

Timestamp	1. Name (optional)	2. I am an ACPE Certified	3. Certified in the:
7/25/2022 14:47:41		Yes	Old Certification Process
7/25/2022 14:59:14		Yes	Old Certification Process
7/25/2022 15:10:37		Yes	Old Certification Process
7/25/2022 15:28:06		Yes	Old Certification Process
7/25/2022 15:42:16		Yes	Old Certification Process
7/25/2022 15:53:27		Yes	Old Certification Process
7/25/2022 17:11:05		Yes	Old Certification Process
7/25/2022 17:13:33		Yes	Old Certification Process
7/25/2022 17:22:07		Yes	Old Certification Process
7/25/2022 17:45:19		Yes	Old Certification Process
7/25/2022 17:47:22		Yes	Old Certification Process
7/27/2022 13:42:46		Yes	Old Certification Process
7/27/2022 13:51:46		Yes	Old Certification Process
7/27/2022 14:48:49		Yes	Old Certification Process
7/27/2022 16:56:41		Yes	Old Certification Process
7/27/2022 17:01:16		Yes	Old Certification Process
7/27/2022 17:12:09		Yes	Old Certification Process
7/27/2022 17:13:42		Yes	Old Certification Process
7/27/2022 17:31:53		Yes	Old Certification Process
7/27/2022 17:40:36		Yes	Old Certification Process
7/27/2022 17:50:34		Yes	Old Certification Process
7/27/2022 18:05:40		Yes	Old Certification Process
7/27/2022 18:20:37		Yes	Old Certification Process
7/27/2022 18:35:06		Yes	Old Certification Process
7/27/2022 18:43:04		Yes	Old Certification Process
7/27/2022 19:20:23		Yes	Old Certification Process
7/27/2022 19:37:25		Yes	Old Certification Process
7/27/2022 20:30:19		Yes	Old Certification Process
7/27/2022 21:03:50		Yes	Old Certification Process
7/27/2022 22:05:26		Yes	Old Certification Process
7/28/2022 13:23:25		Yes	Old Certification Process
7/28/2022 13:29:35		Yes	Old Certification Process
7/28/2022 14:01:34		Yes	Old Certification Process
7/28/2022 14:09:31		Yes	Old Certification Process
7/28/2022 14:37:51		Yes	Old Certification Process
7/28/2022 14:39:24		Yes	Old Certification Process
7/28/2022 15:34:54		Yes	Old Certification Process
7/28/2022 15:34:55		Yes	Old Certification Process
7/28/2022 15:46:29		Yes	Old Certification Process
7/28/2022 15:51:20		Yes	Old Certification Process
7/28/2022 16:25:25		Yes	Old Certification Process
7/28/2022 16:48:55		Yes	Old Certification Process
7/28/2022 16:52:27		Yes	Old Certification Process

7/28/2022 17:00:02	Yes	Old Certification Proces
7/28/2022 17:31:11	Yes	Old Certification Proces
7/28/2022 18:29:21	Yes	Old Certification Proces
7/28/2022 19:02:41	Yes	Old Certification Proces
7/28/2022 20:28:32	Yes	Old Certification Proces
7/29/2022 11:19:46	Yes	Old Certification Proces
7/29/2022 12:43:13	Yes	Old Certification Proces
7/29/2022 21:56:19	Yes	Old Certification Proces
7/30/2022 2:54:10	Yes	Some of Both
7/31/2022 10:06:59	Yes	Old Certification Proces
7/31/2022 11:48:57	Yes	Old Certification Proces
7/31/2022 12:06:48	Yes	Old Certification Proces
8/1/2022 11:29:00	Yes	Old Certification Proces
8/1/2022 13:04:37	Yes	Old Certification Proces
8/1/2022 16:18:44	Yes	Old Certification Proces
8/1/2022 18:58:35	Yes	Old Certification Proces
8/1/2022 19:07:40	Yes	Some of Both
8/2/2022 14:21:18	Yes	Old Certification Proces
8/2/2022 16:54:01	Yes	Old Certification Proces
8/3/2022 9:06:01	Yes	Old Certification Proces
8/3/2022 10:22:56	Yes	Old Certification Proces
8/3/2022 11:54:53	Yes	Old Certification Proces
8/3/2022 15:43:40	Yes	Some of Both
8/3/2022 20:41:58	Yes	Old Certification Proces
8/4/2022 8:18:50	Yes	Old Certification Proces
8/4/2022 9:26:54	Yes	Old Certification Proces
8/4/2022 9:59:51	Yes	Old Certification Proces
8/4/2022 10:01:59	Yes	Old Certification Proces
8/4/2022 14:08:26	Yes	Old Certification Proces
8/5/2022 13:47:31	Yes	New Certification Proces
8/5/2022 15:54:56	Yes	Old Certification Proces
8/5/2022 16:55:10	Yes	Old Certification Proces
8/8/2022 8:55:28	Yes	Old Certification Proces
8/8/2022 10:10:14	Yes	Old Certification Proces
8/8/2022 10:52:20	Yes	Old Certification Proces
8/8/2022 10:59:48	Yes	Old Certification Proces
8/8/2022 11:27:26	Yes	Old Certification Proces
8/8/2022 11:50:43	Yes	Old Certification Proces
8/8/2022 11:56:22	Yes	Old Certification Proces
8/8/2022 12:45:47	Yes	Old Certification Proces
8/8/2022 13:24:05	Yes	Old Certification Proces
8/8/2022 13:28:14	Yes	Old Certification Proces
8/8/2022 13:46:11	Yes	Old Certification Proces
8/8/2022 20:48:23	Yes	Old Certification Proces
8/8/2022 21:06:54	Yes	Old Certification Proces
8/8/2022 22:18:24	Yes	Old Certification Proces
8/8/2022 22:28:26	Yes	Old Certification Proces
8/9/2022 8:35:24	Yes	New Certification Proces
8/9/2022 10:53:58	Yes	Old Certification Proces
8/9/2022 11:03:47	Yes	Old Certification Proces
8/9/2022 11:10:19	Yes	Old Certification Proces
8/9/2022 12:26:54	Yes	Old Certification Proces
8/9/2022 12:32:12	Yes	Old Certification Proces
8/9/2022 12:45:15	Yes	Old Certification Proces

