

# Pastoral Counselor Training Program

*of the Pastoral Institute*

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MINISTRY  
RESOURCE  
CENTER

OF THE PASTORAL INSTITUTE

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## **Counselor Training Program**

The Pastoral Counselor Training Program of the Pastoral Institute's Turner Ministry Resource Center provides quality pastoral counseling and psychotherapy training in an American Association of Pastoral Counselors (AAPC) certified program.

Trainees have the opportunity to work with a diverse population in a variety of settings and capacities, which include:

- Psycho-educational groups for a state-certified family violence intervention program.
- Support and counseling for women from homeless shelters.
- Pastoral counseling therapy for couples, families and individuals.

The program is a rich, intensive, individualized experience that emphasizes the personal growth of the counselor as well as personal, pastoral and professional integration in the context of the Judeo-Christian faith. We affirm and recognize as a primary hermeneutic for learning and for serving together, Aboriginal elder Lila Watson's observation:

*If you've come here to help me, you're wasting your time.  
But if you've come because your liberation is bound up with mine,  
then let us work together.*

If you have questions, please contact us at [training@pilink.org](mailto:training@pilink.org).

## **Who should apply?**

The Pastoral Counselor Training Program is an extension of the ministry of the church and is intended to provide quality clinical, pastoral and theological training for people who:

- Wish to enter full-time clinical training in an AAPC approved program to prepare for specialized ministry in counseling.
- Need full-time clinical training to meet requirements for certification and/or licensure in AAPC, AAMFT or LPC.
- Desire a learning environment where the integration of psychotherapy, faith and contemplative practice are central to the training experience.
- Are presently licensed or certified but want advanced training in pastoral counseling, integration of faith and psychotherapy.
- Need access to a training program for the above goals but cannot participate in a full-time program. Part-time internships, practicums and externships are offered by the clinical training program.

- May not desire professional certification or ministry specialization but want training in methods for integrating psychotherapeutic disciplines, spirituality and theology.
- Desire individual or group supervision or consultation for existing practice or ministry setting.

Note: Our training program offers the I-20 document used to obtain F-1 visas for non-immigrant international students who are accepted into our full-time residency program.

## **Admission Criteria**

Admission to residency, internship and externship in pastoral counseling requires:

- A bachelor's degree from an accredited college or university.
- A master's degree from a graduate school accredited by the Association of Theological Schools (or equivalent) and for those seeking licensure, a second master's degree or doctorate in the counseling field.
- Membership in good standing with a local faith group or church.
- Ecclesiastical endorsement or ordination attained or in progress (for pastoral counselors).
- Enough experience as a client in personal psychotherapy to understand one's own personal processes, growth issues and a beginning experiential understanding of psycho-therapeutic change.
- Demonstration of a clear religious identity and commitment to family therapy or pastoral counseling through letters of recommendation and Statement of Purpose (contained in application materials).
- Completion of application forms for residency, including submission of the application fee.

Admission to training fellowship in pastoral counseling requires:

- Completion of a two-year residency in family or pastoral counseling or its equivalent.
- AAMFT or AAPC certification or current preparation for licensure in another track.
- A clear Statement of Purpose for a fellowship program.
- A clear pastoral identity and proven ability to work with integrative method.
- Completion of application forms for fellowship in pastoral counseling, including submission of the application fee.

Admission as an intern or practicum student requires:

- Applicant to be associated with immediate work and enrollment in master's, Ph.D. or D.Min program, in an institution of higher learning.

- Students in good academic standing who are able to be with the Pastoral Institute for one year.
- A commitment to integration of faith and mental health.
- The ability to arrange schedules to include training, learning and case review activities with other trainees.
- Proof of current professional liability through their academic institution.
- Academic supervisors willing to work cooperatively with the Director of Training.

## **Application and Selection of Trainees**

The Pastoral Counselor Training Program accepts applications throughout the year and interviews as openings become available.

Applications for training at the Pastoral Institute should be submitted to the director of the training program. Each applicant is to provide: three letters of reference on the forms provided (at least one from a former supervisor), CPE final evaluations and transcripts from college and seminary work. Applications for residency should be accompanied by a non-refundable \$75 processing fee. The admissions committee of the training program will review applications and make selections for personal interviews. Applicants selected for interview must submit graphic and interpretative results of a recent MMPI-II. Other testing may be required as deemed necessary by the director of training or training faculty. A \$120 fee is required for testing at the Pastoral Institute.

