



# acpeNEWS

## SOUTH CENTRAL REGION

Spring 2017

Vol. 17, No. 1

### Goodbye and Hello

The South Central Region is experiencing transition, as is the whole ACPE Association. In late 2016, we said goodbye to a long time, beloved leader, Stu Plummer. Stu had various leadership roles over the years in our Association but none with more impact than leading the SC Region so effectively for so many years. So many of Stu's CPE students went on to be leaders in their faith communities, vocations and in ACPE, Inc. He willingly led our region with compassion, conviction and wisdom and a non-anxious presence throughout its ups and downs. He knew, and knows our SC Region ACPE Centers and supervisors well. His memory of our shared SCR and ACPE history was and continues to be invaluable. His sense of humor lighted our load when we needed it. It was an honor to work closely with Stu on Council and as the Chair of the Region.

Stu will not be riding his Subaru into the sunset, well maybe riding it down to Santa Fe. Stu remains a part of our Region and

ACPE and will be attending the SCR Annual Conference in October in Colorado. Thank you Stu for being you and leading us so well.

We say hello to another leader in ACPE, Wayne Menking. We welcome Wayne as our Transitional Regional Director (TRD). Wayne comes to us with valuable and a wide range of experiences as an ACPE supervisor and a leader in ACPE, Inc. Wayne is currently serving as the RD for the Southwest ACPE Region and now as our TRD. Wayne insightfully led and guided the various committees and groups at its Leadership Meeting in Omaha, Nebraska in March. His insight and leadership skills are already evident in his collaboration and work with the Leadership Council and all the leaders and supervisors of the South Central Region. Wayne had face-to-face, regional gatherings with groups of supervisors, candidates, Supervisory Education Students and retired supervisors in February in St. Louis, Kansas City and Denver. The fellowship and sharing at these gatherings were rich. Welcome Wayne.

—Marc Giedinghagen, Chair of the South Central Region ACPE

### Thank You

I've expressed this on several other occasions, but I want to extend my thank you to all of you for your hospitable welcome into your region. The gatherings in St. Louis, Kansas City, and Denver gave me offered the wonderful opportunity to become acquainted with you, and I trust they gave you a chance to become better acquainted with me. The regional leadership meetings this past week in Omaha also gave me the opportunity to become acquainted with your life and work together as a region. Although our time together is short, I trust it will be fruitful and productive. I look forward to working with you in this coming year.

Respectfully,  
Wayne Menking



## Thoughts on Implementation and Change from the Transitional Regional Director

**A**s this edition of the region's newsletter is being published, the work of implementing the ACPE's new organizational design is well underway. Although you have not yet heard much publicly, the implementation team is well underway and beginning the arduous task of building the structure we approved last May. As the year progresses you will be receiving increased information on how the new structure is being implemented and formed.

Over the past several months, I've had the occasion to be in conversations in several different venues, but all related in one way or another to the implementation. I have been struck by the fact that planning for the new organization and actually putting it into existence are almost two different things. The first might actually have been the easier task; the second more difficult. The work of putting the new structure in place has confronted us with the reality that we will be giving up some very familiar ways of living and working together in the ACPE. Regions will no longer exist as we know them; familiar patterns of gathering for business, education, professional development, and relationship building will be replaced with new structures and patterns that are not yet known to us. In some ways, this must be what Abraham was up against when he was called by the Holy One to leave his home and go to a place that was unknown. He did not know where or to what he was headed, only that he was going.

Leaving what is familiar for what is not yet known is indeed scary work. It's one thing to plan; it's quite another to begin the trek. Yet here we are; the boat has left the harbor. And whether we are willing to admit it or not, we are all on the boat together! There is no "they" or "them." We are all joined together in the work of finding our way to this new place.