8/9/2022 13:21:00	Yes	Old Certification Proces
8/9/2022 13:22:14	Yes	Old Certification Proces
8/9/2022 13:40:26	Yes	Old Certification Proces
8/9/2022 14:30:07	Yes	Old Certification Proces
8/9/2022 14:46:57	Yes	Old Certification Proces
8/9/2022 15:30:32	Yes	Old Certification Proces
8/9/2022 19:33:34	Yes	Old Certification Proces
8/9/2022 20:31:15	Yes	Old Certification Proces
8/10/2022 10:16:19	Yes	Old Certification Proces
8/10/2022 10:25:31	Yes	Old Certification Proces
8/10/2022 10:38:28	Yes	Old Certification Proces
8/10/2022 10:43:06	Yes	Old Certification Proces
8/10/2022 10:51:17	Yes	Old Certification Proces
8/10/2022 11:20:30	Yes	Old Certification Proces
8/10/2022 11:26:36	Yes	Old Certification Proces
8/10/2022 11:28:53	Yes	Old Certification Proces
8/10/2022 12:07:54	Yes	Old Certification Proces
8/10/2022 13:16:41	Yes	Old Certification Proces
8/10/2022 15:08:35	Yes	Old Certification Proces
8/10/2022 15:40:47	Yes	Old Certification Proces
8/10/2022 17:40:27	Yes	Old Certification Proces
8/10/2022 18:25:08	Yes	Old Certification Proces
8/10/2022 18:33:03	Yes	Old Certification Proces
8/10/2022 19:16:55	Yes	Old Certification Proces
8/10/2022 20:51:49	Yes	Old Certification Proces
8/10/2022 23:30:43	Yes	Some of Both

4. I have supervised at	5. Age	6. Gender	7. In what ways has cen
Yes	65 and up	Prefer not to say	has changed connectio
No	35-44	Female	I have greatly appreciat
Yes	45-54	Female	I hate it. I have lost cor
Yes	35-44	Female	
Yes	45-54	Female	Networking and leaders
Yes	45-54	Female	The change has not be
Yes	55-64	Male	I feel like I have less vo
Yes	45-54	Female	More equitable process
Yes	65 and up	Female	Educators are isolated
Yes	45-54	Male	I find it confusing
Yes	35-44	Male	More unified and efficie
Yes	65 and up	Male	In my opinion centraliza
Yes	45-54	Female	major impact of loss of
Yes	65 and up	Male	1) I thought that it wouk
Yes	45-54	Female	I have noticed a lack of
Yes	55-64	Female	I'm less connected with
Yes	65 and up	Male	The essential work has
Yes	35-44	Male	The centralization has t
Yes	65 and up	Female	Loss of consistent com
Yes	55-64	Female	I have become complet
Yes	55-64	Male	Uniform the work. Becc
Yes	45-54	Female	I have struggled since t
Yes	65 and up	Prefer not to say	It's made it more fair ar
No	65 and up	Male	Feel disconnected from
Yes	45-54	Female	Not Having a regional L
Yes	65 and up	Female	Regional structure foste
Yes	65 and up	Male	Negative impact. Curre
Yes	65 and up	Male	Radically shifted our fo
Yes	45-54	Male	It has streamlined it. H&
Yes	65 and up	Female	In many locations (whe
Yes	65 and up	Male	The main change is it h
No	65 and up	Male	Not enough cpe influen
Yes	65 and up	Male	I have a sense of furthe
Yes	65 and up	Female	I have lost a huge part
Yes	45-54	Male	It has enhanced our wc
Yes	55-64	Male	It has made it more diff
Yes	65 and up	Male	I mourn the loss of the
Yes	55-64	Female	1. I have experienced a
Yes	55-64	Female	We have lost relationsh
Yes	65 and up	Male	Centralization has had
Yes	35-44	Female	Connection and commu
Yes	65 and up	Male	It has improved efficien
Yes	65 and up	Male	The changes have mos

