

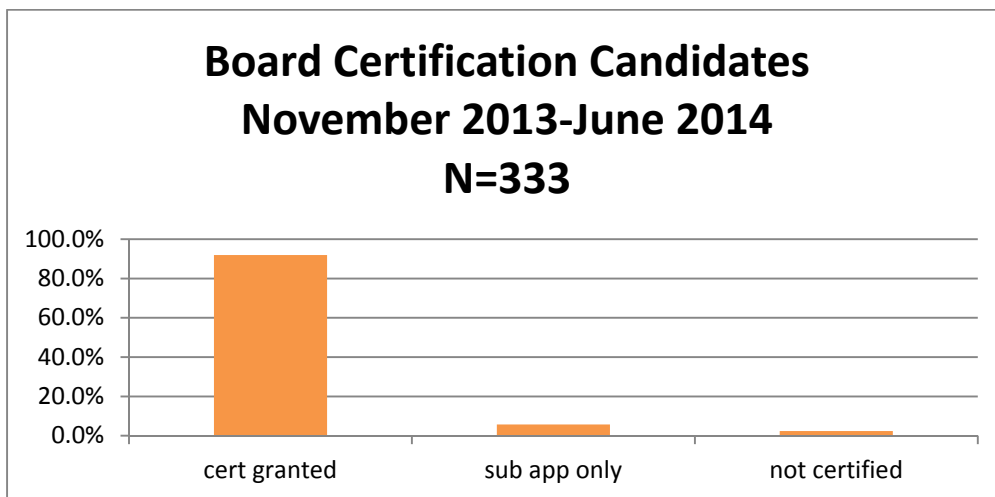
**Board Certification Commission Inc.
Quality Analysis Report
Ratified List November 2013-June 2014**

Since this is the second Quality Analysis Report completed through utilization of graphs, the report will be written in a similar format for easy comparison. In 2013-2014, 333 candidates sought certification with Board Certification Commission Inc. which was an increase of 44 (15%) persons from the 289 in 2012-2013.

This completes the sixth year of the present consolidated quarterly interview process. Included in this year's overview is a 92% successful certification rate which is inclusive of BCC, PBCC, PBCC-SA, ACC, and PACC, a total of 306 candidates. Subsequent Appearances were recommended for only 19 candidates, a 6% rate and only 2%, 8 candidates were not recommended for certification.

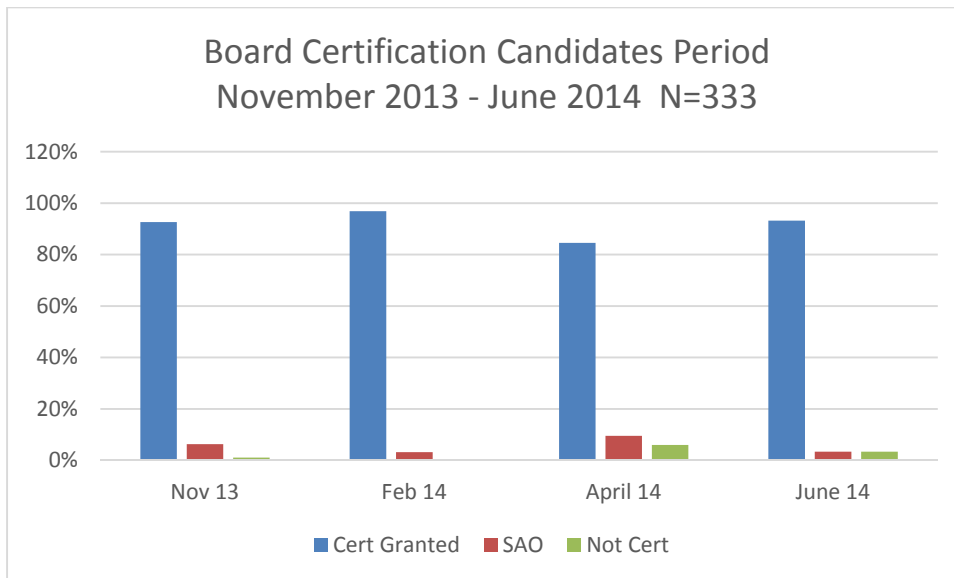
A significant improvement is noted in reading the recommendations committee members provided for candidates for whom a Subsequent Appearance was recommended. This is the second year where no committee recommended a candidate seek therapy. In previous years, this seemed to occur each quarter on at least one recommendation. Consistently, the committees recommended candidates work with an APC mentor. On the other hand, committees referenced in a negative manner candidate deficiencies instead of providing opportunities for improvement which would benefit candidates' future success. To the contrary, several committees who recommended Subsequent Appearances Only for candidates made no comments.