If you haven't read Peter Senge's book, *The Fifth Discipline*, I commend it to your reading. Senge observes that the one mark

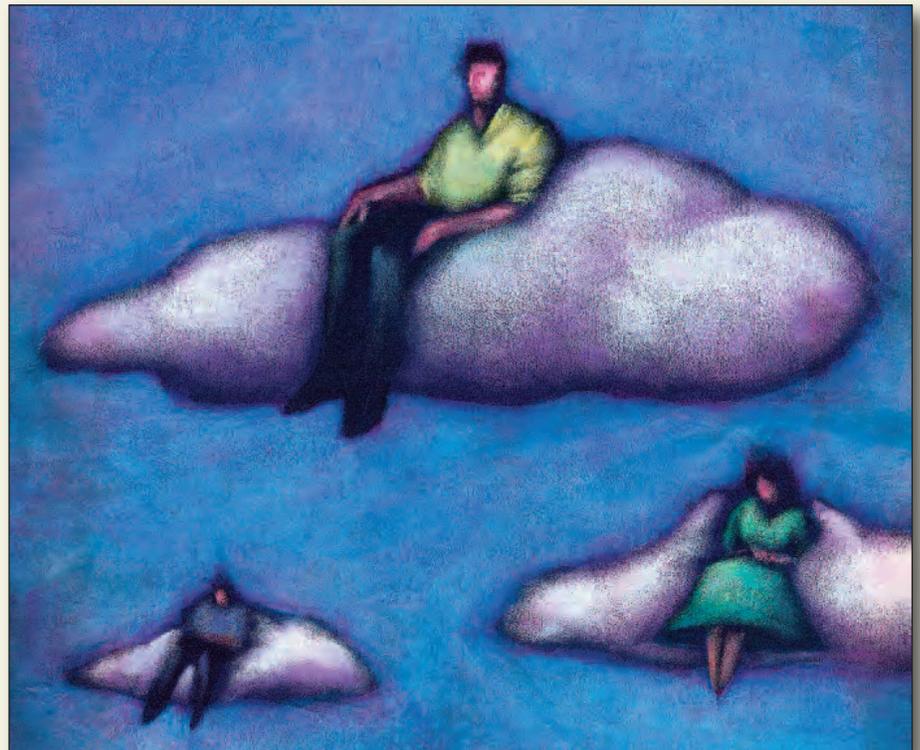
of a successful organization is that it is a learning organization. AND the primary characteristic of a learning organization is its ability and capacity to suspend disbelief. By suspending disbelief, Senge does not suggest that we give up long held convictions or beliefs, or even doubts. He only suggests that we suspend these doubts and disbeliefs in such a way that allows us truly to see, hear and understand what is being proposed. Already in the early stages of this implementation process, I have heard judgments being made about why a proposed new structure or way of doing business will not work or how it will disrupt what is familiar to us, without asking inquiring questions or even attempting to understand the proposal from the perspective of the other. To use another language: in our anxiety about change, we seem reluctant to practice appreciative inquiry!

The truth is that as an organization, we are in the very same place that most of our students are in when they are confronted with giving up old ways of being

and practicing their ministry; they are scared about leaving what is familiar to what is unknown! And in the middle of that we invite, ask, challenge, and even confront them to "trust the process," i.e. suspend their disbelief!

I issue both an invitation and a challenge to all of us—myself included! We are an excellent teaching organization! I observe; however, that we are not a very good learning organization. We do not seem to have a well developed ability to suspend our disbelief in a way to hear and learn from others - especially those who may have a different idea about how the organization should be structured and organized. My invitation and challenge in this time of anxious transition is that each of us assume responsibility for ourselves to practice suspension of disbelief and/or appreciative inquiry.

As anxious as this moment is for many of us, and as much as we are grieving the loss of our regions and familiar ways of doing things, we are in a moment of opportunity to build on our strong tradition and create a new foundation and structure that will carry us into the future. We are in this together, and together we will learn and find our way!