Yes	65 and up	Female	For me, we have lost m
Yes	55-64	Female	I like the CoP's for pers
Yes	65 and up	Male	Having sat on the Boar
Yes	65 and up	Female	So much isolation and l
Yes	35-44	Female	I miss being part of a re
No	65 and up	Female	I am retired. It has impa
Yes	65 and up	Female	Loss of resources of cr
Yes	65 and up	Female	In my opinion it has ne
Yes	45-54	Prefer not to say	I believe centralization
Yes	55-64	Male	We have moved from a
Yes	45-54	Female	Disconnection between
Yes	45-54	Female	I am hoping the central
Yes	65 and up	Male	We have lost our way.
Yes	35-44	Male	I sense a diminished fe
Yes	65 and up	Male	I think that the centraliz
Yes	55-64	Female	Loss of community; los
Yes	25-35	Non-binary	The work of ACPE still
Yes	55-64	Female	Loss of collegiality, pee
Yes	55-64	Male	The structure of ACPE
Yes	65 and up	Male	I think the decision to e
Yes	45-54	Male	Seems to be an attempt
Yes	65 and up	Male	The training & ACPE in
Yes	35-44	Female	I previously felt connect
Yes	55-64	Female	It sucks. It is difficult to
Yes	35-44	Male	I have felt a loss of cor
Yes	65 and up	Male	
Yes	55-64	Male	I see the essential work
Yes	55-64	Male	I no longer feel connect
Yes	55-64	Male	On positive side, I do th
Yes	45-54	Female	Transformation begins
Yes	55-64	Female	I do think the eliminatio
Yes	55-64	Female	
Yes	45-54	Female	The centralization has l
Yes	55-64	Male	Much less collegiality -
Yes	45-54	Female	
Yes	65 and up	Female	
Yes	55-64	Prefer not to say	I think it has made it m
Yes	65 and up	Female	I am among the last ne
Yes	65 and up	Female	I have experienced botl
Yes	45-54	Female	
Yes	55-64	Non-binary	Centralization has left r
Yes	65 and up	Male	It has virtually destroye
Yes	55-64	Female	I am one who is open to
Yes	55-64	Male	Centralization may have
Yes	55-64	Male	It leaves me lonely, les
Yes	55-64	Male	Centralization has nega
Yes	55-64	Female	work has become more
Yes	25-35	Male	I'm not sure because I
Yes	35-44	Female	It has limited the amou
Yes	65 and up	Male	The change has isolate
Yes	45-54	Female	I like the weekly newsle
Yes	55-64	Female	It has had a negative in
Yes	35-44	Female	I believe the national st
Yes	45-54	Male	We have lost all conne

Yes	55-64	Prefer not to say	
Yes	65 and up	Female	Cost effective, regional
Yes	65 and up	Male	It has severely diminish
Yes	55-64	Female	A more common under
Yes	35-44	Female	We are more in our ow
Yes	65 and up	Male	Greater clarity of struct
Yes	65 and up	Male	lack of relational and cc
Yes	55-64	Female	It has diminished and n
Yes	65 and up	Male	Local and regional com
Yes	45-54	Male	-shifted the relational n:
Yes	45-54	Male	Maybe made it easier b
Yes	35-44	Female	I miss the ritual and cor
Yes	45-54	Male	It has removed some o
Yes	45-54	Female	There are far fewer opp
No	65 and up	Male	Centralization has beer
Yes	65 and up	Male	It has left me feeling m
Yes	45-54	Male	My belief is that the cer
Yes	65 and up	Female	I have lost 1) a sense o
Yes	65 and up	Female	It has made things eas:
Yes	35-44	Female	Hard to determine wher
Yes	45-54	Male	For us in the Eastern R
Yes	65 and up	Male	the loss of regions led t
Yes	35-44	Female	I am more supported in
Yes	45-54	Female	
Yes	65 and up	Male	1. Negatively impacted
Yes	55-64	Male	I feel disconnected and

8. Overall, how has cer	9. How has centralizati	10. How has centraliza	11. How has centraliza
Neutrally	Neutrally	Positively	Positively
Positively	Positively	Neutrally	Neutrally
Negatively	N/A	Negatively	Negatively
Neutrally	Positively	Positively	Positively
Positively	Positively	Positively	Neutrally
Negatively	Negatively	Positively	Neutrally
Negatively	Neutrally	Positively	Neutrally
Positively	Positively	Positively	Positively
Neutrally	Neutrally	Negatively	Neutrally
Neutrally	Neutrally	Neutrally	Negatively
Positively	Positively	Positively	Positively
Negatively	Neutrally	Positively	Negatively
Neutrally	Neutrally	Neutrally	Negatively
Negatively	Negatively	Negatively	Neutrally
Negatively	N/A	Neutrally	Negatively
Neutrally	Neutrally	Neutrally	Negatively
Neutrally	Neutrally	Positively	Positively
Positively	Neutrally	Positively	Positively
Negatively	Negatively	Neutrally	Neutrally
Negatively	Negatively	Negatively	Negatively
Neutrally	Negatively	Neutrally	Neutrally
Negatively	Negatively	Neutrally	Neutrally
Positively	Positively	Positively	Positively
Negatively	Negatively	N/A	Negatively
Neutrally	Negatively	Positively	Negatively
Negatively	Negatively	Neutrally	Negatively
Negatively	Negatively	Negatively	Negatively
Neutrally	Negatively	Neutrally	Neutrally
Neutrally	Positively	Neutrally	Neutrally
Negatively	Negatively	Neutrally	Negatively
Negatively	Negatively	Negatively	N/A
Negatively	Negatively	Neutrally	Negatively
Negatively	Neutrally	Negatively	Negatively
Negatively	Positively	Positively	Positively
Positively	Positively	Positively	Positively
Neutrally	Negatively	Negatively	Neutrally
Neutrally	Negatively	Neutrally	Neutrally
Neutrally	Neutrally	Positively	Negatively
Negatively	Negatively	Neutrally	Negatively
Positively	Positively	Positively	Negatively
N/A	Neutrally	Neutrally	Neutrally
Positively	Positively	Positively	Positively
Neutrally	Negatively	Negatively	Negatively

