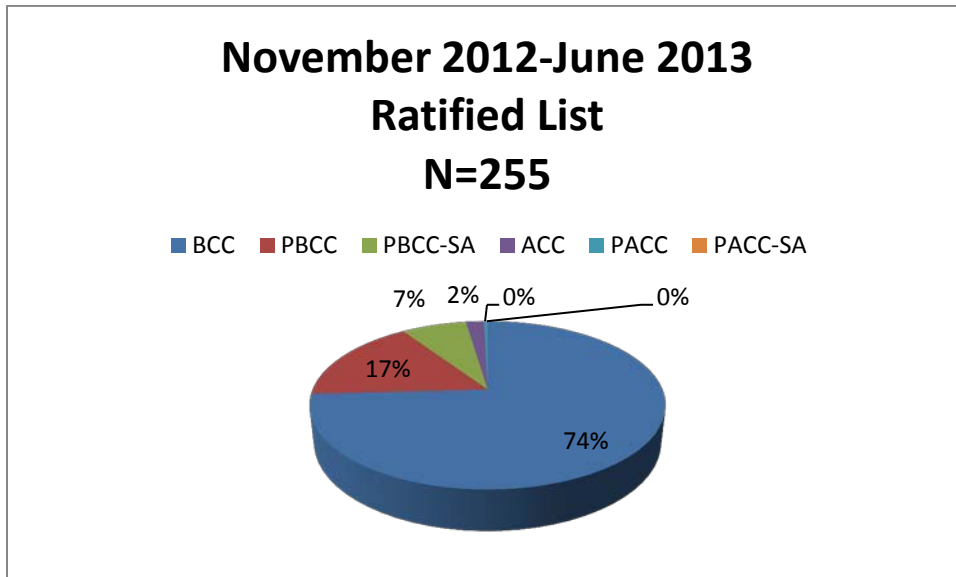
This completes the fifth year of the present quarterly interview process. Included in this year’s overview is an 88.2% successful certification rate which includes BCC, PBCC, PBCC-SA, ACC, and PACC, a total of 255 candidates. Subsequent Appearances were recommended for 26 candidates (9%) and only 8 candidates (2.8%) were not recommended for certification.

Of importance, committee recommendations did not suggest therapy for any candidate who was not granted certification. This is a significant contrast to 2011 when at least one candidate per quarter was recommended to participate in therapy. Consistently, committees recommended candidates work with an APC mentor if certification was not granted. To the contrary, several committees made no recommendations to candidates granted subsequent appearances.



cert granted	88.2%	255
sub app only	9.0%	26
not certified	2.8%	8
Total	100.0%	289