The admissions committee will structure resident interviews so that each applicant, in addition to a formal interview with the committee, has the opportunity to meet available faculty and current residents. During the interview process, applicants will be assessed on their personal and academic readiness for residency, potential for clinical ability and reasonable resolution of personal issues. Careful attention will be paid to the applicant's learning style, learning issues and the training program's ability to facilitate learning for the potential resident. The training director, in consultation with the training faculty, makes the final resident, intern and extern admission decisions and the training director in consultation with the CFO and CEO negotiates contracts with the applicant.

Full-time post-graduate pastoral counseling residencies are paid a stipend of \$22,000 plus benefits. Non-stipend part-time residencies, internships and externships are sometimes available by request.

## Program Goals

The goals for the Pastoral Counselor Training Program are:

- A. To graduate pastoral counselors capable of offering a high level of clinical competence and human compassion for persons, families, communities and cultures
- B. To graduate pastoral counselors who evidence care and respect for the uniqueness of people, along with a personal and professional integration of theology and resources drawn from the psychotherapeutic, marriage and family disciplines and their respective faith traditions
- C. To graduate pastoral counselors who have undergone a process of pastoral identity formation sufficient to ensure responsible use of self in ministry in accordance with professional, legal and ethical guidelines
- D. To graduate pastoral counselors who can conceptualize, articulate and live out their pastoral vocation in the context of both the church and professional world
- E. To work together with instructors of higher learning to provide opportunities for qualified students to earn an advanced degree and/or obtain specialized training in the ministry of pastoral care and counseling, family therapy or supervision
- F. To provide pastoral counselors-in-training a program with sufficient supervisory and theological content to qualify for both entry and advanced levels of membership in the American Association of Pastoral Counselors
- G. To provide family therapists-in-training a program with sufficient supervisory and theological content to qualify for both levels of membership in the American Association of Marriage and Family Therapy as well as state licensure
- H. To provide individuals in specialized tracks, such as adult and preventive education, an opportunity to learn in a setting that emphasizes theological integration in the context of personal and professional growth
- I. To provide an interdisciplinary framework for training through which residents may gain first-hand experience with various perspectives on the human person and healing, learn to interact and converse with professionals from other disciplines and qualify for professional licensure

Residency resident and fellow refer to students in full-time training. Intern and extern refer to individuals enrolled in these programs or clergy enrolled in the Pastoral Care Specialist program. Trainee is a generic term that encompasses all of the above.

### *Goals of First Year Training*

During the first year of residency, residents are expected to:

- Complete all requirements for application to AAPC membership
- Learn to establish a supervisory contract and work appropriately under supervision
- Complete 700-800 hours of counseling under supervision
- Identify, plan and monitor their experience along with their individual supervisor and/or Training Director to meet requirements for chosen professional discipline

- Learn intake, clinical, referral and administrative procedures at the Pastoral Institute
- Learn appropriate planning and time utilization in a clinical setting
- Learn to establish basic working alliances with a variety of clients in therapy
- Learn basic diagnostic skills which, under supervision, provide a framework for treatment planning
- Begin to articulate a theory and theology of human motivation, health, pathology and change which can guide treatment planning and goal setting in therapy
- Form basic understandings of how to implement treatment strategies consistent with a theory and theology of the human person and change
- Learn to engage in critical reflection within a structured model of theological dialogue
- Begin to articulate an (pastoral) identity within the framework of the ministry of pastoral counseling
- Learn to attend to their own self-understanding and self-care as demonstrated by an ability to identify and articulate learning and personal issues and utilize appropriate support systems, which affect their professional work as a counselor
- To become familiar with and practice within the parameters of relevant professional code of ethics (i.e. AAPC, AAMFT, NBCC)

### *Goals of Second Year Training*

During the second year of residency and third year of internship, residents and interns are expected to:

- Identify, plan and monitor their experience along with the Training Director to meet given requirements for chosen professional discipline
- Complete all requirements for AAMFT clinical membership or complete all requirements for application to AAPC at the Fellow level
- Complete 850-1000 hours of counseling under supervision
- Become self-directed, independent and self-correcting enough as a counselor and theologian to work independently in a collegial and interdisciplinary context
- Become accomplished in using supervision effectively, demonstrated by an advanced awareness of personal and learning issues affecting residency and one's ability to function as a pastoral counselor or professional in their select discipline
- Develop advanced proficiency in clinical and religious assessment;
- Gain a workable understanding of family systems theory which is integrated into clinical work with individuals, couples and families
- Become intentional and consistent in carrying out a plan of psychotherapeutic intervention based on an integrated theoretical and theological position regarding the nature of the human person and change
- Develop a sense of a therapeutic self which reflects awareness of how personal issues, faith tradition and theological issues impact one's ministry as a family or pastoral counselor
- Be able to articulate a creative theory and theology of change as well as a model for theological reflection, and become advanced enough in a "public language" of

psychotherapy to interact with interdisciplinary colleagues as a minister and therapist

- If admitted to Advanced Training, demonstrate an ability to carry out research relevant to the practice of pastoral counseling

## **Programs Offered**

We offer several types of programs. Choose from Residency, Internship, Externship, Advanced Training, Fellowship in Family or Pastoral Counseling, Individual Supervision Contracts and Specialized Programs.

To assure consistency with a programmatic educational philosophy, every student being supervised by a member of the training faculty will be registered in the training program. Students and supervisors are accountable to program policies, procedures and overall supervision structure.

*Residency* is a full-time, two-year program that prepares students to be professional, highly employable psychotherapy specialists. For academically prepared individuals, residency is designed to meet all training requirements for AAMFT clinical membership, LPC state licensure, AAPC certification and/or Pastoral Care Specialist.

The program includes:

- Weekly clinical casework
  - Year 1 850 hours (17-18 hrs/wk)
  - Year 2 1000 hours (19-21 hrs/wk)
- Theory and practice seminars
- Spiritual Roots Interpersonal Contemplative Group
- Theological reflection seminars
- Weekly group video supervision
- Interdisciplinary case conference
- Individual supervision
- Domestic Violence Intervention training
- Psycho-education groups and community education presentations
- Special projects (Advanced Training option)
- Advanced and extensive research projects and/or publication.

*Internship* is a one, two or three year part-time program for individuals unable to enter full-time residency. It is designed to meet requirements for completion of university degree programs and/or for AAMFT clinical membership and AAPC membership. Preparation for either AAPC Member or Fellow is possible depending upon prior experience and program length. Additional years of internship may be requested.

The program includes:



- 4-8 hours of weekly clinical casework
- Theory and practice seminars
- Spiritual Roots Interpersonal Contemplative Group
- Theological Integration seminars and supervision
- Weekly group video supervision
- Interdisciplinary case conferences
- Domestic Violence Intervention training (optional)
- Psycho-education groups and community education presentations
- Individual supervision

*Externship* is a one, two or three year program for those who have a counseling placement outside of the Pastoral Institute. Externs provide their own caseload in a setting apart from the Pastoral Institute. Externship may provide all requirements for AAMFT clinical membership or AAPC membership depending upon prior experience, size of caseload and length of program.

The program includes:

- Theory and integration seminars
- Theory and practice seminars
- Theological Integration seminars and supervision
- Weekly group video supervision
- Interdisciplinary case conferences
- Individual supervision

*Advanced Training* in family or pastoral counseling can be designated for second year residents or third year interns and externs by petitioning the faculty. Advanced standing is granted to residents who have fulfilled all requirements of the first year of training (interns and externs, second year) and have demonstrated by the end of their first year that they are operating at a level of competency expected by AAMFT clinical members or AAPC members. Graduation with Advanced Training requires a research project that is negotiated with the Training Director.

*Fellowship in Family or Pastoral Counseling* provides certain students a program of study designed in consultation with the Training Director. Usually, advanced Fellows have specific areas of learning identified for intensive integrational work or are focusing on a particular dimension of clinical competence. AAPC Fellows training for Diplomate or AAMFT clinical members training to be an approved supervisor may enroll in this program. A substantial integrational paper or research project is required for successful completion. Entrance into Fellowship assumes completion of a two-year residency or its equivalent.

*Individual Supervision Contract* provides a flexible means for individuals to continue in professional growth by utilizing the wealth of resources available through the Pastoral Institute's training program. Supervision may qualify for professional certification depending upon the certifying discipline.

