



The Standard for Spiritual Care & Education

Making the Case for ACPE CPE: Strategies for Financially Challenging Times

Linda Wilkerson, ACPE Secretary/Treasurer

Dennis Kenny, ACPE Certified Educator (Retired)

Amani Legagneur, ACPE Certified Educator

Mark Grace, ACPE Certified Educator

Trace Haythorn, ACPE Executive Director/CEO

Theory

- Organizations and individuals have spiritual covenants
- They often are not identified
- Personal and organization covenants don't always match
- Organization's quiet covenants don't always match the stated or overt Mission and Values of the organization
- Key decisions are most often made from the Quiet Covenants
- The organization is limited when the impact of the clash is unidentified or underappreciated

KEY RULES

- When you mess with Sp Covenants or breakers there is hell to pay
- When historical messages are linked to an organizations covenants the influence of the covenants grow exponentially
- Learn how to translate the language of Covenant
- Know your bosses Covenant and its breaker and don't break it.

Develop programs and communicate to the Core Covenant of the organization

- Make your covenant more flexible and life giving
 - Don't take it personally, respond professionally.
 - Achieve value from more than your work.

Key Rules

- Be part of the solution not the problem – Team
- Never say no
- Never take no for an answer
- Collaborate (Alice)
- Diversify your budget

Key Rules

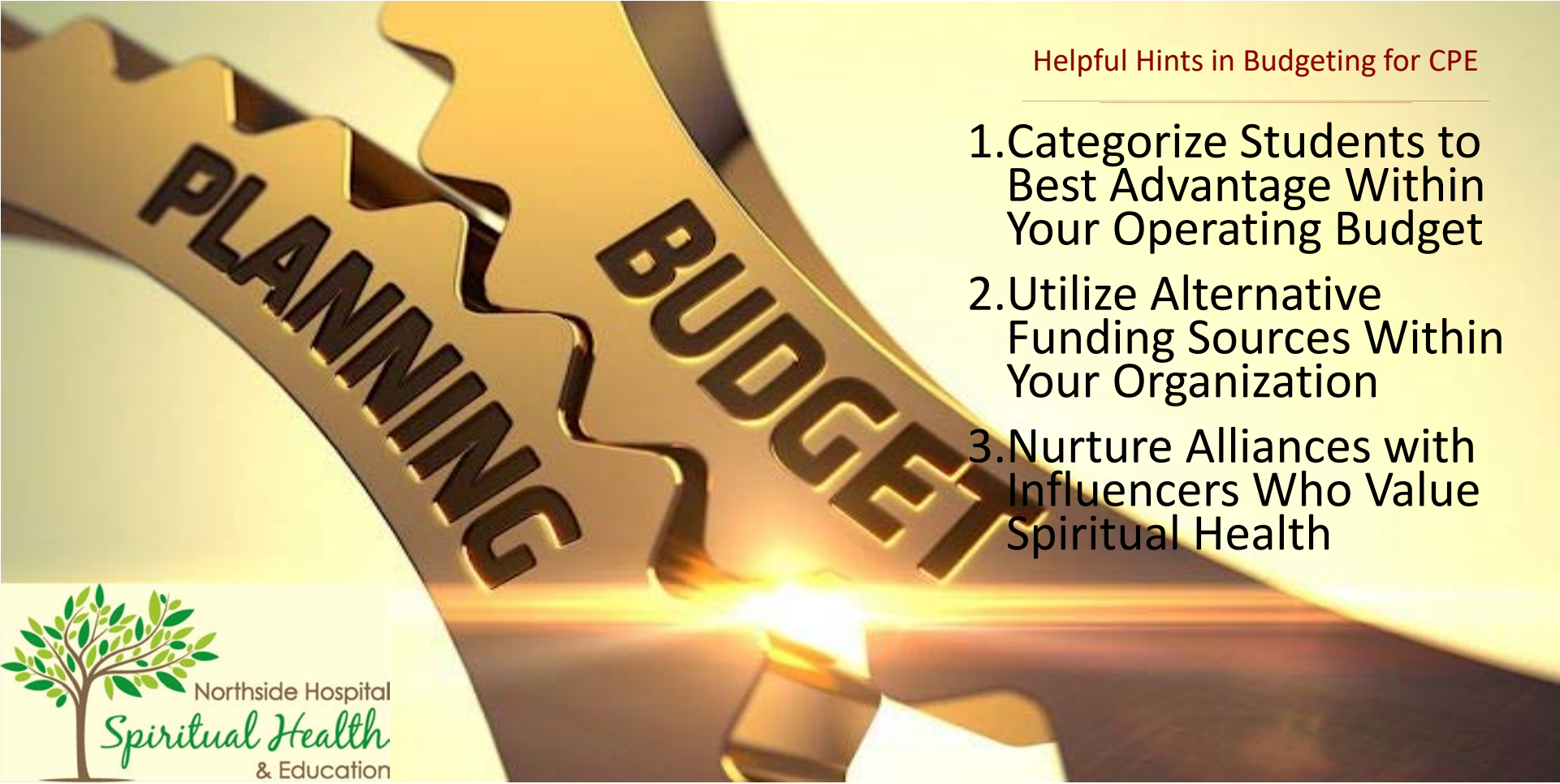
- Don't Wait for someone else's permission or resources.
- Ask the right question
 - We are often asked "How much is your budget. How many staff to do the work do you have"? Wrong question. "How did you do this". No staff and no budget.
- Do not Isolate yourself or your department
- Never take no's personally