Negatively	Negatively	Neutrally	Negatively
Neutrally	Negatively	Positively	Positively
Negatively	Negatively	Neutrally	Neutrally
Negatively	Negatively	Negatively	Neutrally
Negatively	N/A	Negatively	Negatively
Neutrally	N/A	Negatively	Negatively
Negatively	N/A	Negatively	Negatively
Negatively	Negatively	Neutrally	Neutrally
Positively	Positively	Positively	Positively
Negatively	Negatively	Neutrally	Negatively
Neutrally	Negatively	Negatively	Negatively
Negatively	Negatively	Neutrally	Negatively
N/A	Neutrally	N/A	Neutrally
Neutrally	N/A	Neutrally	Neutrally
Neutrally	Neutrally	Negatively	Negatively
Positively	Neutrally	Neutrally	Positively
Neutrally	N/A	Positively	Positively
Negatively	Negatively	Neutrally	Neutrally
Negatively	Negatively	Neutrally	Neutrally
Negatively	Negatively	Negatively	Negatively
Neutrally	N/A	Neutrally	Neutrally
Negatively	Neutrally	Neutrally	Negatively
Neutrally	N/A	Negatively	Negatively
Negatively	Negatively	Negatively	Negatively
Negatively	Negatively	Neutrally	Negatively
Neutrally	Neutrally	Positively	Neutrally
Neutrally	Neutrally	Neutrally	Negatively
Negatively	Negatively	Negatively	Negatively
Negatively	Positively	Positively	Neutrally
Negatively	Neutrally	Neutrally	Negatively
Neutrally	Positively	Neutrally	Positively
Neutrally	Neutrally	Negatively	Negatively
Negatively	Negatively	Neutrally	Negatively
Neutrally	Neutrally	Positively	Positively
Neutrally	Neutrally	Neutrally	Neutrally
Negatively	Neutrally	Neutrally	Negatively
Positively	Positively	Positively	Positively
Neutrally	Neutrally	Positively	Neutrally
Positively	Positively	Positively	Positively
Neutrally	Neutrally	Neutrally	Negatively
Negatively	Negatively	Negatively	Negatively
Negatively	Negatively	Neutrally	Negatively
Negatively	Negatively	Neutrally	Neutrally
Negatively	Neutrally	Negatively	Negatively
Neutrally	Positively	Positively	Positively
Negatively	Negatively	Negatively	Negatively
Negatively	Negatively	Negatively	Neutrally
Neutrally	Neutrally	Neutrally	Neutrally
Positively	Neutrally	Positively	Positively
Positively	Neutrally	Neutrally	Negatively
Positively	Neutrally	Positively	Positively
Negatively	Negatively	Neutrally	Positively
Negatively	Positively	Neutrally	Negatively
Negatively	Negatively	Neutrally	Negatively



Neutrally	Positively	Positively	Positively
Neutrally	Neutrally	Neutrally	Neutrally
Negatively	Negatively	Negatively	Negatively
Positively	Positively	Neutrally	Neutrally
Positively	Positively	Neutrally	Negatively
Positively	Positively	Positively	Neutrally
Negatively	Negatively	Negatively	Neutrally
Negatively	Negatively	Neutrally	Neutrally
Neutrally	Neutrally	Neutrally	Negatively
Neutrally	Positively	Positively	Negatively
Neutrally	Neutrally	Neutrally	Neutrally
Negatively	Positively	Neutrally	Neutrally
Neutrally	Positively	Positively	Positively
Neutrally	Neutrally	Neutrally	Negatively
Negatively	Neutrally	Negatively	Negatively
Negatively	Negatively	N/A	Neutrally
Negatively	Negatively	Neutrally	Neutrally
Neutrally	Neutrally	Negatively	N/A
Negatively	Neutrally	Neutrally	Negatively
Neutrally	Neutrally	Neutrally	Negatively
Negatively	Negatively	Positively	Positively
Neutrally	Negatively	Positively	Positively
Positively	Positively	Positively	Positively
Positively	N/A	Positively	Positively
Neutrally	Negatively	Negatively	Negatively
Negatively	Negatively	Positively	Neutrally