Certification Committees could benefit from reviewing the guidelines for certification as candidates only need to meet each competency orally or in writing. Additionally, if a candidate met a competency in a prior interview, the subsequent interview committee has the responsibility to only discuss the unmet competencies as provided in the interview form. Committees determining that candidates did not meet a competency have the opportunity if not responsibility to provide insight for future growth.



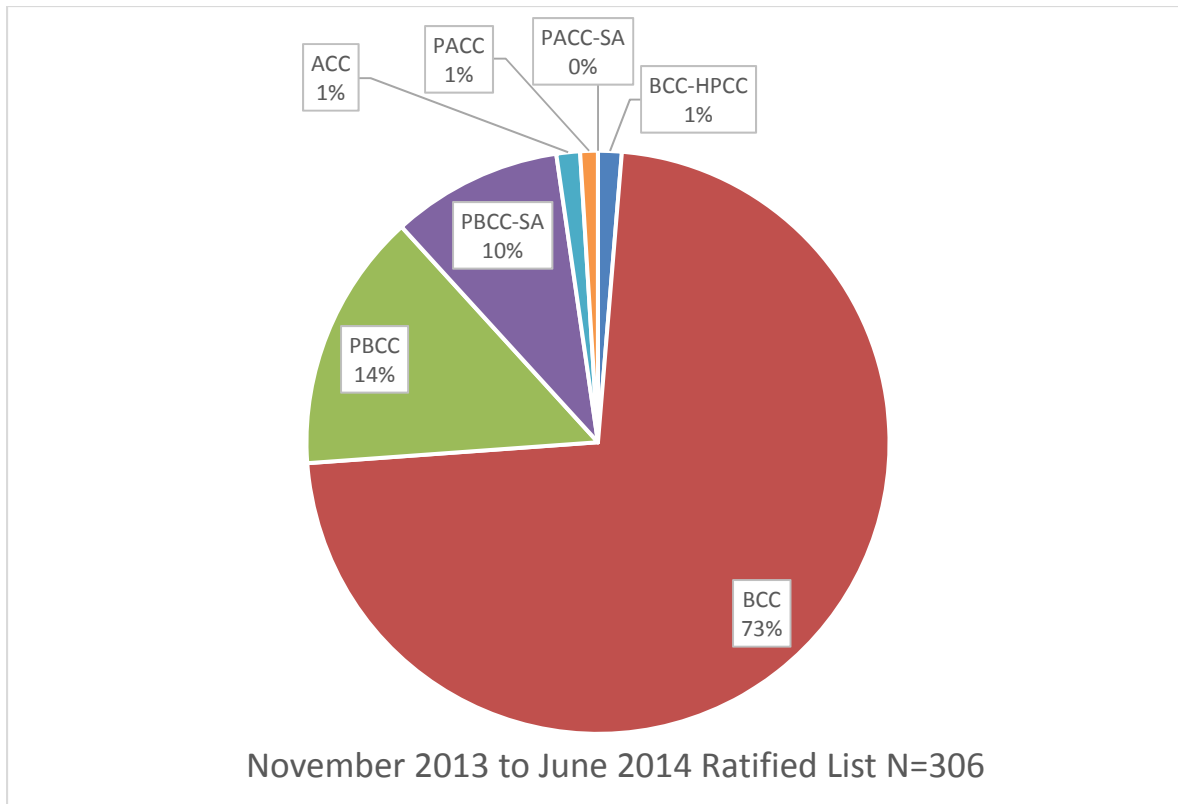
cert granted	91.9%	306
Sub app only	5.7%	19
not certified	2.4%	8
	100.0%	333

Below note the specific break down of Board Certification candidates per four periods of 2013-2014.