BUDGETING OUTSIDE OF THE BOX

STRATEGIES FOR FUNDING CPE
PROGRAMMING WITHIN AND BEYOND
REGULAR OPERATING BUDGET PARAMETERS

REV. AMANI D. LEGAGNEUR
ACPE CERTIFIED EDUCATOR



Helpful Hints in Budgeting for CPE

1. Categorize Students to Best Advantage Within Your Operating Budget
2. Utilize Alternative Funding Sources Within Your Organization
3. Nurture Alliances with Influencers Who Value Spiritual Health



Northside Hospital
Spiritual Health
& Education

Choose the best budget bucket for your CPE program



How Does Your Organization Officially View a CPE Student?

- Full-time Employee (FTE)
- Supplemental Staff/Contract Employee
- Unpaid/Paid Student
- Other

Consider Alternative funding

- Other Departments
 - May update your technology free of charge
 - May share resources
 - May advocate for a CPE student to cover their service line under their own budget
- Hospital Foundation/Community Benefit
- Grant Monies
- Auxiliary/Volunteer Services
- Community Partners

sources

what are other
words for
benevolence?



kindness, charity, beneficence,
generosity, goodwill,
philanthropy, compassion,
benignity, benefaction



Nurture Alliances



- Identify Key “Influencers”
 - Satisfied patients are powerful influencers.
 - Clinicians familiar with excellent work by CPE students also hold sway within systems.
- Care for the care responders with whom you work. *Direct experience of your spiritual care may be the best reference point that some decision makers have when considering budgetary choices.*
- Educate your leaders about the value of CPE.



budget strategically

- Add a minimum of 2-3% more money in each appropriate bucket every fiscal year to account for inflation.
- Build in budget requests (e.g. furniture and equipment) that may not be essential in case you need to reallocate money to your CPE program.

