

Expectations for Pastoral Counselors at KPCC

1. Be willing and able to represent and interpret the primary mission of the Center: *“We reach out to all persons by providing professional counseling, education, and consultation, at an affordable cost, in the context of a spiritual understanding of life.”*
2. Have no past, pending, or future potential of complaints, suits, proceedings, or settlements related to ethical misconduct. If any exist, it is expected these will be brought up immediately by the therapist with the Executive Director.
3. Be knowledgeable of and abide by state codes which regulate counseling, social work, or the appropriate discipline; as well as the Code of Ethics of AAPC and AAMFT.
4. Be able to respect the client’s individuality and freedom of choice; promoting the client’s sense of options rather than expected assumptions, whether the client’s or one’s own; promoting the client’s sense of values and ethics rather than an unthinking following of rules.
5. Be able to naturally use the language of negotiation, respect for diversity, and the complex mystery of individual choice, tending to use words such as “choose,” and “want to,” or “would like,” rather than “should,” “must,” “need to,” or “have to.” Attempt to be inclusive and nondiscriminatory in language, attitudes, and actions.
6. Be clinically competent, while at the same time have a sense of the mystery and complexity of life; a willingness to acknowledge assumptions as beliefs; a degree of self-knowledge regarding personal beliefs, assumptions, biases, and their strengths as well as limitations; a willingness to “hold theories lightly” and a willingness to try on new, different, or unfamiliar ones.
7. Be perceived as relevant to the religious community in the area in which one is serving. This may be enhanced by participation in activities sponsored by these groups. Good relationships with accepted religious leaders, both clergy and lay are essential, especially if one is working in a branch location.
8. Be able to share personally how one’s own life experience may effect one’s theories and techniques with various clients. Be able to speak non-defensively about rough spots and learning experiences that life has offered. Usually this is enhanced by having been in one’s own personal therapy, or other similar ongoing growth process, A personal therapy experience of at least two years is a prerequisite at some levels of job expectation.
9. Be engaged in a continuing and conscious process of personal growth, professional enhancement, and spiritual development.

As Sister AV Mooring has said of us, we are: *“Pastoral in Identity, Therapeutic in Training.”*

KPCC Professional Policies

1. KPCC staff members are committed to the oath to Do No Harm.
2. KPCC staff are committed to collegiality
 - a. We use inclusive language and the language negotiation
 - b. We work to have high team trust, and have a norm of “no gossip.”
3. KPCC staff members are committed to being a pastoral presence.
4. KPCC staff members are committed to on-going learning in a supportive environment
5. KPCC staff members are committed to practice building.

KPCC “Do No Harm” Client Policies

1. Client confidentiality is a sacred trust and is strictly protected. It is our highest priority.
2. Clients are seen only with the approval of the Director.
3. Clients are seen only in KPCC offices.
4. Clients are not intentionally seen outside of KPCC offices. Therapists do not intentionally attend social functions of clients. If we are inadvertently cast in a dual relationship, our role as therapist takes highest priority.
5. Once a client, always a client. Former clients are treated with the same level of caution and care as current clients.
6. KPCC therapists do not engage in physical contact with clients other than by shaking hands.
7. Therapists may receive small gifts. Tips or money are seen as donations to the center.
8. Client charts are not to leave KPCC office.
9. Client charts are kept up to date.
10. KPCC therapists are good guests of their host locations.
11. Clients are given the freedom to reveal their stories in their own time. Therefore KPCC therapists do not share information they may ‘know’ about a client with another KPCC therapist, unless specifically released to do so.
12. Any activity outside of these policies are expected to be brought immediately to the attention of the Director.

Three Norms at KPCC

1. The Team Trust Norm

We are a team working together on some very important goals. If someone is doing something you don't like, tell him or her directly. Here is a format for feedback that might work well:

- ◆ What specifically you don't like.
- ◆ What specifically you think would work better.
- ◆ How your idea fits in with the goals and mission of the center.
- ◆ How it can be done realistically.
- ◆ What specifically are you willing to do to help bring about change.

Direct feedback is a valuable resource for our growth personally, and as a team. Sometimes the more difficult the feedback, the more valuable. We value the standard tools of communication and negotiation described in our form: "Ideas about Negotiation." We work hard on the norm of "no gossip." We are "loyal to the absent" and bring absent members into the information loop at the earliest possible moment.

