



CATHOLIC HEALTH MINISTRY

Vocation, Career, Calling.





VOCATION
CAREER
CALLING



Catholic Health Ministry

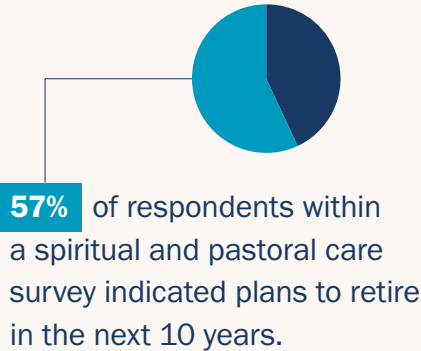
Women and men in Catholic health care are involved in something greater than day-to-day work inside brick-and-mortar institutions; they share in sacred experiences, extending care and compassion to the community, patients, their families and other caregivers, all within the context of today's complex health delivery system.

AS A VITAL MEMBER OF THE MINISTRY, YOU WILL:

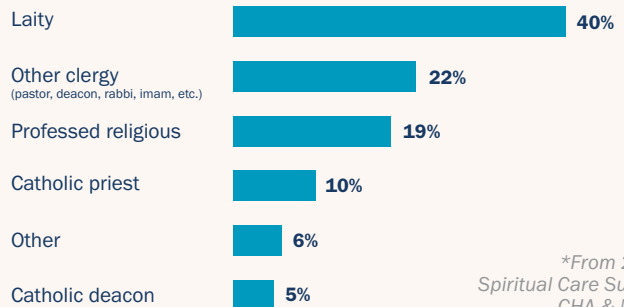
- ✦ **Lead the organization's mission, ethics, formation and spiritual care activities** in such a way that individuals and teams can more fully participate in decision-making and, ultimately, be empowered to advance the mission, vision, values and Catholic identity of the organization.
- ✦ **Create connections** with community members, government and civic leaders as well as other partners to work toward advancing health access, decreasing disparities and improving the health of each person in the community.
- ✦ **Foster a culture of organizational reflection and dialogue** aimed at promoting human dignity, contributing to the common good and fostering justice in the communities we serve.

Spiritual | Pastoral Care

OPPORTUNITY



ECCLESIAL STATUS



**From 2018
Spiritual Care Survey,
CHA & NACC*

ROLE

Catholic health care believes spiritual/pastoral care is a vital component of the ministry of healing. CHA's commitment to serve the whole person recognizes the impact of spiritual care upon health outcomes. Through their professional training and vocational calling, chaplains provide holistic support to address the spiritual and emotional needs of patients and families alongside physical health regardless of faith tradition. As a member of the interdisciplinary team and in collaboration with local clergy and volunteers, chaplains strengthen a culture of healing for individual and ministry team well-being, fostering hope, faith, compassion and empathy.

EDUCATION

Certified Chaplains

To ensure our ministries are committed to offering the highest quality spiritual care, Catholic health care seeks professional credentialed board-certified chaplains. To achieve board-certification through the National Association of Catholic Chaplains or Association of Professional Chaplains, chaplains must:

- ♦ Hold a graduate degree in theology, divinity, religious studies, pastoral studies or spirituality from a CHEA accredited institution.

Learn more about accredited institutions:
<https://www.chea.org/>

- ♦ Be endorsed or recognized through one's episcopal or denominational faith group.

- ♦ Complete four units of Clinical Pastoral Education (CPE).
- ♦ Successfully meet NACC or APC qualifications and competencies.

Associate Chaplains

For associate certification through the National Association of Catholic Chaplains or Association of Professional Chaplains, chaplains must:

- ♦ Hold a bachelor's degree from a CHEA accredited academic institution.
- ♦ Earn at least 18 graduate-level credits or equivalent in theology, divinity, religious studies, pastoral studies or spirituality from a CHEA accredited academic institution.
- ♦ Complete two units of Clinical Pastoral Education (CPE).

SKILLS AND COMPETENCIES

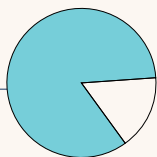
For more detailed information, please visit:

- ♦ National Association of Catholic Chaplains
<https://www.nacc.org/certification/>
- ♦ Association of Professional Chaplains
<https://www.apchaplains.org/bcci-site/becoming-certified/>

Formation

THEOLOGY BACKGROUND

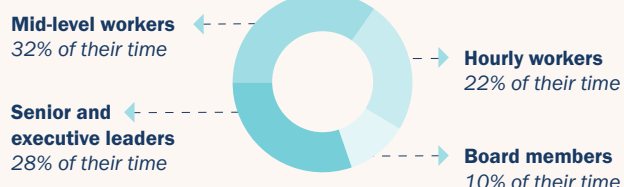
84% have a university education in theology, religious studies, and/or spirituality. 7 in 10 have a Master's degree in theology or a related field.