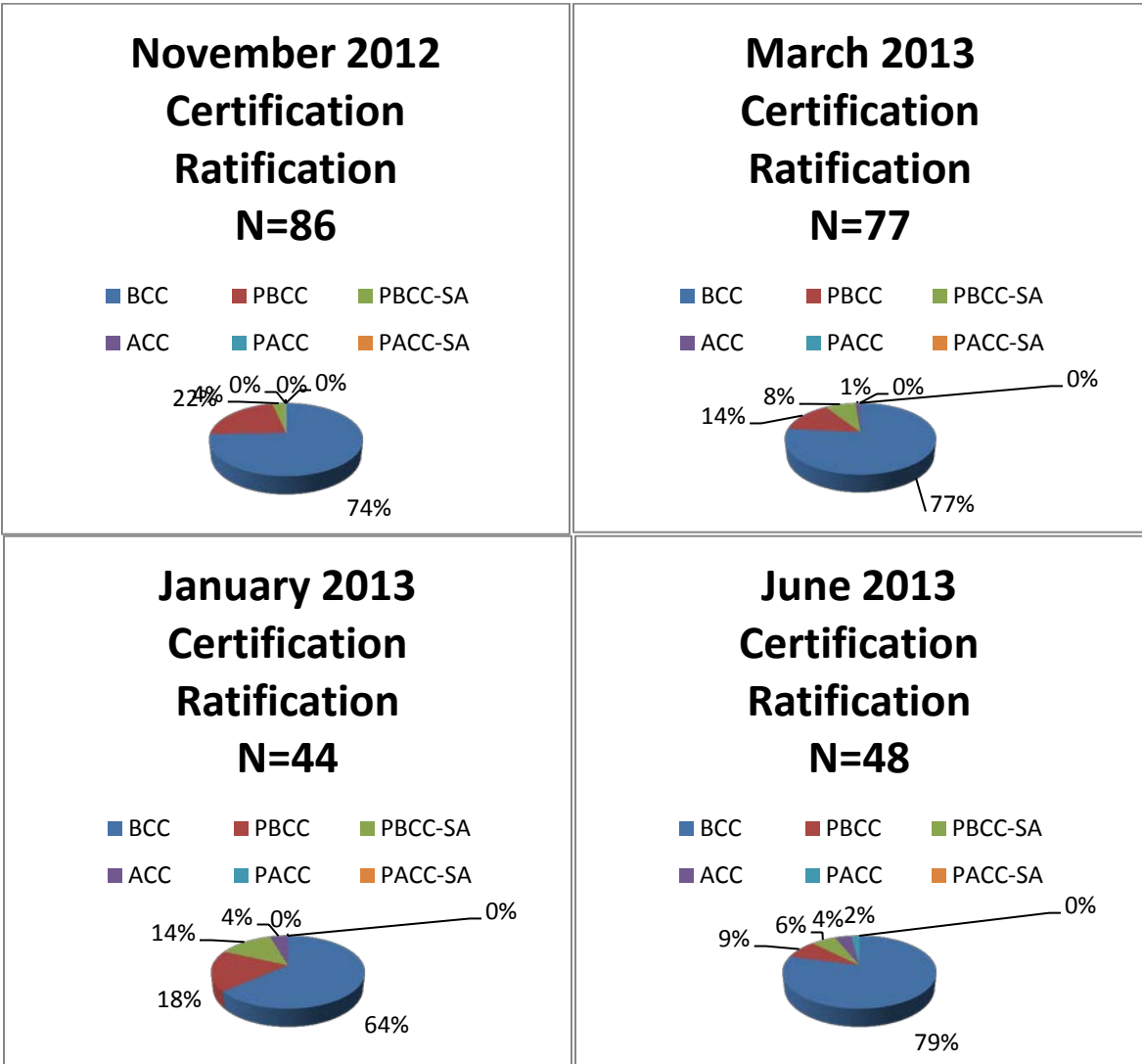
Below note the breakdown of certifications ratified by category for your review. 74% of the 255 certified candidates were granted full board certification status, meaning that only 26% obtained other classifications.



November 2012 to June 2013		
BCC	74.1%	189
PBCC	16.5%	42
PBCC-SA	7.1%	18
ACC	2.0%	5
PACC	0.4%	1
PACC-SA	0.0%	0
Total	100.0%	255

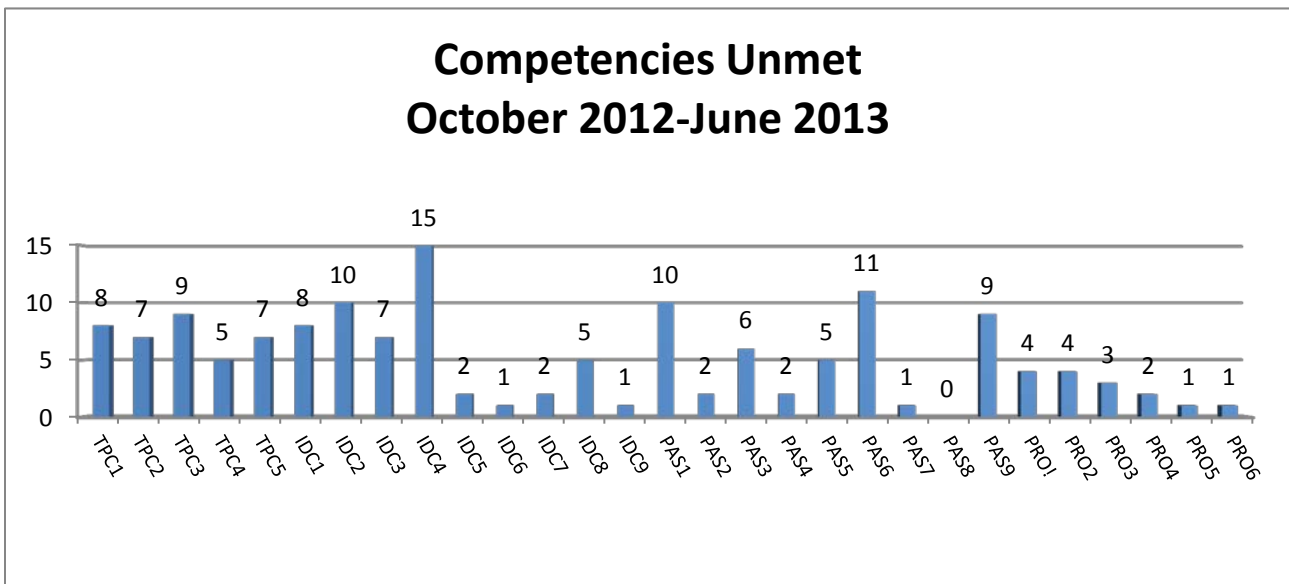
Board certification was granted to 189 candidates who successfully met all 29 competencies. In addition, another 34 candidates met the requirement of 1 year work experience completed. Of the candidates returning for subsequent appearances, 18 were successful in receiving full board certification, leaving only 4 candidates who were requested to complete another committee. This means that subsequent appearance candidates had an 81.8% success rate for their second appearance. Another eight candidates seeking board certification were not recommended for certification. Totally, there was an 84.75% (189 out of 223) rate of success for board certification.