*Specialized Programs* such as the Pastoral Care Specialist program, as well as graduate practicums in Family Therapy or Pastoral Counseling, are designed by the Training Director and Training Faculty when regional or local needs are recognized. We are able to offer extended training opportunities regionally as contracted.

## **Program Components**

Training at the Pastoral Institute is organized around clinical-theoretical, theological, supervisory and personal growth components to offer a balanced and practical program of learning.

### *Clinical-Theoretical Component*

This component centers on the trainee's practical experience in pastoral counseling. Full-time residents are expected to complete 800-850 hours of counseling their first year in residence (an average of 17-18 hours per week) and 900-1000 hours the second year (an average of 19-21 hours per week). Developing a caseload is the mutual responsibility of the trainee and the Pastoral Institute. These hours of counseling form the foundation of a competency-based, "shared praxis" orientation to education. Successful graduation from the program assumes completion of these hours of experience.

Clinical practice informed by applied theory, skills training, personal growth and interaction with staff in seminars and discussion groups provides a variety of ways for organizing and guiding experience within the residency. It is expected that residents will develop knowledge of a public language for ongoing professional growth and dialogue in the interdisciplinary community. The clinical-theoretical component is designed to provide exposure to broad understandings of human behavior, motivation and healing from a variety of disciplines. An integrative model drawing on family systems, interpersonal (including psychodynamic and object relations) and existential understandings forms the academic foundation from which learning proceeds. An intentionality to faculty diversity assures residents a breadth of theoretical exposure. The clinical-theoretical component is expected to strengthen and expand the trainee's theoretical foundation while allowing the opportunity in practice and interaction with faculty to form a "therapeutic self" that transcends provincial theoretical boundaries. An incarnational and interactional theology provides the context for this approach to clinical-theoretical learning.

### *Theological Component*

At the core of training at the Pastoral Institute is the task of bringing together information and practice from the psychotherapeutic disciplines, theological tradition and human experience in the person, ministry and theoretical understanding of the pastoral counselor. Integrating behavioral science learnings and theological wrestlings into the

emerging personal and professional identity of the pastoral counselor over the two years of residency is the primary aim of the program.

The pastoral-theological component is reflected in an overall orientation to learning, the human person and healing, as well as in structured programs of theological reflection. Residents are expected to become competent in utilizing DSM-IV TR nosology in a context of spiritual discernment and systemic understanding. They are offered a variety of theoretical and theological reflections on casework and exposed to integrative methods through seminars, reflection groups and supervision. Each resident is encouraged to examine how his or her clinical practice, theoretical understanding and ongoing spiritual formation is grounded within a specific theological and faith tradition and to be able to critically reflect on these aspects of personal and professional integration in their clients' lives.

### *Supervisory Component*

Individual and group supervision provide a primary context in which trainees meet and process. The supervisory relationship, in its various manifestations, is central to our training experience. The faculty embraces a dynamic and relational orientation, which emphasizes the personal and professional growth of the supervisee. This supports a philosophy of learning that acknowledges the isomorphism between care giving and care receiving. The supervisory component assures residents of a network of caring, challenging and respectful interest in them that is conducive to interpersonal growth and care for others in the context of the highest ethical standards.

Full-time residents receive one hour of individual supervision per week. In addition to individual supervision, residents receive one hour of interdisciplinary case conference per week and one hour of ongoing clinical case conference per week. Participants in part-time programs are provided individual supervision as defined by their contract and participate fully in group supervision. Residents are expected to participate in all supervisory experiences required for clinical quality assurance as well as an ongoing theological reflection group. All supervisors assigned to individuals and groups are seasoned clinicians and supervisors certified by their discipline.

### *Personal and Pastoral Growth Component*

Each resident brings to the program a personal and religious identity already in formation. During training, residents are encouraged toward experiences that enhance their identity as a person, minister, theologian and counselor. These experiences include identifying personal issues that impede learning and personal/religious growth, empathy or being able to collegially articulate a personal and pastoral identity that can be publicly interpreted to the broader religious and cultural community. Creative connection with local communities of faith and fellowship in ministry is integral to this component.