## Certification News

### A Recap of 2016—

**In May**—at the Certification Commission meetings in Denver—**Jan McCormack** (Denver Seminary, Denver, CO) and Dustin Frye (at St Anthony Hospital/Centura Health, Colorado) became Associate Supervisors; **John Allen** (Christian Hospital, St Louis, MO) became a Full Supervisor.

**In October**, at our regional meeting in St Louis—**Crystal Schmalz** (Barnes-Jewish, St Louis, MO) became a Supervisory Candidate and **Unyong Statwick** (Mercy in Springfield, MO) made Full Supervisor. **Lou Serio** (now in West Virginia), who trained in our region, met in his new region for Full.

### Congratulations to everyone!!

**In 2017**—Three of our Supervisory Candidates will meet the Commission in Minneapolis, MN in late April, early May for Associate Supervisor. They are **K'Lynne McKinley** (St Louis University, St Louis,

MO), **Jonathan Rudnick** (Research, KC, MO), and **Ryan Tidball** (Wesley, Wichita, KS) who moved to our region in 2016 from the Southwest Region.

Many changes in the ACPE Certification process are coming! If you are supervising SESs, or are a Supervisory Education Student, watch for information at and following the ACPE Annual Conference in Minneapolis, MN in May.

—*Janet Barriger*  
*South Central Region*  
*Certification Chair*

## Accreditation News

CPE Supervisors, please make sure that you are attending to administrative duties. As many of the processes for Accreditation are becoming more automated (i.e. – student registration, unit registration, annual report submissions, 5-Year review submissions, etc.) these automated systems do

not have any “grace” built into them and will generate potential notations if we are not being compliant and attentive to deadlines and processes. Since the introduction of the new student unit database, there has been an increase in the number of notations for 300.1. Please see the following link as a refresher for utilizing this tool. [Click here](#)

As always, if you need assistance, do not hesitate to ask me or contact [Marc Medwed](#), or [Kimberly Yates](#) at the national office.

Speaking of electronic processes, the Annual Report process seemed to go much smoother this year as we moved into using a new tool called BoardEffect. This tool is also being used for the submission of 5-Year Reviews. 10-Year Reviews will still be done via a paper submission.”

—*Jefferey Scheer*  
*South Central Region*  
*Accreditation Chair*

## South Central Region, ACPE Fall Regional Meeting YMCA Snow Mountain Ranch Granby, CO • October 19–21, 2017

### Tentative Schedule

#### October 17

6:00pm Dinner for Accreditation and Certification Committees

#### October 18

All Day Accreditation and Certification Committees

#### October 19

8:00 am–12:00pm Accreditation and Certification Committees

12:00 pm–1:30pm Leadership Council Lunch

2:00 pm Regional Conference Convenes – Detail Schedule TBD

6:00 pm Reception and Banquet

#### October 20

All Day Regional Conference – Detail Schedule TBD

October 21 Conference Ends at Noon

Lodging reservations at Snow Mountain Ranch may now be made. [click here](#). Or visit us at [www.scacpe.org](http://www.scacpe.org)

**Save the date  
and make your travel plans now.**

More details will be forthcoming as planning unfolds!

### Important Information

- If you are attending the Accreditation and Certification dinner on October 17 and the meetings all day on October 18, please plan on arriving in the afternoon of October 17. You will need to give yourself plenty of travel time.
- If you are arriving for the start of the conference in the afternoon of October 19, please plan on arriving in the afternoon of October 18. Likewise, you will need to give yourself plenty of travel time.
- Airport shuttle service: if you will need shuttle service from Denver International Airport to Snow Mountain Ranch, contact Home James Shuttle at (800) 359-7536.