2. The Pastoral Identity Norm and Guidelines for Integration of Theological Issues

All therapists are expected to take responsibility for continually learning about Pastoral Counseling. Non-ordained, non-certified pastoral therapists are expected to be present at and to participate in regular weekly supervision and case conference. All therapists are expected to be in an on-going process of spiritual development and to be refining their sense of spiritual identity.

It is expected that KPCC therapists are able to help clients explore their theological beliefs. This exploration usually begins with the therapist exploring the client's response to the question about whether the client "would like prayer to be a part of their session." KPCC therapists make every attempt to familiarize themselves with the client's individual theology and take care to not impose their own theology on the client. Two resources seem especially helpful to KPCC therapists in this endeavor, *The Minister as Diagnostician* by Prusyer and *Taking On The Gods* by Merle Jordan.

3. The Marketing Norm

- By virtue of working here, the therapist has become a marketer of the Center.
- If the therapist wants more clients, the therapist will be expected to consider and implement marketing strategies to help this happen.
- Marketing goals and plans are to be confidential and to be discussed within the team only.
- Employment outside of the Center will not conflict with the therapist's willingness and ability to market him or herself through the Center, nor with the therapist's commitment to the norms of the team.
- Marketing ideas:
 - ✓ Do presentations, workshops, talks; write things for publication, local or nationally.
 - ✓ Help develop and use Center resources (such as: brochures, business cards, referral thank you letters, and client follow ups).
 - ✓ Develop a niche or a sought after specialty.
 - ✓ Develop a proposal for a grant.
 - ✓ Help develop Center partnerships with churches, businesses, and organizations.
 - ✓ Become a preferred provider.
 - ✓ Increase level of credentialing.
 - ✓ Learn more about mental health marketing and marketing in general.
 - ✓ Increase confidence in your abilities among staff and among peers.

Our Uniqueness

Some of the unique qualities of KPCC:

- ◆ Our Pastoral focus
- ◆ Our commitment to our clients
- ◆ Our fee subsidy offerings
- ◆ Our intensive supervision training of staff

I. Regarding the pastoral focus:

A. Case conference is the main forum for developing this perspective. Attendance at case conferences is expected to be considered a therapist in active relationship with the Center. Therapists are expected to notify the Director regarding absences.

B. Case conference has the following schedule of Thursdays (10:15 - 11:45 a.m.):

Theme presentations involve using specific and current cases to portray a theme or issue for discussion. Examples include: "Privacy vs. Secrecy in Families", "How to discuss prayer", and "Rituals in Families," "Using CBT," etc, etc,

C. Rotating Presenters

II. The supervision and intensive training focus:

A. As with case conference, attendance at supervision meetings is expected. Therapists are expected to notify the Supervisor and the Director regarding absences.

B. It would be good for each therapist to consider developing an ongoing relationship with personal therapist or spiritual director, especially if the therapist has never before been in his or her own therapy or spiritual direction.

Attendance at Case Conference and at Supervision is considered essential to who we are together as a Pastoral Counseling Center. These are the main times we consider what is Pastoral about what we do. Attendance at these meetings is essential for therapists who wish to be considered in active relationship with the Center. "Active Relationship" entitles the therapist to input on policy matters, to receiving new cases, and to Continuing Education benefits.

Discussion Ideas to Consider For Applying Therapist Interviews

Part of the application process at KPCC may involve an interview with one or more of the staff therapists. Please be prepared to address yourself to the following issues of theory and practice, identity protected examples of your ideas would be important:

Do you attempt to be value-free or objective as a therapist?

Do you tend to think that therapy/healing happens

- to the client
- in the client
- with the client, or
- between the client and the therapist?

Do you see reality as objective, subjective, and/or culturally relative?

What do you think about “blind spots” in therapy?

Do you believe people of different backgrounds to be equal?

What have you learned about yourself in the process of your training or of your being in supervision or your own therapy?

What authors do you like, and why?

What experiences have you had with religious backgrounds other than your own?

What would you like to learn, or work on, by being a part of KPCC?

How would you handle the following situations:

You have been meeting with a couple for three sessions. After the second session, the husband revealed to you privately that he was having an affair with his wife’s best friend. After the third session, the wife calls very upset at the news of the affair. She asks you if you knew about it. What would you do?

Over lunch with two colleague you discover they are talking about third colleague. They are critical of the colleague’s handling of a case and suggest that there may be some unethical behavior on the part of therapist. What would you do?

During an initial intake you wonder if a client is depressed. What would you look for?
Would it make a difference in you assessment if the client was male or female?

Please be prepared to give us feedback on the application/interview process.