For the period November 2012-June 2013, quarterly data for each certification category is displayed below.

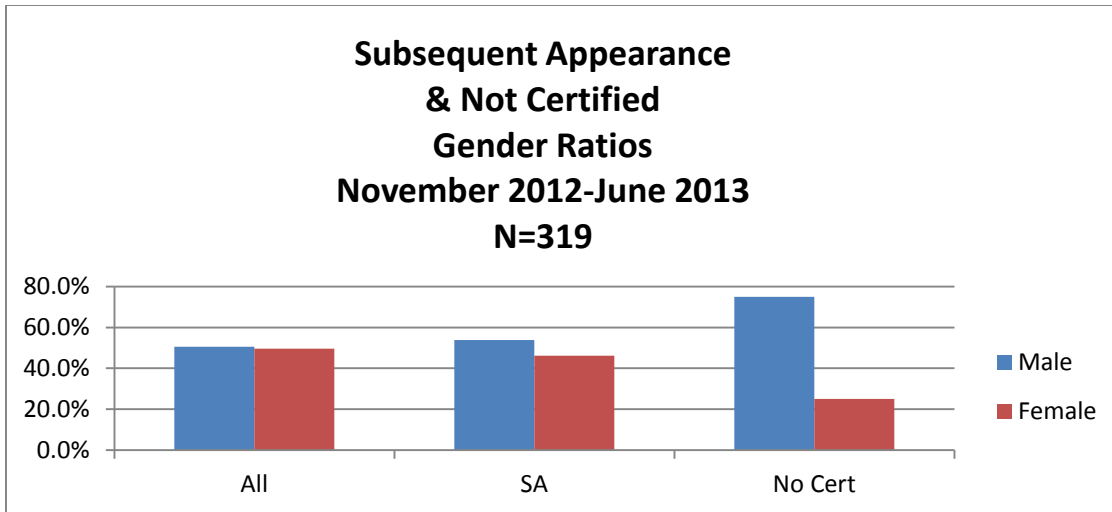


Board Certification Ratification Numbers										
Date	11/1/2012	Pct	1/1/2013	Pct	3/1/2013	Pct	6/27/2013	Pct	Total	Pct
BCC	64	74%	28	64%	59	77%	38	79%	189	74%
PBCC	19	22%	8	18%	11	14%	4	8%	42	16%
PBCC-SA	3	3%	6	14%	6	8%	3	6%	18	7%
ACC	0	0%	2	5%	1	1%	2	4%	5	2%
PACC	0	0%	0	0%	0	0%	1	2%	1	0%
PACC-SA	0	0%	0	0%	0	0%	0	0%	0	0%
Total	86		44		77		48		255	

Competencies unmet for the period of 2012-2013 included 26 subsequent appearances and 8 candidates not recommended for certification. TPC1-5 and IDC4 were the competencies most consistently unmet. IDC4 “Articulate ways in which one’s feelings, attitudes, values, and assumptions affect one’s pastoral care” was unmet by 15 candidates. Just a few less, 10 candidates did not adequately address PAS1 “Establish, deepen and end pastoral relationships with sensitivity, openness and respect.” PAS6 “Formulate and utilize spiritual assessments in order to contribute to plans of care”, was unmet by 11 candidates. Two candidates missed only PAS6 which meant they were not certified. Three candidates missed only 2 competencies, one being a PAS competency. PAS8 was the only competency meet by all of the candidates that were unsuccessful in becoming certified. Overall, the data indicates an opportunity for improvement in self-awareness and deepening chaplaincy relationships. Additionally, increased concentration on the Theory of Pastoral Care is warranted by candidates as they prepare for certification



The gender ratio of candidates ratified during the period of November 2012-June 2013 was almost equal, with 161 males and 158 females. However, in subsequent appearances a slightly higher percentage of males (2) than females were required to return for an additional committee. Out of the 8 candidates that certification was not recommended, there were 6 males (75%) as compared to 2 female candidates at 25 % .