## Minutes from SC Leadership Council Meeting in Omaha, March 17, 2017

Council members present: Marc Giedinghagen, Sheila Hammond, Jeffery Scheer, Janet Barriger, Cristina Stevens, Inba Inbarasu, Rob Hartmann, Wayne Menking, Rob Hartmann, and Alan Bowman

**8:36am – Convene** - Marc Giedinghagen, Chair convened the meeting and invited council members to check in with the group briefly. Some of the themes expressed: transition, grief, change, anxiety, celebration, stress, uncertainty, joy, and gratitude

**9:13 am – Meditation** - Janet Barriger shared a beautiful meditation- an original song sharing a CPE's student experience

**9:20 am– Review of Reports –**

**Chair –Marc Giedinghagen**

noted that we only need to complete one expense report and note the committee and Council on the report. Oct. 18-21, 2017 will be the Fall meeting. Marc also welcomed Wayne again as our new TRD.

**Board of Reps –Sheila Hammond**

please review the report that was submitted in advance. Will have a conference call on March 30 regarding the name of ACPE.

**Certification –Janet Barriger**

please review the report submitted in advance. Note we will have three SCR going up for certification at national.

**Accreditation –Jeffery Scheer**

noted that all information was submitted in the written report. Please review carefully. Supervisors need to be attentive to administrative requirements or the system will generate notations if you are missing deadlines. Please work with Jeff proactively if you have questions. Members expressed gratitude to Jeffery for his advocacy. Wayne noted that he is on the Accreditation work group. It is a complex work in progress. Expect no big changes soon.

**Standards –Renita Heinzl (not present)**

Wayne presented on behalf of Renita: The work of the Standards Committee has come to an end and is no longer meeting due to the changes nationally to governance and roles of committees/commissions. Its work has been absorbed into the Certification and Accreditation Commissions. The Committee was thanked by the

Board of Representatives at the Fall 2016 Leadership meeting for its years of hard work and faithful commitment to ACPE and those we have the privilege of serving. Jim Taylor and Terry Izzaguirre echoed that to the Committee as well.

**FCPE –Renita Heinzl (not present)**

Wayne presented on behalf of Renita: FCPE continues to do quite well. Here are excerpts of the 2016 year-end report Jasmine Okafor sent to the Regional Champions.

The Fall 2016 Annual Campaign a success! We exceeded our goal of \$85,000, raising \$105,447 in individual gifts, with another \$15,725 from ACPE regions, yielding a total of \$121,172! Last year we raised right around \$70,000, and so this is a marked improvement! We had about 28% giving participation across the organization.

Here's where we landed with our regional competition:

**1st Place:** Northeast Region with 48% giving participation!

**2nd Place:** North Central Region with 42% giving participation, and the highest number of total donors!

**3rd Place:** Southwest Region with 35% giving participation!

**4th Place:** East Central Region with 29%!

**5th Place:** South Central Region with 28%!

**6th Place:** Mid-Atlantic Region with 24%!

**7th Place:** Pacific Region with 19%!

**8th Place:** Eastern Region with 16%!

**9th Place:** Southeast Region with 14%!

There is a good deal to celebrate about these giving percentages: the overall giving participation across the regions have increased. Last year, 39% participation won the competition, but this year, the winner is closer to 50%! Also, while the Southwest was last place last year with 13%, this year they came in 3rd with 35%! And, the North Central, Mid-Atlantic, and Pacific regions' giving percentages also increased! Great job everyone!

**REM –Inba Inbarasu**

please review report that was submitted in advance and make special note of the 3 scholarships approved on 2-13-17 in advance by council by email and note that only two of the scholarships will be used at \$500.00 each which equals what was budgeted by Council.



**Clinical Member** —Rob Hartmann please review the written report submitted in advance. Rob is advocating for clinical members and their meaningful participation in ACPE. He noted their participation in accreditation site visits and the need for education on how to participate. He is advocating for clinical members on all commissions and committees. We also need to provide education for them. Rob is asking for support from Council. Please send information to Rob in writing regarding ideas for RIT committee.

Reports were accepted and approved by Council as submitted. Council also approved October 2016 Minutes.

