

Class Concept

Work in this class involves formulating, directing, supervising and participating in a comprehensive program of religious services and clinical pastoral/spiritual care on an interfaith basis for state facilities. Employees evaluate religious/spiritual services and pastoral care programs as well as evaluating the performance of staff chaplains. Employees provide spiritual, pastoral and emotional care and services to inmates, residents, patients and their families assigned to the most complex facilities, such as inmates with the highest custody level of supervision to include death row and chronic mental health. Chaplains are present at executions and support facility and community hospital with end of life protocols. Employees coordinate visits and staff in community hospitals; lead or arrange approved religious rites and sacraments such as blots, communion, equinox, baptism, or holy days. Employees plan, organize and direct a recognized clinical chaplaincy training program with responsibility for coordinating and directing staff chaplains, clinical pastoral education students, interns, and volunteer/church funded chaplains. Employees are responsible for cultivating and directing an interfaith program that represents a wide and diverse range of religions. Employees coordinate visits to inmates and staff in community hospitals; lead or arrange approved religious rites and sacraments such as blots, communion, equinox, baptism, or holy days. Employees coordinate pastoral volunteers. Programs may include interfaith services in chapel settings; include worship services, faith group studies, individual or group spiritual and pastoral care.

Recruitment Standards

Knowledge, Skills, and Abilities

- Considerable knowledge of the principles of clinical pastoral care and the role of the chaplain in an institutional setting.
- Thorough knowledge of theology.
- Ability to plan, organize and develop a comprehensive pastoral care program and/or a clinical chaplaincy training program.
- Ability to establish rapport with patients/residents/inmates and their families.
- Ability to supervise, coach, mentor, assess performance, and discipline employees.

Minimum Education and Experience

Master of Divinity degree from a school of theology or seminary accredited by The Association of Theological Schools (ATS) and one year of residency in Clinical Pastoral Education (CPE) and Ordination or membership in a recognized religious governed body; or

Master's degree in related field from an appropriately accredited institution and one year of residency in Clinical Pastoral Education (CPE) and Ordination or membership in a recognized religious governed body and two years of related experience in a clinical setting.