



Certificate in Spiritual Care Management and Leadership

A partnership of Transforming Chaplaincy and
Rush University's Department of Health Systems Management

Challenging Times for Spiritual Care Managers

The challenges we have faced in healthcare and society in recent times have been dramatic and they are continuing. The Covid-19 pandemic has killed hundreds of thousands in the U.S. and caused huge changes in healthcare organizations and society. The pandemic has created immense stress for patients, families and healthcare workers. The murders of George Floyd and others have driven new attention to systemic racism and its effects in our society. This includes the racial disparities in health and the racism in our healthcare organizations. In this context, providing leadership for spiritual care programs in healthcare has been, to say the least, a very demanding job. And it's not like it wasn't already a demanding job. Spiritual care managers are having to integrate spiritual care in outpatient care and population health, improve the quality of spiritual care and demonstrate its value, and provide services that are effective across an increasingly diverse religious/spiritual landscape - including a growing number who identify as spiritual but not religious.

The Certificate of Completion in Spiritual Care Management and Leadership

In these times effectively managing spiritual care programs requires creativity, flexibility, the capacity to think strategically and plan financially as well as excellent interpersonal skills. Learning these skills by trial-and-error can be difficult and expensive. Conversely, investments in formal learning programs can and do provide returns to the organization that far exceed the upfront cost - by getting up to speed quicker and developing networks of experienced professionals who can learn from each other's successes and difficulties.

Transforming Chaplaincy has partnered with Rush University's Department of Health Systems Management (HSM) to offer a unique and powerful Certificate of Completion in Spiritual Care Management and Leadership that equips participants to lead robust programs of spiritual care in our changing healthcare environment. Transforming Chaplaincy is a nationally-recognized center for spiritual care research and research education. Rush's HSM Department is also nationally recognized, offering graduate healthcare management programs that are ranked 5th in the nation by U.S. News & World Report.

Certificate Curriculum and Faculty

The curriculum for the Certificate includes a combination of online and in-person seminars, as well as an Applied Learning Project. In 2023 the Certificate will begin with a 4 day virtual Kickoff Seminar and end with a 3 day in person Capstone Seminar at Rush. In-between are bi-monthly Intersession Webinars. Certificate registration is limited to 25 participants per year to ensure ample time for individual attention to participants and to maximize opportunities for the development of a network of spiritual care leaders.

The curriculum of the Certificate is informed by the National Center for Healthcare Leadership's (NCHL) Health Leadership Competency Model 3.0. That Model consists of 7 domains: 4 Action Domains that describe leaders in the context of the work they do and 3 Enabling Domains that describe the preparation and development activities leaders need in order to effectively lead in their organization. Competencies the curriculum focuses on include: Strategic Orientation, Business Literacy – Financial Skills, Human Resource Management, and Process and Quality Improvement. The Certificate consists of 65 total contact hours. Participants should expect to spend additional time each week on preparation and activities associated with their Applied Learning Project. A detailed description of the curriculum with the associated competencies is available at the Certificate website: <https://www.transformchaplaincy.org/grants-training/cscml/>

The Certificate will be led by LaVera Crawley, MD, MPH, OFS who is herself a graduate of the Certificate. LaVera is the System Vice President of Spiritual and Pastoral Care for CommonSpirit Health System. Joining LaVera as key faculty is Andy Garman, PsyD, Professor, Department of Health Systems Management, Rush University Medical Center and past CEO of the National Center for Healthcare Leadership.

Additional program faculty include seasoned practitioner-teachers (health executives and spiritual care managers) who bring not only expertise but also the lessons of experience into the curriculum, forming a powerful learning community of supportive role-models.

Comments from Program Graduates:

"It was a great program. . . I appreciate the effort that was put into and I hope that it continues for many years to come."

"The organizers of the program did a wonderful job connecting us to experts in healthcare and spiritual care. "

"I got a lot out of the Applied Learning Project in terms of strategic thinking and collaborating with others."

"I was grateful for the effort put into bringing in speakers who could offer relevant information to the pandemic."

"I ended the program feeling grateful."

Dates

Kickoff Seminars (virtual)	January 19 & 20, 26 & 27, 2023
Intersession Seminars (virtual)	Fridays, 10-noon (Central), alternate weeks
Capstone Seminars (in person, Chicago)	September 20-22, 2023

Cost

Registration for the Certificate is \$4,500, which includes all textbooks and program materials, as well as meals taking place during onsite classes. Payments may be made in either of two ways: 100% payment prior to enrollment; or a \$1,500 deposit plus balance of \$3,000 due by the start of the program. Registering before December 15 provides a 10% discount on the total cost of participation. Participants are responsible for their own transportation and lodging for the in person Capstone Seminars. Discount prices are available for nearby accommodations.

Application, Registration, and Further Information

Participation in the Certificate requires a brief application. The Certificate is designed to support chaplains who are currently directors or managers of healthcare spiritual care programs or who aspire to or are on track toward such leadership in their organizations. Application to the Certificate Program consists of a one-page statement of interest including: 1) what knowledge and skills you hope to receive and how you or your organization might benefit from this training, 2) any experience managing staff and 3) any experience with quality improvement projects . Please also include a resume. Applications should be submitted to Andrew Andresco, Transforming Chaplaincy Project Coordinator, at [Andrew W Andresco@rush.edu](mailto:Andrew_W_Andresco@rush.edu). Further information about the Certificate is available at our website <https://www.transformchaplaincy.org/grants-training/cscml/>

October, 2022