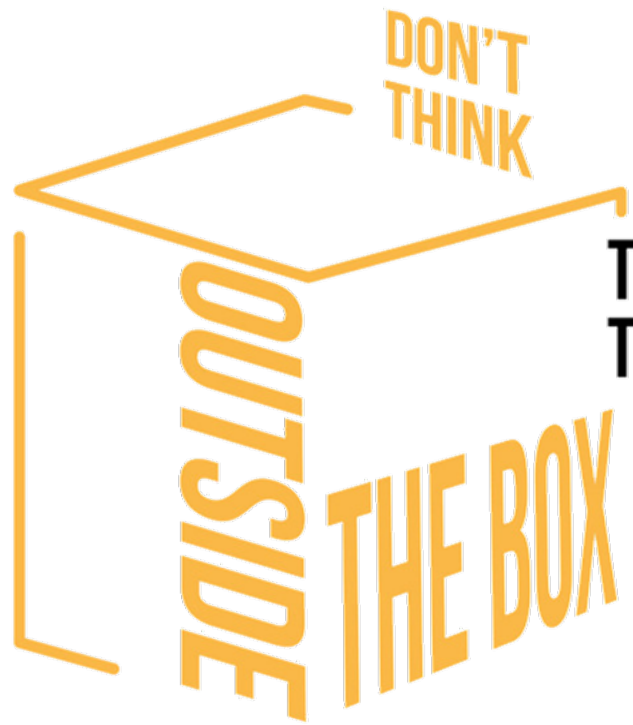
Develop
a “growth mindset”

Then SPEND all of
your budgeted
monies (and
possibly a little
more).



My approach: All of the Above...





If you had a blank slate for your CPE budget, what would you ask for your program? How can you best share this vision to embolden your organization to support it?





Fiscal Education

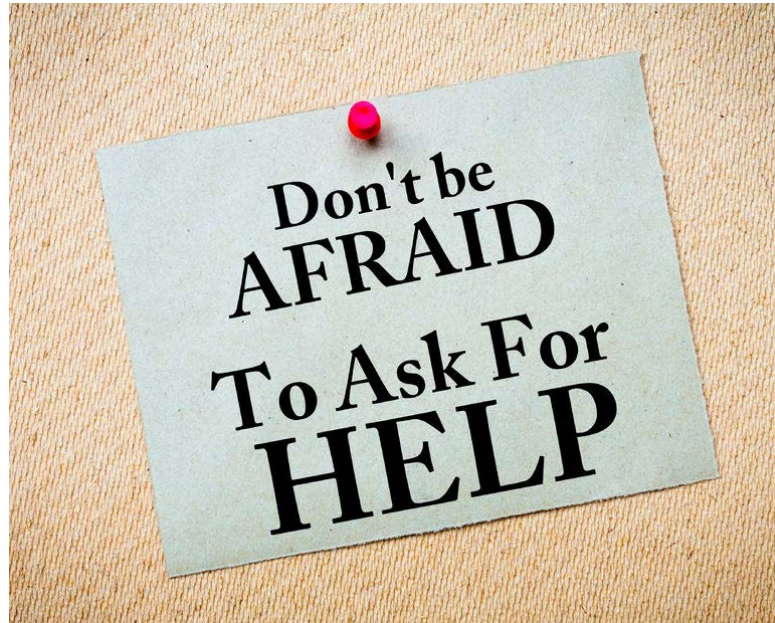
Current opportunities and future directions for
education in financial management of CPE
programs

A 3-Prong Plan...

- 1) Identify Educational Resources Within Your Organization
- 2) Identify Educational Resources Outside of Your Organization
- 3) Don't Go It Alone



Identify financial educational opportunities within your organization



ASKING FOR HELP MAY ENTAIL

- Coming to Terms with Your Own Needs, Anxieties, and Opportunities With Regard to Financing Your Programs
- Going to Annual Budget Training
 - Helps Refresh Your Skill Set
 - Provides an Opportunity to Interact with Other Leaders
- Engaging Allies in Your Organization Who are Fluent in Finance
 - Accounting
 - Your Leader or Other Leaders

Identify financial educational opportunities outside of your organization

- Continue to attend webinars (like today's). 😊
- Don't be shy about looking for virtual finance training programs (and budgeting for your own financial education), e.g. Transforming Chaplaincy's *Spiritual Care Management and Leadership* program.





COMPARE NOTES

Share with Other Certified
Educators About What
Works Well for Them...

Keep it simple.



Q&A



Thank you for your time &