	Nov 13	Nov 13	Feb 14	Feb 14	April 14	April 14	June 14	June 14	Total	Percentages
Cert Granted	88	93%	92	97%	71	85%	55	93%	306	92%
SAO	6	6%	3	3%	8	10%	2	3%	19	6%
Not Cert	1	1%	0	0%	5	6%	2	3%	8	2%
	95	100%	95	100%	84	100%	59	100%	333	100%

Below note the breakdown of Certifications ratified by category for your review. 74% (226) of the 306 certified candidates were granted full Board Certification (including BCC and BCC-HPCC) status, meaning that only 36% obtained other classifications.



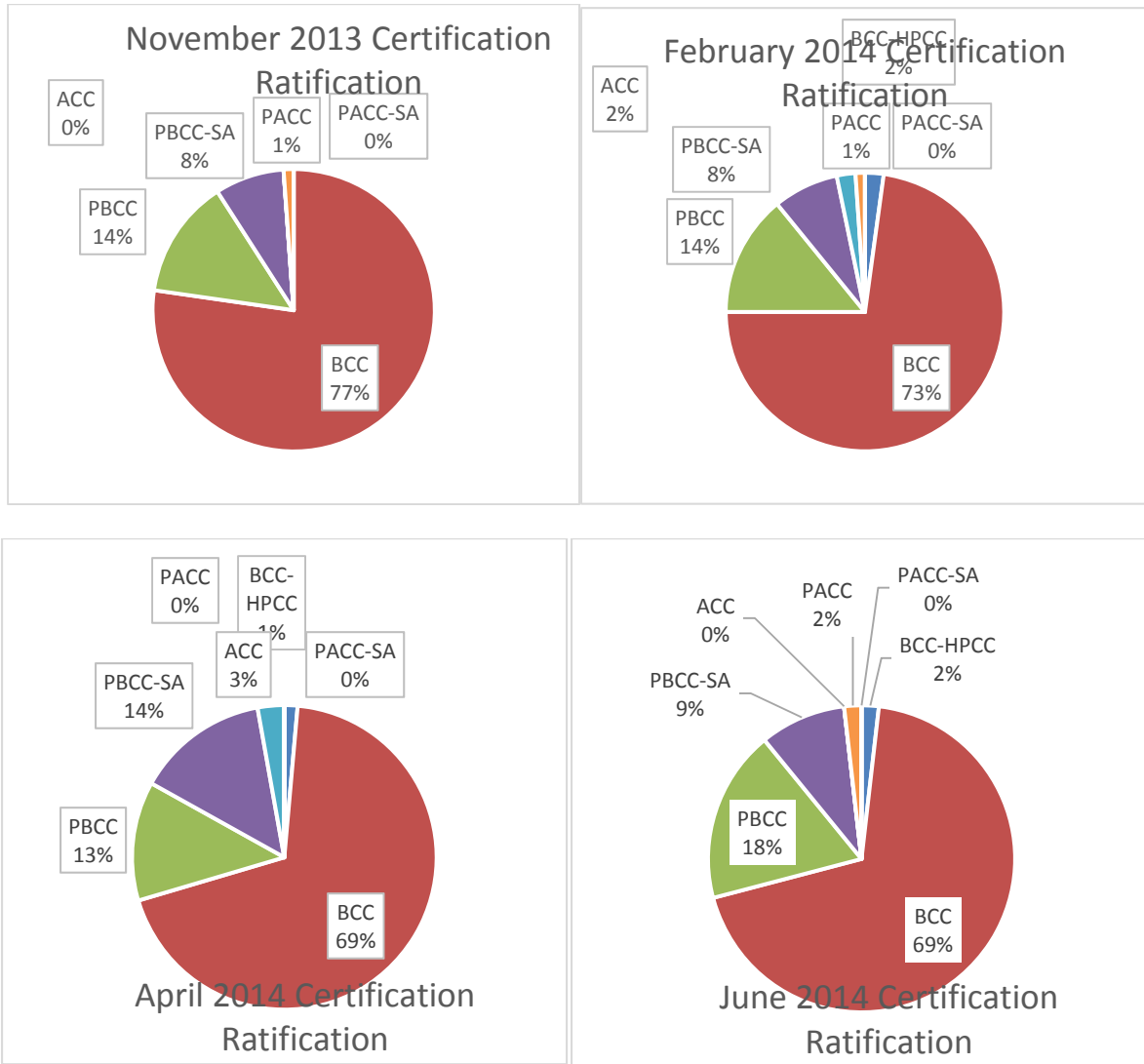
	Nov 13	Feb 14	April 14	June 14	Total	Percentages
BCC-HPCC		2	1	1	4	1%
BCC	68	67	49	38	222	73%
PBCC	12	13	9	10	44	14%
PBCC-SA	7	7	10	5	29	9%
ACC	0	2	2	0	4	1%
PACC	1	1	0	1	3	1%
PACC-SA	0	0	0	0	0	0%
	88	92	71	55	306	100%