FORMATION ACTIVITIES

**From 2024 CHA Ministry Formation Survey Report*

Leaders in formation spread their time across the full workforce. Time includes onboarding new leaders and board members; offering didactic content; and leading or creating reflections, blessings and ritual celebrations.



ROLE

Leaders of ministry formation can fill formation-specific roles, or they may be mission leaders designated to lead and create formation programs for a Catholic health ministry. Persons in such roles design curricula, as well as lead and facilitate experiences that invite those who serve in Catholic health care to discover connections between personal meaning and organizational purpose.

Through work and participation in a healing ministry, workers, leaders, and aligned partners participating in formation discover how to articulate for themselves how they contribute to building the reign of God amidst their communities.

Leaders of ministry formation enable reflection on the organizational culture, including Catholic identity, and inspire participants to attune to integrating and implementing the formation experiences amidst their own work and contributions to the healing ministry.

EDUCATION


Masters in theology, religious studies, spirituality, pastoral studies, mission leadership, or similar; Masters of Divinity a plus.

SKILLS AND COMPETENCIES

- ♦ Catholic theology and individual spirituality.
- ♦ Gifted facilitator and presenter with an ability to translate the tradition into relatable concepts for health care executives and clinicians.
- ♦ Health care ethics and organizational management.
- ♦ Formation leaders demonstrate a passion for the organization's mission and support colleagues to identify their work as ministry.

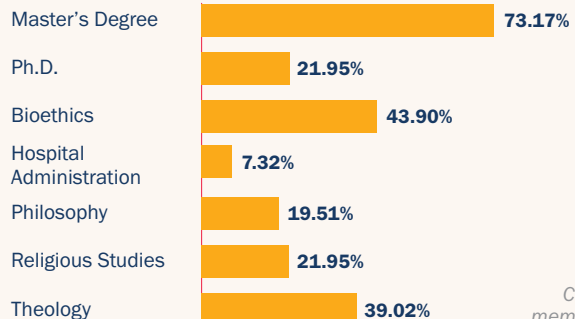
Ethics

OPPORTUNITY



Nearly 40% of today's working ethicists are over age 60, with more than one-third of all surveyed intending to retire or leave the field within the next five years.

EDUCATION AND EXPERIENCE



**From 2018
CHA survey of
member ethicists*

ROLE

Ethicists provide guidance, education, consultation and assistance in navigating the complex and sometimes turbulent waters of health care. Out of a love for helping people and with respect for the moral and ethical teachings of the Gospel and the *Ethical and Religious Directives for Catholic Health Care Services*, ethicists facilitate discernment and provide guidance for making just and moral decisions when answers aren't always clear.

While some ethicists work in facilities, others work in systems. General responsibilities typically include:

- ♦ Educate various audiences, including boards, senior leadership and clinical and nonclinical staff.
- ♦ Provide clinical and organizational consultations.
- ♦ Guide ethics committees and facilitate ethical discernment.
- ♦ Develop ethics-related resources and tools, especially on ethical issues of an organizational and ecclesial nature.
- ♦ Conduct leadership formation.
- ♦ Assist in policy development.
- ♦ Help author advisory and position statements.
- ♦ Research and publish in the area of health care ethics.

EDUCATION

73.17% of ethicists typically have at least a graduate-level degree, although a doctorate or the equivalent is preferred, particularly when working at the regional or system level. All candidates are expected to have a developed understanding of health care ethics and the Catholic moral tradition, including Catholic social teaching. Appropriate areas of specialization include, but are not limited to:

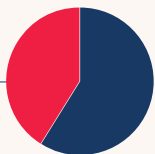
- ♦ Health care ethics
- ♦ Theology
- ♦ Philosophy
- ♦ Medicine
- ♦ Law
- ♦ Nursing

SKILLS AND COMPETENCIES

- ♦ Knowledge of Catholic systematic and moral theology, and other faith traditions.
- ♦ Knowledge of Catholic health care ethics, including organizational ethics and the *Ethical and Religious Directives for Catholic Health Care Services*.
- ♦ Ability to teach and write clearly and effectively.
- ♦ Good communication skills.
- ♦ Creative problem solving.
- ♦ Ability to develop educational programs and resources.