12. How has centralization affected communication?	13. How does the change affect communication?	14. How have the changes affected communication?	15. If you have begun to use the new system, how has it affected communication?
Neutrally	more ongoing transparency	Neutrally	Made it easier and more
Positively	Sometimes the "lede" is	Positively	Made it easier and more
Negatively		Negatively	N/A
Neutrally		Positively	Made it easier and more
Neutrally	not sure	Positively	Made it easier and more
Negatively	It is just about as useful	Negatively	Made it more complex
Neutrally	I like it.	Positively	N/A
Positively	It seems to be working	Positively	Made it easier and more
Neutrally	Minimal communication	Neutrally	Made it easier and more
Neutrally	If ACPE could allow the	Neutrally	N/A
Positively	Enjoy it.	Neutrally	Made it easier and more
Negatively		Neutrally	N/A
Negatively	a bit too much fluff in the	Positively	N/A
Negatively	The newsletter seems like	Neutrally	N/A
Negatively	I like the newsletter. It	Neutrally	N/A
Negatively	I find the newsletter helpful	Positively	
Neutrally	I appreciate short frequent	Neutrally	N/A
Neutrally	Prior to the weekly newsletter	Positively	Made it easier and more
Negatively	Not sure	Positively	N/A
Negatively	It's quite good. There is	Negatively	N/A
Neutrally	Confusing format. It seems	Neutrally	Made it more complex
Negatively		Negatively	Made it more complex
Positively	I appreciate the regular	Positively	Made it easier and more
Negatively		Negatively	N/A
Negatively	It was informative yet too	Negatively	Made it more complex
Negatively	More about community	Negatively	Made it more complex
Negatively	It lacks humanity. Could	Negatively	Made it more complex
Negatively	No real change - never	Negatively	N/A
Neutrally	The newsletter is informative	Positively	Neither helped nor hindered
Negatively	The newsletter is ok, just	Negatively	
Negatively	ACPE newsletter is essential	Negatively	Made it more complex
Neutrally	Needs more attention to	Neutrally	N/A
Neutrally	I hardly read it unless the	Neutrally	N/A
Negatively	I miss the neighborhood	Negatively	N/A
Neutrally	It is consistent, relevant	Positively	Made it easier and more
Negatively	I often read this, but see	Negatively	N/A
Negatively		Neutrally	Neither helped nor hindered
Negatively	I like the newsletter for	Negatively	N/A
Negatively		Neutrally	
Negatively	I appreciate This Week	Neutrally	N/A
Neutrally	I would love to see a quick	Positively	N/A
Neutrally	My understanding is that	Positively	N/A
Negatively	Limited response here.	Negatively	Neither helped nor hindered

Negatively	I read it primarily to see	Neutrally	N/A
Neutrally	In terms of ethos, I'd lik	Positively	N/A
Negatively	No change.	Negatively	Made it more complex ;
Negatively	It is confusing. Sometin	Negatively	N/A
Negatively	Sharepoint is a HUGE	Negatively	Made it more complex ;
Negatively	I find most of the news!	N/A	
Negatively	Feels more like a busin	N/A	N/A
Negatively	I find it quite an inspirin	Negatively	N/A
Positively	I appreciate the layout ;	Positively	Made it easier and mor
Negatively	It doesn't serve me at a	Negatively	Made it more complex ;
Negatively	It serves me to see upc	Positively	N/A
Neutrally	It is repeatedly caught i	Neutrally	Made it more complex ;
N/A	I just read it for any nev	Neutrally	
Negatively		Neutrally	N/A
Negatively		Negatively	
Negatively	The newsletter is an up	Negatively	N/A
Positively	I don't find the newslett	Positively	N/A
Neutrally	Could be more represe	Negatively	Made it more complex ;
Negatively		Negatively	N/A
Negatively	I like the idea of the we	Negatively	N/A
Neutrally	I've noticed frequent su	Negatively	N/A
Negatively	Newsletter information	Neutrally	Made it more complex ;
Negatively	I don't have much to co	N/A	N/A
Negatively	It's ok	Negatively	Neither helped nor hind
Negatively	I have appreciated the	Negatively	N/A
N/A		Positively	
Negatively	We live in a digital age.	Negatively	N/A
Negatively	No comment	Negatively	N/A
Negatively	i feel disconnected, dis	Neutrally	N/A
Negatively	The newsletter introduc	Negatively	N/A
Positively	For the most part I like	Negatively	Made it more complex ;
Negatively	I don't read it often		Made it more complex ;
Negatively	It is akin to the weekly l	Negatively	N/A
Neutrally	I like the weekly news.	Positively	Made it easier and mor
Neutrally	I wish it would be email	Neutrally	N/A
Neutrally		Negatively	Made it more complex ;
Positively	I think some of the imp	Positively	Made it easier and mor
Neutrally	I find it informative. I lik	Neutrally	N/A
Neutrally	In general, I like the infr	Negatively	N/A
Neutrally	weekly news conveys in	Neutrally	Neither helped nor hind
Negatively	My overall disappointm	Negatively	Made it more complex ;
Neutrally	Feel like it a further ins!	Neutrally	
Negatively	The communications la	Negatively	N/A
Negatively	No comment.	Negatively	N/A
Negatively	I don't generally like it, I	Negatively	N/A
Neutrally	In responding to questi	Negatively	Made it more complex ;
Negatively	Some articles are too l	Negatively	Made it more complex ;
Neutrally	I'm not aware the chan	Positively	Neither helped nor hind
Positively	It would be much easie	Positively	Made it easier and mor
Negatively	I feel as if information is	Neutrally	N/A
Neutrally	Its easier to keep up to	Neutrally	Made it easier and mor
Negatively	In some ways, I feel lik	Negatively	N/A
Negatively	The newsletter seems i	Positively	N/A
Negatively	The Newsletter is just r	Negatively	Made it more complex ;