In addition, 37 candidates completed the requirement of 1 year work experience documented. 9 persons had certification reinstated. 20 Subsequent Appearance candidates were successful in receiving full board certification leaving only 2 who were requested to complete yet another committee. Out of the 20 persons receiving full board certification, 5 of the 20 accomplished certification after a second Subsequent Appearance. 8 persons seeking Board Certification were unsuccessful and were not recommended for certification. Overall, board certification was granted to 92% (306 out of 333) of the candidates.

June 2013 a hospice and palliative care sub-specialty certification option was launched for the first sub-specialty certification. A total of 4 persons completed this process successfully. One candidate was not recommended for certification. In sub-specialty certification an integration of theory and practice is expected at an advanced level. The interview committees have been reviewing candidate's materials, prior

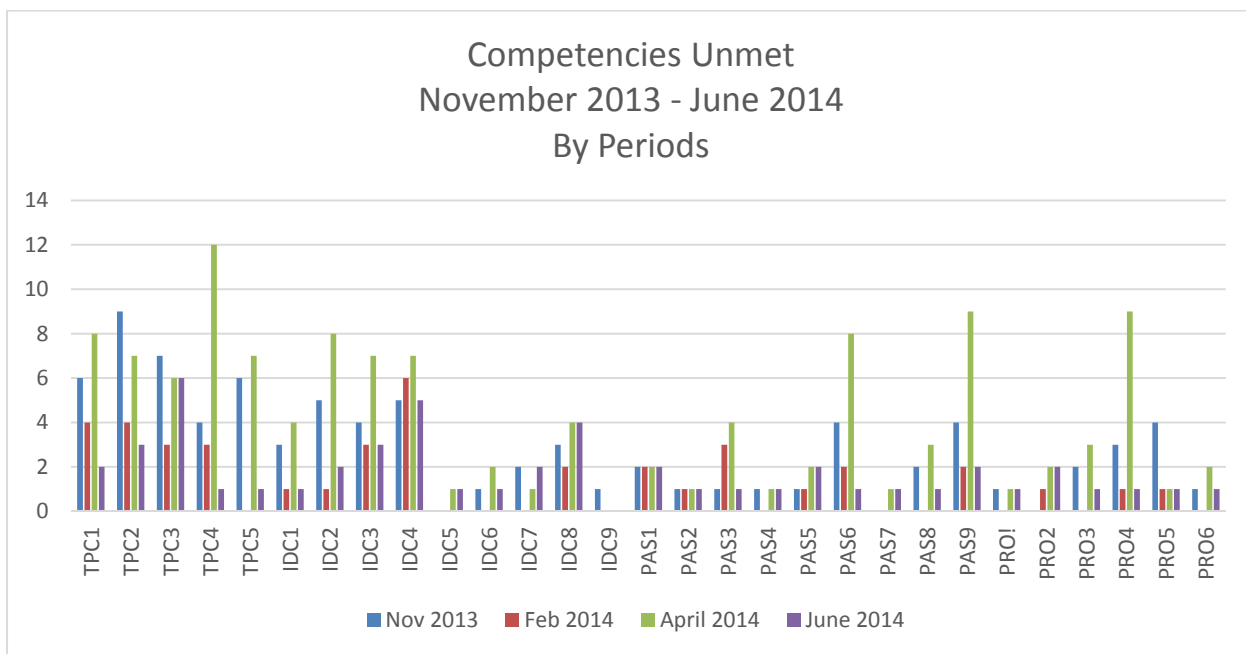
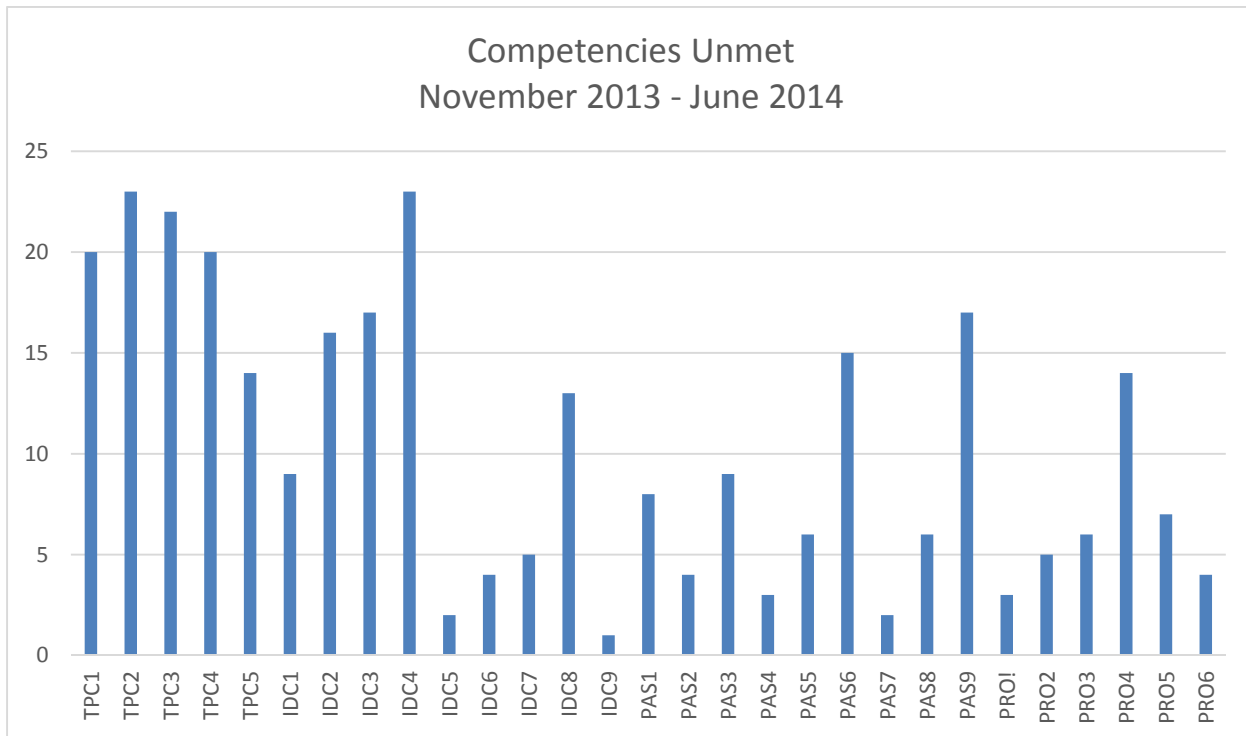
to a candidate meeting an interview committee, recommending candidates rewrite or withdraw until integration is accomplished.

Below note the breakdown of candidates ratified of each category per each quarter of the whole year 2013-2014.