The personal and religious growth component is implemented in several ways:

- a. Residents enrolled at the Pastoral Institute regularly participate in pastoral supervision and reflection groups, scheduled interpersonal relations experiences and peer administrative exchange. Residents should expect that these form an environment where personal and religious issues may be processed as they relate to training.
- b. Pastoral counseling residents are expected to maintain their identities as pastoral ministers by remaining in good standing with their faith groups and participating in a community of faith while in the program. Residents are encouraged to present themselves as pastoral ministers or clergy (when appropriate) through membership in relevant ministerial associations and parish life. Pastoral counseling residents are required to apply to the American Association of Pastoral Counselors as a Pastoral Counselor-in-Training or other appropriate membership category.
- c. Marriage and family therapy residents are expected to participate in communities of faith consistent with their spiritual and faith tradition. Residents are encouraged to present themselves to the religious community as therapists engaged in the active integration of psychotherapy and religion consistent with the mission of the Pastoral Institute. Marriage and Family Therapists are expected to apply for associate membership in The American Association of Marriage and Family Therapy.
- d. While in the program, all students are expected to be open to exploring the value and/or need for personal psychotherapy with their supervisor and the Director of Training. Personal therapy may be required as an adjunct to personal growth and to work with issues that affect learning or clinical ability. Recommendations for personal therapy are binding and a condition of continuation in the program.

### *Personal Psychotherapy*

Residents are expected to have personal psychotherapy prior to entering the training program. Psychotherapy is encouraged for all students throughout the course of training as a means of enhancing personal growth, resolving personal issues affecting learning and pastoral identity and as a means of understanding experientially the nature of psychotherapeutic change in the context of a high quality therapeutic alliance. Personal psychotherapy may be required of a resident when issues arise during training which impact professional growth or ability to participate in the program. When therapy is indicated, the resident's supervisor will make the recommendation to the student with a notation to the training director that such a recommendation has been made. Continuation in training may be made contingent upon personal therapy. Residents are responsible for the cost of their own psychotherapy. However, EAP resources or insurance coverage may be applicable. The training director or other faculty members may be able to provide assistance in therapist selection.

## **Commitment to AAPC Code of Ethics and Inclusive Language Policy**

The Pastoral Institute Counselor Training Program is devoted to empowering the fullest possible psychosocial, spiritual and interpersonal health for individuals, families, institutions and community. We are committed to and guided by the Code of Ethics of the American Association of Pastoral Counselors and other relevant professional codes, whichever is most comprehensive.

Faculty seek to relate to trainees and one another in ways that foster trust and respect for the uniqueness and belovedness-to-God of all persons. We acknowledge that both our deliberate and our unconscious attitudes and behaviors may at times work against this. We acknowledge that commitment to a ministry of facilitating growth and healing among ourselves as well as our clients, involves a commitment to work against injustice and abuses of power and/or privilege that harm the community and damage self-respect. For this reason we seek to avoid gender exclusive, racial and ethnically prejudicial or stereotypical language wherever possible and to be in dialogue about this when we encounter it in any form.

Recognizing that prejudicial biases are culturally imbedded in our experience, our commitment to one another in training demands that we be responsible for calling attention to and naming our participation in such destructive behavior wherever possible. All participants are encouraged to be self-responsible in this and to challenge and support one another in striving for continuous growth in this arena toward greater wholeness and mutuality.

It is the policy of the training program to require that the language used by faculty and trainees in public presentations or in writing be gender inclusive, ethnically informed and free from stereotypical or diminutive labeling of gender, personhood or cultural background. Such policy is intended to enhance mutual respect for individual and gender differences. This is particularly important as our program strives to more adequately include and empower individuals and groups traditionally undervalued and/or under represented.

We consider the clinical training program to be an extension of the ministry of the church and synagogue. It is intended to provide high quality training for persons who wish to enter full-time clinical training in an AAPC approved program to prepare for specialized ministry in counseling and/or for those who seek to meet requirements for certification in AAPC, AAMFT or those of the state licensing board. Other options include advanced training for clergy in counseling skills and executive coaching through the pastoral care specialist program in conjunction with the Turner Ministry Resource Center of the Pastoral Institute.

## **Faculty Information**

Faculty participating in the Pastoral Institute Counselor Training Program hold membership in the American Association of Pastoral Counselors as fellows or diplomates, are AAMFT clinical supervisors and/or are certified at a supervisory level by their discipline. Our faculty is multidisciplinary and comprised of men and women who have published, consulted and taught in the U.S. and internationally.

### **Current Faculty**

- Stephen Muse, PhD
- Steven Sabom, Doctor of Sacred Theology
- Donna Plummer, LPC
- Paul Fulks, ThD