Neutrally	perhaps a bi-weekly or	Neutrally	N/A
Neutrally		Positively	Made it easier and mor
Negatively	I find it necessary but n	Negatively	Made it more complex :
Neutrally	I look to it for the latest	Neutrally	N/A
Negatively	Love it! Quite helpful ar	Negatively	Made it more complex :
Neutrally	Weekly publication is a	Positively	N/A
Negatively		Negatively	Made it more complex :
Negatively	It is so easy to miss soi	Negatively	
Neutrally	No response	Positively	Made it easier and mor
Negatively	i appreciate being infor	Neutrally	
Neutrally	I like it	Neutrally	Neither helped nor hind
Negatively	I appreciate the weekly	Positively	Made it more complex :
Positively	Created awareness for	Positively	Made it easier and mor
Negatively	I think it's well-written a	Neutrally	N/A
Negatively	It has "rosified" news, fi	Negatively	N/A
N/A	I'm now fully retired, so	N/A	N/A
Negatively	When I have time to re:	Neutrally	N/A
Neutrally	In its current format it le	Neutrally	N/A
Negatively	It is fine. I would like to	Neutrally	Neither helped nor hind
Neutrally	I read the newsletter ev	Positively	N/A
Neutrally	Related to question 12	Negatively	Made it more complex :
Negatively	I appreciate getting Ne	Negatively	N/A
Neutrally		Neutrally	N/A
Positively	I do miss the regional n	Neutrally	Made it easier and mor
Negatively	I often don't read it.	Negatively	Made it more complex :
Negatively	Poorly. We need more	Negatively	N/A

16. Everyone: How has it changed? 17. Certification committees 18. Supervisory CPE efforts 19. Everyone - Overall

Made it more organized and easier to keep up to date major loss is in-person supervised CECs in old process N/A

Made it more organized and easier to keep up to date N/A 7 years - I've mostly been neutral Neutrally

Made it more organized and easier to keep up to date Six years. I don't mind it. Negatively

Made it more organized and easier to keep up to date 8 years. The current process is better. I like it. Positively

Made it more organized and easier to keep up to date 4, see answer above. I like it. Positively

Made it more organized and easier to keep up to date Neutrally

Made it more complex and difficult None N/A

Made it more complex and difficult N/A N/A Positively

Made it more organized and easier to keep up to date Positively

Made it more organized and easier to keep up to date Neutrally

Made it more complex and difficult 8 Neutrally

Made it more organized and easier to keep up to date 5 years--committees in 4--easier in new process Positively

Made it more organized and easier to keep up to date Neutrally

Made it more organized and easier to keep up to date Neutrally

N/A While I am not present in the new process. Same answer as above. Negatively

Made it more organized and easier to keep up to date Neutrally

Made it more organized and easier to keep up to date Positively

Made it more complex and difficult None. About 20 years. I find it difficult. Positively

Made it more organized and easier to keep up to date I have served both regional and national committees. 11 years, 2 SESs 2 CE Positively

N/A 15 20 Neutrally

Neither improved nor impeded it N/A

Made it more complex and difficult Negatively

Made it more complex and difficult Positively

Made it more organized and easier to keep up to date

N/A 9 Negatively

Made it more complex and difficult not enough meeting with old process difficult Negatively

Made it more complex and difficult 10+.years. Old process difficult Negatively

N/A About 50 years - origin: About 30 years. The old process was better. Negatively

Made it more organized and easier to keep up to date 5 years. The new process is better. Neutrally

Made it more complex and difficult N/A

Made it more complex and difficult ACPE Certification Committee 20 - 25 years involved in it. Negatively

N/A I served on regional /national committees for 15 years. Negatively

Made it more complex and difficult Negatively

Made it more organized and easier to keep up to date Not since the new process started. N/A

Made it more organized and easier to keep up to date 4. The process is more organized. 6. My CEC's are now easier to keep up to date. Positively

Neither improved nor impeded it 13 - I want to stay involved so that I can feel more involved. Positively

Neither improved nor impeded it Neutrally

N/A The main benefit of the new process is that it is easier to keep up to date. Neutrally

N/A Negatively

Made it more organized and easier to keep up to date Neutrally

Made it more organized and easier to keep up to date I have no idea about the new process, and don't know how to keep up to date. Negatively

Made it more complex and difficult 4 years on Certification Committee. Was involved in the development of the new process. Positively

Neither improved nor impeded it Not sure if this is being done. Only did so under the old process. Neutrally