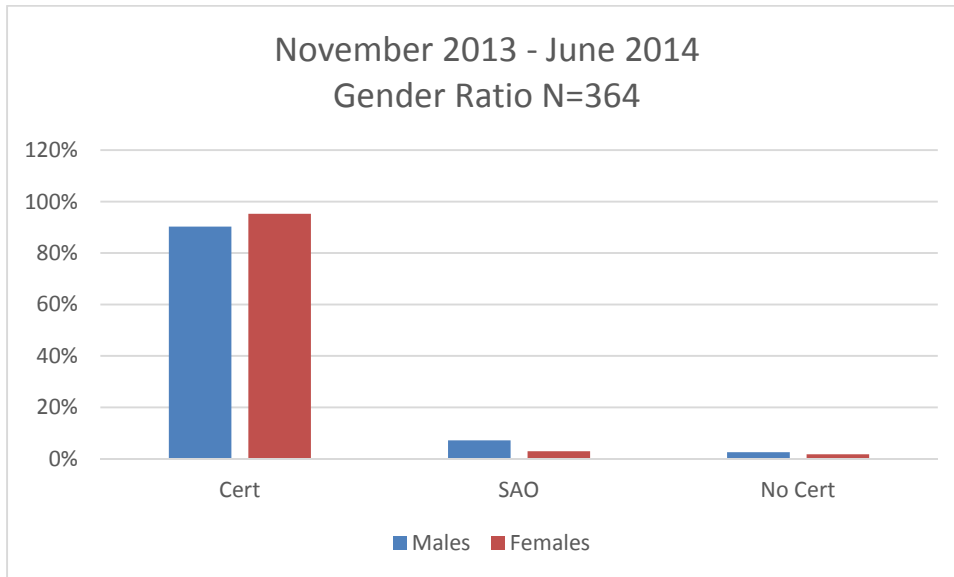


Competencies unmet for the period of November 2013- June 2014 included 19 candidates recommended for Subsequent Appearances and 8 candidates Not Recommended for Certification. ICD 4 and TPC2 were unmet by 23 of the 27 persons not receiving certification. IDC4 was the competencies most consistently unmet in 2012-2013 also. IDC4 “Articulate ways in which one’s feelings, attitudes, values and assumptions affect one’s pastoral care”. TPC2 “Incorporate a working knowledge of psychological and sociological disciplines and religious beliefs and practices in the provision of pastoral care.” All of the TPC competencies except TPC5 were unmet by 20+persons meaning that this category remains the most insufficiently met. PAS 9 “Facilitate theological reflection in the practice of pastoral care.” was problematic for candidates during this period also. PAS 6 “Formulate and utilize spiritual assessments in order to contribute to plans of care.” which was greatly deficient in 2012-2013, was again unmet by 15 candidates. At least one candidate missed a competency from everyone of 29 BCC competencies. 2 persons recommended for Subsequent Appearance Only had only 2 remaining competencies to meet. Overall, the data indicates an opportunity for

improvement in theory of pastoral care, self-awareness and theological reflection. Spiritual assessment remains a weak area of competence as in 2012-2013.



The gender ratio of candidates ratified during the period of November 2013-June 2014 was 176 males (90%) and 161 females (95%). Subsequent Appearances were required for 14 males (7%) in comparison to 5 females (3%). Out of the 8 candidates not recommended for certification there were 5 male (3%) as compared to 3 female (2%) candidates.



	Males	Females	Males	Females
Cert	176	161	90%	95%
SAO	14	5	7%	3%
No Cert	5	3	3%	2%
	195	169	100%	100%

Spiritual Communities

Overall, there were 16 different spiritual communities of a total of 19 candidates for Subsequent Appearances. A majority of these communities are of conservative theology with 8 being of one branch of Baptist or another. In the feedback information shared, several persons reported that a faith tradition representative not being present on the committee could have affected their inability to fulfill the competences of reaching the goal of certification. This feedback is consistent with the data of last year.

3	Presbyterian Church of USA	1	Progressive National Baptist Convention
1	Metropolitan Community Church		
1	Church of God	1	Cooperative Baptist Fellowship
1	Disciples of Christ		
1	ELCA	1	Christian Missionary Alliance
1	Pentecostal Assembly of the World	1	Vietnamese Grace Baptist Church
1	Gen. Ass. Of Regular Baptist Churches	1	Religious Society of Friends
2	Southern Baptist Convention USA	1	North American Baptist Church
1	The Episcopal Church	1	American Baptist Church USA

For the 8 not recommended for certification there were 6 different spiritual communities represented, again more conservative theologies. The spiritual communities included:

- | | | | |
|---|----------------------------------|---|----------------------------------|
| 3 | United Methodist Church | 1 | Signal Mountain Church of Christ |
| 1 | Chaplaincy of Full Gospel Church | | |
| 1 | Disciples of Christ | 1 | American Baptist Churches USA |
| 1 | National Baptist Convention USA | | |

The significance of unsuccessful candidates who were from more conservative spiritual communities is diminished as one reviews the amount of success candidates who originated from a more conservative spiritual community which was consistent with last year's results.