Mission

OPPORTUNITY

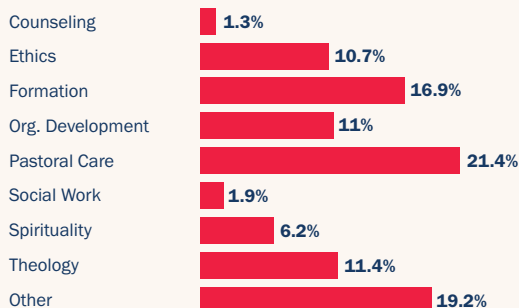


More than 50% of today's working mission leaders are ages 50-65 and almost 20% are over 65.

57% of respondents plan to retire or leave the field in less than 10 years.

AREAS OF SPECIALIZATION

**From 2022
CHA survey of
member mission
leaders*



ROLE

Mission leaders are women and men; lay, religious and ordained; individuals with management, pastoral, or clinical experience or experience in social service or other healing ministries. Some have recently earned graduate degrees in divinity or theology; some are embarking on a second career in health care after working in nursing, social work or business management. All come steeped in a deep understanding of Catholic social teaching and tradition and the desire to help those working in Catholic health care to integrate the mission and values of the organization into every interaction with patients, families, caregivers, co-workers and the community at large.

Mission leaders perform a wide range of responsibilities within health care organizations, yet primary duties include the following:

- ♦ Participate as a regular member of executive management team.
- ♦ Community involvement activities and strategic planning of community benefit.
- ♦ Consultation on church relationships.
- ♦ Ethics education.
- ♦ Leadership development and formation.
- ♦ Organizational assessment and development.
- ♦ Worship, ritual and retreat experiences.

EDUCATION

- ♦ Graduate degree in theology, scripture, spirituality, ethics, or the equivalent. (This may include a need to learn the business and operations sides of Catholic health care.)
- ♦ **OR**, Combination of degree and experience in health care business/operations, with theological, spiritual, and ethics formation through certificate and degree programs designed for second careers, or the equivalent.

SKILLS AND COMPETENCIES

Mission leaders are talented, faithful and competent executives skilled in leading organizations through strategic direction and dynamic collaboration. In addition to organizational management competencies, they exercise a working knowledge of:

- ♦ Catholic Identity
- ♦ Strategy
- ♦ Operations
- ♦ Formation
- ♦ Spirituality
- ♦ Organizational and clinical ethics
- ♦ Advocacy
- ♦ The Church's social justice tradition
- ♦ The plurality of religions that will be encountered and served through our institutions, or at least an acquaintance with them

There is no typical path into mission leadership. In fact, few come to this ministry with all the core competencies identified for the role and are willing to continue ongoing personal formation and education toward their development.

BE A PART OF SOMETHING BIGGER

Across all 50 states, Catholic health care is comprised of more than

600

hospitals

1,600

long-term care
and other health
facilities



EVERY DAY, MORE THAN

1 IN 7 PATIENTS

are cared for in a Catholic hospital.

SOURCE: 2017 AMERICAN HOSPITAL ASSOCIATION ANNUAL SURVEY



AS THE CHURCH'S MINISTRY OF HEALTH CARE, WE COMMIT TO:

- ♦ Promote and Defend Human Dignity
- ♦ Attend to the Whole Person
- ♦ Care for Poor and Vulnerable Persons
- ♦ Promote the Common Good
- ♦ Act on Behalf of Justice
- ♦ Steward Resources
- ♦ Serve as a Ministry of the Church

THE SHARED STATEMENT OF IDENTITY *for* THE CATHOLIC HEALTH MINISTRY

We are the people of Catholic health care, a ministry of the church, continuing Jesus' mission of love and healing today. As provider, employer, advocate, citizen – bringing together people of diverse faiths and backgrounds – our ministry is an enduring sign of health care rooted in our belief that every person is a treasure, every life a sacred gift, every human being a unity of body, mind and spirit.

We work to bring alive the Gospel vision of justice and peace. We answer God's call to foster healing, act with compassion and promote wellness for all persons and communities, with special attention to our neighbors who are poor, underserved and most vulnerable. By our service, we strive to transform hurt into hope.