Made it more complex :	I served on the East C	I have been a training	ε	Negatively
Neither improved nor impeded it				Positively
Made it more complex :	Approximately 15 years	18 years. See above ar		Neutrally
Made it more organized :	I think I was on regiona	I supervised SES really		N/A
Made it more complex and difficult				N/A
N/A	I served as regional ch:	I primarily supervised beginning students in CP		
Made it more complex and difficult	Mid Atlantic Certificatio	Since 2005, occasional		Neutrally
Made it more complex and difficult		The old process is too		Neutrally
Made it more organized and easier to keep up to date				Positively
Made it more complex :	I served in certification	I've been involved with		Negatively
Made it more organized and easier to keep up	4 years. Harder to cap			Neutrally
Neither improved nor impeded it		10 years. Just starting		Neutrally
N/A		15. The focus on comp		Negatively
N/A				Neutrally
Made it more complex and difficult		I have not supervised a		N/A
N/A		About 20 years. I like th		Positively
Made it more organized and easier to keep up to date				Positively
Made it more complex :	6 years: meeting comm	9 years. Meeting comm		Negatively
Neither improved nor impeded it				0
Made it more complex :	I served 3 years on the	I supervised CEC's for		Neutrally
Made it more complex and difficult		5 yrs. My rvaluation is r		Negatively
Made it more complex :	NA			N/A
Made it more complex :	N/A	I have not supervised a		N/A
Neither improved nor impeded it		5 years. The new proce		Negatively
Made it more complex and difficult				Negatively
Made it more complex and difficult				N/A
Made it more complex :	I have no clue about th			N/A
Neither improved nor in	Five years in the early	2 over 10 years. . . Old		Negatively
N/A	n/a	20 years supervising C		Negatively
Made it more organized and easier to keep up to date				Negatively
Made it more organized :	I am not sure. Presentl	I have supervised CEC		Positively
Made it more complex and difficult		I have only supervised		N/A
Made it more complex and difficult		I have been a primary ε		Neutrally
Made it more organized :	I was on our regional c	I think the new process		Neutrally
Made it more complex and difficult				Neutrally
Neither improved nor impeded it				Neutrally
Made it more organized and easier to keep up	7 years. The new certifi			Positively
Made it more organized :	N/A	N/A		Positively
Made it more organized :	NA	4 years--only in the nev		Positively
Made it more complex and difficult		15+ years		
Neither improved nor impeded it				N/A
Made it more complex and difficult		5 years. No doubt it see		Neutrally
Made it more complex :	I am on the commission	but inactive		Neutrally
Made it more complex :	NA			Negatively
Made it more organized :	NA			Negatively
Made it more complex :	I have served on certifi	See answer to 17. I ha		Negatively
Made it more complex :	9 years. Now I am not involved.	There is no er		Negatively
Neither improved nor impeded it				N/A
Made it more organized :	3 years	NA		Neutrally
Made it more complex and difficult				Neutrally
Made it more organized and easier to keep up to date				
Neither improved nor impeded it				Neutrally
Made it more complex and difficult		About two years. The n		Positively
Made it more organized and easier to keep up		The new process was ε		Negatively

Made it more organized and easier to keep up to date		Positively
Made it more organized and easier to keep up to date		Neutrally
Made it more complex and difficult	15. So much is "upload	Negatively
Made it more organized and easier to keep up to date	Last 7 or 8 years. New 28. As above. Being c	Positively
Made it more complex and difficult		Neutrally
Made it more organized and easier to keep up to date		
Made it more complex and difficult	N/A N.A	Negatively
Made it more complex and difficult		Negatively
Made it more organized and easier to keep up to date	11years. 2 in the new p	Negatively
Neither improved nor impeded it	6-7; more writing of the	Negatively
Neither improved nor impeded it	None 2 years	Neutrally
Made it more complex and difficult		Neutrally
Made it more organized and easier to keep up to date	3	N/A
Made it more complex and difficult		N/A
N/A	Twenty years in the old About twenty years. Th	Negatively
N/A		Negatively
Made it more complex and difficult	N/A I have not served N/A	Neutrally
N/A	six years in the old system	N/A
Made it more organized and easier to keep up to date	Served over 20 years b have been cec educato	N/A
Made it more organized and easier to keep up to date		Neutrally
Made it more complex and difficult		Negatively
Made it more complex and difficult		Positively
Made it more organized and easier to keep up to date	I have been involved in	Positively
Neither improved nor impeded it	I like the old process b	Negatively
Made it more complex and difficult	10 plus years in Regior 20 plus. In some ways	Negatively
Neither improved nor impeded it	2	Positively