**10:00am – Break**

**10:36am**

**RD Report** —Wayne Menking

Financial report will come in April, 2017. Please review Wayne's written report. Wayne also thanked Council for the travel budget that allowed him to meet with SCR members clustered within three gatherings across the region. Themes:

- Please do not change the name of ACPE at least for now
- Grief over the loss of regions
- Organizing "Communities of Practice" where is the structure and focus on need for community
- Anxiety over a future not yet known.

Wayne shared some current impressions/suggestions:

- We are at our best when we play to our strengths.
- He is hearing a lot about what is being taken away.
- Not hearing much about what is hoped for yet.
- He suggests that we learn all we can about what a "Community of Practice" is.
- Parker Palmer has a chapter on "Circles of Practice" that is very similar to a Community of Practice.
- SES gatherings are also similar to a community of practice.
- Challenged us to consider what communities of practice may be helpful to us.
- Consider if this group might become an advisory group as we transition into the new structure in 2018. Consider reading *The Fifth Discipline: The Art & Practice of The Learning Organization* with a focus

on "appreciative inquiry".

- Oct 18 -21 for Fall Leadership meeting and SCR annual meeting at YMCA Snow Mt. Ranch. We will talk more about this later this afternoon. Wayne will post information on the SCR web site after this visit.
- See summary of travel in the TRD written report.
- He also suggested follow up visits in the region and invited council members to give some thought on what may be most helpful and please communicate with Wayne.
- Please attend the pre-workshops on Wednesday at ACPE National Conference.

Council thanked Wayne for his work including the travel on behalf of the SCR.

**11:00 am**

**Implementation Team**—Rob Hartman

Please review the written report submitted by Rob. Council members also asked Rob to advocate for repeated communication of information. Wayne also noted you can go to the ACPE web site and look next to Carlos' picture on "Election Results" and you will see the results of the changes to the By-Laws. Rob provided an overview of current information and a discussion of developments in progress. Additional resources may be located under "My CPE" tab and then "My Communities" and then go into "the Exchange"

**11:30 am**

**Transition Issues in SC Region All** (Identifying Concerns and Issues)

- Mentoring of future leaders. How might we as Council begin to identify, encourage and support future leaders for the organization.
- What are the skills and competencies needed for the respective leadership positions.
- Role of area managers is posted on the ACPE web site and it is hoped that those folks will be on site by July. A significant component of their role is the support of centers.

**11:49am –adjourn for Lunch**

(resumes work at 12:30)