41 persons who provided equivalency materials were granted one or another designation of certification. Data is not available in this report to determine the number of persons who submitted equivalencies and were declined. It will be interesting to monitor this data in the future.

During 2013-2014, there were 3 appeals received all of which the Commission upheld the certification committees recommendation.

Feedback Forms

In 2013-2014, 137 feedback forms out of 333 (41%) total possible forms were returned. 4 out of 19 (21%) persons receiving Subsequent Appearance in 2013-2014 returned feedback forms, along with only 2 out of 8 (25%) who were Not Recommended for Certification. This is the only the second year that the feedback form has included a question asking if candidates worked with a mentor. In 2012-2013, 33 of the 142 forms did not yet include the question regarding mentor utilization. In 2012-2013, out of the 109 questionnaires including the mentor question, 24 candidates did not afford themselves the utilization of a mentor. Additionally in 2012-2013, 85 out of 109 took advantage of a mentor to assist them in their preparation for the certification process. 50% of the candidates (4) Not Recommended for Certification completed feedback 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 Board Certification completed the forms. In 2013-2014, 83 of the 333 (25%) candidates utilized a mentor for their certification process. Only 2 of the 19 (10%) candidates receiving Subsequent Appearance utilized a mentor along with only 1 of the 8 (1%) not recommended for certification afforded themselves this opportunity. Though it is believed that the success rate of candidates is influenced significantly by utilization of mentors, this is only the first year of data to begin to substantiate this fact through data. While the percentage of candidates completing feedback forms has increased, and beginning mentor utilization data has been collected, it is believed that consecutive years of data will evidence the utilization of mentors beneficial to successfulness of certification.

Overall, the candidate's feedback was quite positive and the candidates expressed appreciation of the process. Please find below a representation of all of the feedback noting that though a large majority of the

feedback forms were provided by person successfully (137) completing the process, there was beneficial information from the few of those who were unsuccessful (6). Even those who successfully completed the process provided some suggestions for opportunities for improvement.

- A theme that arose was committees not being fully representative of the candidate's specific faith, or ministry specialty.
- One candidate remarked that the committee members did not discuss competencies that then the candidate did not pass.
- In several feedback sheets it was recommended that mentors should be required for each candidate's certification process. This gives validation to the fact more mentors are needed. Additionally, I would suggest, more APC trained mentors are needed, though we do not yet have data to suggest the statistical effectiveness.
- For the most part, candidates remarked that Presenter's Reports were accurate and thorough, providing them with helpful guidance to prepare for the interview. One candidate did remark that the Presenter's report was not representative of the candidate.
- The majority of the feedback forms reported that the process was excellent, conducted professionally, provided helpful feedback and completed with compassion.
- Several persons commented that they were glad the process was not the horror story they had heard reported by those who went before them.
- Several persons indicated that the process was well explained and followed.
- Many candidates felt the process exceeded their expectations.

Impressions

- 2013-2014 increased success rate to 92% (306 out of 333). This is a 3.8% increase from an 88.2% rate of successful certification inclusive of all certification categories in 2012-2013.
- Continued intentionality of training the membership to serve on certification committees is a significant benefit to consistency of the interview process.
- Committees were consistent in recommending candidates work with a APC Mentor while preparing the certification application and meeting a certification interview committee.
- Opportunity for improvement is to continue to develop and train mentors intentionally so that high quality of standardization exists.
- Continued dialogue with ACPE regarding the competency deficiencies of candidates might be influential in altering the training and preparation to successfully meet certification committees.
- The gender ratio of males 176 and females 161 was statistically higher percentage of males. Males continue to exhibit a higher rate of unsuccessful completion of the certification process.
- More thorough and specific data is needed to determine any relevance regarding spiritual communities and success with the certification process as the data is similar to 2012-2013 though different conservative faith traditions. There may be numerous other factors contributing to success rates.
- For one and half year, the feedback form including a question regarding mentor utilization provides valuable data.
- Certification Committees could benefit from reviewing the certification guidelines.

- Committees determining that candidates did not meet a competency have the opportunity if not responsibility to provide insight for future growth.
- An opportunity for improvement is in competencies referring to theory of pastoral care, self-awareness, theological reflection and spiritual assessment.

Respectfully submitted,

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Board Certification Commission, Inc.
Association of Professional Chaplains