	Male	Female	Male	Female	Total
All	50.5%	49.5%	161	158	319
SA	53.8%	46.2%	14	12	26
No Cert	75.0%	25.0%	6	2	8

Faith Traditions

Overall, there were 16 different faith traditions represented by the 26 candidates granted subsequent appearances. A significant majority of these faith traditions are of conservative theology. In the feedback shared, several persons reported feeling that the lack of a faith tradition representative on the committee could have altered the outcome. The faith traditions included:

4	UMC	1	Federation of Christian Ministry
4	Presbyterian Church of USA	1	Progressive National
3	Baptist General Conference Convention of Texas	1	Church of God
2	Disciples of Christ	1	New Shul
2	ELCA	1	Lutheran Missouri Synod
1	Dove Christian Fellowship International	1	American Baptist Church
1	Evangelical Church of Alliance	1	Cooperate Baptist Fellowship
1	Shambhala International		

Of the candidates who certification was not recommended, there were 7 different faith traditions represented. The faith traditions included:

2	Presbyterian Church of UA	1	Polish National Catholic Church
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- | | |
|---|--|
| 1 Evangelical Church Alliance
Church | 1 World Council of Independent Christian
1 Baptist General Conference |
| 1 Pentecostal Association of the World | 1 Open Bible Church |

The significance of unsuccessful candidates from more conservative faith traditions is diminished as one reviews the number of successful candidates from similar faith traditions.

Feedback Forms

Approximately 142 feedback forms were returned and reviewed. 50% of the candidates (4) not recommended for certification completed forms, while only 20% (5 of 26) of the candidates recommended for subsequent appearances completed the feedback forms. As well 50% (130 of 255) of the candidates granted certification completed forms.

Please note that the feedback form has been updated to include a question asking if candidates worked with a mentor. Out of 142 forms, 33 forms returned did not yet include the question regarding mentor utilization. Out of the 109 questionnaires including the mentor question, 24 candidates did not use a mentor. Additionally, 85 out of 109 took advantage of a mentor to assist them.

Overall, the candidate's feedback was positive and appreciation was expressed for the process. Compiled below are a few significant statements for consideration. Suggestions for improvement were provided by both those successful and unsuccessful in the process.

- Committees were not representative of the candidate's age or specific faith or ministry specialty, especially ministry specialties such as School Chaplains, Continuing Care Chaplains, Rehabilitation Chaplains, and Palliative Care Chaplains.
- Committee members were involved in a power struggle amongst themselves or the committee was working out personal issues that did not relate to the candidate being interviewed.
- Several candidates suggested increasing communication regarding the interview process prior to the meeting.
- Candidates stated the Presenter's Reports were accurate and thorough, providing them with helpful guidance to prepare for the interview.
- Several candidates stated that Presenter's Reports contained inaccurate factual information of the candidate.
- The majority of the feedback forms reported that the process was excellent, conducted professionally, provided helpful feedback and was completed with compassion.
- Several candidates commented that they were glad the process was not the horror story they had heard reported by those previously interviewed.
- Candidates reported the process exceeded their expectations.

Impressions

- A certification success rate of 88.2% is very good. It will be interesting to compare whether this rate can increase in future years.
- Continued intentionality of training certification committee members is a significant benefit in promoting consistency of the interview process.
- It is believed that the success rate of candidates is influenced significantly by utilization of mentors; however, there is incomplete data to substantiate this fact.
- Committees were consistent in recommending candidates work with an APC Mentor while preparing their certification application and meeting a committee.
- The feedback form including a question regarding mentor utilization will provide valuable data.
- Intentional mentor training can only increase the quality of standardization that already exists.
- Inconsistency in utilization of Subsequent Appearance Forms remains an opportunity for improvement in training with the Certification Chairs.
- Gender comparisons were almost equal, with males exhibiting a slightly higher unsuccessful rate.
- Candidates struggled in their written work as well as oral expression in communicating self-awareness and deepening chaplaincy relationships.
- Increased concentration on the Theory of Pastoral Care is warranted by candidates as they prepare for certification.
- The significance of unsuccessful candidates from more conservative faith traditions is diminished as one reviews the number of successful candidates from similar faith traditions.

Future Data to include:

- Ethnicity success rate
- CPE site success rate
- Equivalency variables

It has been my privilege to provide this, my first, analysis of the Board Certification process.

Respectfully submitted,
Anna Lee Hisey Pierson, B.C.C.