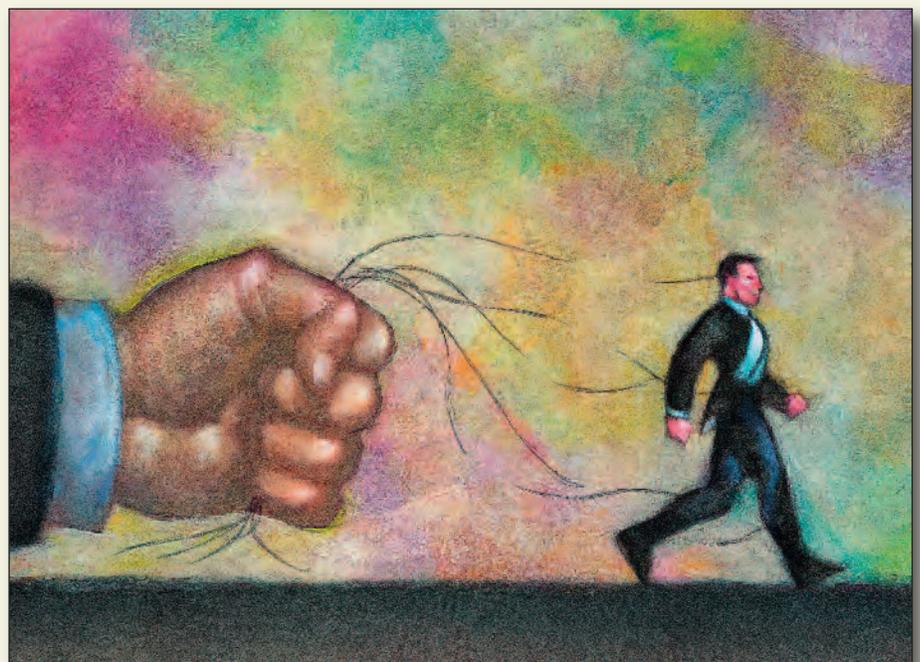
**12:34am**

**Financial Matter** —Expense Request Marc Giedinghagen

Due to the length of time and lack of compliance with the financial guideline it was moved and seconded to decline a request for expenses incurred in February and March of 2016 and submitted in December 2016. Motion passed unanimously.

**12:55 pm**

**Communities of Practice** —Wayne Menking What are they? What Communities of Practice are and All already operative in the SC Region (even if we haven't identified them yet)? How do we identify the need to organize a COP? How do we



## Council Meeting minutes continued from page 5

get one organized? How will they be funded? Wayne shared the following web site with Council: [Click here](#) Wayne reviewed the definition, the domain, the community, and the practice with Council:

- Is national pushing for the development of COP's and if so what is it that they hope to accomplish? What is the purpose?
- SCR's current needs are met as we gather as a region and as we gather for SES
- The professional committee for well-being is exploring how to use the COPs
- Several ideas for COP's might include SES, Clinical member's involvement, retired ACPE members, Wellness/Integration of Spirituality,

1:34 pm —Break

1:50 pm

### SC Regional Meeting

#### General Conversation and Consultation for Planning Committee

October 17-21, 2017. Current thinking: Arrive Tuesday whenever you can. Accreditation and Certification start on Wednesday

morning and again on Thursday morning. More details will be posted on the SCR-ACPE web pages. Conference Thursday noon to Saturday noon. Council would meet Thursday over lunch. Start Conference around 2 pm. Council meets again at 7am Friday over breakfast as needed. Wrap up conference on Saturday morning.

Wayne will reserve one large hospitality cabin for the SCR.

Feedback to Renita and committee for planning the Fall conference:

- Community focus
- Reach out to prior members of SCR
- Picture gallery scrolling on TV screen?
- Grieving and celebrating
- A service - Story telling-remembering
- Invite Wayne V. to write a poem for the occasion
- SCR tribute
- Invite Stu to be involved
- Janet described an idea of having a region map(s) that people can color/draw on and then divide see scanned attachment
- Music therapist putting story to music and record on CD and give gift of the CD to members

- If we worship together, please do not wait until the end of the conference but do it earlier in the schedule maybe Friday night
- It would be good to get some continuing education time
- A remembering time and a time looking forward, hope for the future
- Let's not make it a conference like every other conference
- Janet B has an idea for a possible speaker [Jane Anne Ferguson](#), one of their consultants, is a colleague and friend, AND a professional storyteller
- Janet B also has a music therapist
- Possible creation of a mural of the SCR or work of art representing the SCR and then donating it to the ACPE national archive.
- What about listing some of the history of SCR how many students have been trained? Award winners from SCR? Recognizing the contributions by the SCR to their organizations/communities?
- Think of the people who have made contributions to ACPE national: Art Lukas, Stu Plummer, Maxine Glaze, ...
- You can also email ideas to Renita with additional ideas

2:57 pm —Break

3:10 pm

### Wrap-up & Reflections: What have you heard today? Where do we go from here?

Next steps in transition in the region?

Council members:

- Thanked Rob for his work on the Re-design Implementation Team (RIT)
- Expressed gratitude for Trace and his support of us individually and collectively
- Expressed gratitude to Wayne for his leadership and support
- Gratitude to one another and to Marc as our Chair
- Expressed optimism for the future as well as grief over what might be lost
- Expressed some change fatigue and hope for the future of ACPE

3:36 pm

### Adjournment

*Respectfully submitted by,  
Alan E. Bowman, Prior Chair*

