

## Changes to Competency Verbiage

\*Note that Observable Only Competencies PIC8 and PIC9 have been deleted.

Competency	New Rubric Description	Current Description
ITP1	Articulate an approach to spiritual care rooted in one's spiritual tradition and integrated with a theory of spiritual care.	Articulate an approach to spiritual care, rooted in one's faith/spiritual tradition that is integrated with a theory of professional practice.
ITP2	Provide spiritual care that incorporates a working knowledge of an academic discipline that is not explicitly religious/ spiritual (e.g., psychology, sociology, anthropology, history).	Incorporate a working knowledge of psychological and sociological disciplines and religious beliefs and practices in the provision of spiritual care.
ITP3	No change	Incorporate the spiritual and emotional dimensions of human development into one's practice of care.
ITP4	Incorporate a working knowledge of at least one ethical theory appropriate to one's professional context.	Incorporate a working knowledge of different ethical theories appropriate to one's professional context.
ITP5	No change	Articulate a conceptual understanding of group dynamics and organizational behavior.
ITP6	No change	Articulate how primary research and research literature inform the profession of chaplaincy and one's spiritual care practice.

Competency	New Rubric Description	Current Description
PIC1	Identify one's professional strengths and limitations in the provision of spiritual care.	Be self-reflective, including identifying one's professional strengths and limitations in the provision of care.
PIC2	Articulate ways in which one's feelings, values, assumptions, culture, and social location affect professional practice.	Articulate ways in which one's feelings, attitudes, values, and assumptions affect professional practice.

PIC3	No change	Attend to one's own physical, emotional, and spiritual wellbeing.
PIC4	Respects the physical, emotional, cultural, and spiritual boundaries of others.	Function in a manner that respects the physical, emotional, cultural, and spiritual boundaries of others.
PIC5	Use appropriately one's professional authority as a chaplain.	Use one's professional authority as a spiritual care provider appropriately.
PIC6	No change	Advocate for the persons in one's care.
PIC7	Function within the APC/ NACC/NAJC Code of Ethics.	Function within the APC Code of Ethics.
PIC8	Delete	Communicate effectively orally and in writing.
PIC9	Delete	Present oneself in a manner that reflects professional behavior, including appropriate attire, and grooming.

<b>Competency</b>	<b>New Rubric Description</b>	<b>Current Description</b>
PPS1	No change	Establish, deepen, and conclude professional spiritual care relationships with sensitivity, openness, and respect.
PPS2	Provide effective spiritual support that contributes to the wellbeing of care recipients, including patients (or the relevant analogue in a non-healthcare setting), their families/friends, and staff.	Provide effective spiritual support that contributes to well-being of the care recipients, their families, and staff.
PPS3	Provide spiritual care that respects diversity, relative to differences in race, culture, gender, sexual orientation, etc.	Provide spiritual care that respects diversity and differences including, but not limited to culture, gender, sexual orientation and spiritual/religious practices.
PPS4	No change	Triage and manage crises in the practice of spiritual care.
PPS5	No change	Provide spiritual care to persons experiencing loss and grief.
PPS6	Provide religious/spiritual resources that are appropriate	Provide religious/spiritual resources appropriate to the

	to given care recipients, their spiritualities/religions, their contexts, and their goals.	care recipients, families, and staff.
PPS7	Develop, coordinate, and facilitate public/ semi-public liturgy appropriate to a range of settings and needs.	Develop, coordinate, and facilitate public worship/spiritual practices appropriate to diverse settings and needs.
PPS8	Facilitate care recipients' own theological/spiritual/ philosophical reflection.	Facilitate theological/spiritual reflection for those in one's care practice.
PPS9	Facilitate group processes in the provision of spiritual care.	Facilitate group processes, such as family meetings, post trauma, staff debriefing, and support groups.
PPS10	Make and use spiritual assessments to inform chaplain interventions and contribute to interdisciplinary plans of care.	Formulate and utilize spiritual assessments, interventions, outcomes, and care plans in order to contribute effectively to the well-being the person receiving care.
PPS11	Document one's spiritual care accurately, cautiously, and usefully and in the appropriate records.	Document one's spiritual care effectively in the appropriate records.

<b>Competency</b>	<b>New Rubric Description</b>	<b>Current Description</b>
OL1	No change	Promote the integration of spiritual care into the life and service of the institution in which one functions.
OL2	No change	Establish and maintain professional and interdisciplinary relationships.
OL3	Understand and function within the chaplain's institutional culture and systems, including utilizing business best practices appropriate to one's role in the organization.	Understand and function within the institutional culture and systems, including utilizing business principles and practices appropriate to one's role in the organization.
OL4	Advocate for and facilitate ethical decision-making in one's workplace.	Promote, facilitate, and support ethical decision-making in one's workplace.
OL5	No change	Foster a collaborative relationship with community clergy and faith group leaders.