20. How well do you thi	21. It is important to ha	22. What do you think t
N/A	Agree	benefits= good management overall, good liste
Quite well	Disagree	ACPE Educators are not necessarily skilled/trai
Not well at all	Agree	
Quite well	Not Sure	
N/A	Agree	
N/A	Agree	I am trying not to be opinionated about this, but
Quite well	Not Sure	I think our executive leadership is excellent. Th
Quite well	Disagree	I don't see this as a problem at all. This survey
Quite well	Agree	
N/A	Agree	
Quite well	Disagree	We have needed better leadership as we are n
Not well at all	Agree	
Quite well	Agree	I have the lingering feeling of being misunderst
Not well at all	Agree	The main benefit appears to be that they are si
N/A	Agree	I see advantages that there is a lot of collabora
N/A	Agree	Not sure.
Quite well	Agree	They are helping ACPE move forward with prof
Quite well	Disagree	Benefits: we are trained to be educators not ad
N/A	Agree	
N/A	Agree	
Not well at all	Agree	More innovation and clarity of educational outco
N/A	Agree	
N/A	Disagree	They have the administrative skill set many CE:
N/A	Agree	Decreased understanding and valuing and sen:
Not well at all	Agree	Centralized organization could be good but ther
Not well at all	Agree	They don't have an inside look at the practice
Not well at all	Agree	Cannot identify any benefits. The limitations are
Not well at all	Agree	As an Educator needs to be present to and atte
Quite well	Disagree	I see it positively. ACPE educators are trained :
N/A	Agree	Not much sensus fidelium
Not well at all	Agree	Several of the ACPE leaders come purely from
Not well at all	Agree	Easy answer - why fool with what was working :
N/A	Agree	Benefits: none that I can see, other than expar
N/A	Agree	They do bring a business world view that many
Quite well	Disagree	They are professional administrators, not educ:
Quite well	Agree	There is always a certain level of translation tha
Quite well	Agree	They lack the experience and knowledge that c
Quite well	Not Sure	I tend to think it is more important to have exec
N/A	Agree	I think it's probably a good idea to have some le
N/A	Disagree	I think our executive leaders have deep familiar
N/A	Agree	I think we have very talented executive leaders
Quite well	Not Sure	It's been 8 years for Marc and about 9 years for
N/A	Agree	On the positive side of the ledger perhaps prov



N/A	Agree	I think they bring gifts that we might not have otherwise.
Quite well	Agree	It's important to have ACPE educators inform the board.
Not well at all	Agree	I imagine there are necessary skills needed in the board.
Not well at all	Agree	There is a separation. It's basically men making decisions.
N/A	Agree	There is WAY too much for accreditation. This is a problem.
E during my 40 years of experience	Agree	It seems to me, as a retired, mobility limited person, that the
Not well at all	Agree	Skill needed in understanding role, life, current situation.
Not well at all	Agree	I don't think someone who has not gone through the process
Quite well	Not Sure	Having executive leaders who are well versed in the business
Not well at all	Agree	It is 100% limitation. I do not experience any benefits.
N/A	Agree	Not sure
Quite well	Agree	I hope the business end of the organization is successful.
Not well at all	Agree	As an institution, ACPE is becoming fossilized.
Quite well	Agree	
N/A	Agree	I think that leadership of an organization such as ACPE is
Quite well	Agree	I think Trace and Marc are doing an excellent job.
Quite well	Agree	My understanding is that the board (of Educators) is not
Not well at all	Agree	Clearly a limitation. Out of touch with what is happening.
Not well at all	Agree	
Not well at all	Agree	There is a detachment on the part of the leadership.
N/A	Agree	Sorry but no other space to say this if #11 & #12 are not
N/A	Agree	C.f. my answer to # 7. I think all those negative comments
Not well at all	Agree	It's important to have a CE as part of the executive team.
Not well at all	Agree	It's crazy
Not well at all	Agree	The only person I've had contact with at the national level
Not well at all	Agree	
N/A	Agree	I think there are benefits because executive leaders are
Not well at all	Agree	
Not well at all	Agree	Benefits are real and added above. However, there are
Quite well	Agree	Regarding #19- one of the problems with the old board
	Disagree	I know that this has been a source of discomfort.
N/A	Agree	
Not well at all	Agree	While the executive leaders of ACPE do know the business
Not well at all	Not Sure	We needed an CEO-type executive to deal with the business
Not well at all	Agree	
Not well at all	Agree	
Quite well	Disagree	I think having staff who are not CE's has many benefits.
Quite well	Not Sure	Although leadership benefits from having an independent
Quite well	Agree	The benefit is more objectivity and a n easier way to
Quite well	Not Sure	
N/A	Agree	We need executive leaders who bring different perspectives.
Not well at all	Agree	Having never been in the trenches of teaching I can't
N/A	Not Sure	I am less concerned about the status of the executive
Quite well	Agree	It has lost its soul and become like any other non-educational
N/A	Agree	Somehow their being outsiders lets them take a
Not well at all	Agree	I will simply state that where ACPE is going today
Not well at all	Agree	Trace has done a good job. Not having any educational
N/A	Agree	benefits is that they excel at growing the organization.
Quite well	Agree	I believe this gives a presence of expertise that is
Not well at all	Agree	The administrative issues are being addressed by the
	Agree	An executive educator would have a sense of the
Quite well	Agree	In some significant ways, executive leaders who are
Quite well	Agree	I don't think it's a problem that they're not CE's.
Quite well	Agree	Leaders are leaders. One doesn't need to be a

Quite well	Agree	
Quite well	Not Sure	
Not well at all	Agree	Having someone who has "been there" seems
Quite well	Disagree	Benefits: In my years in ACPE we've never had
N/A	Not Sure	
	Not Sure	
Not well at all	Agree	Managerial and executive functions are now m
Not well at all	Agree	same as having a VP for Pastoral Care with no
Quite well	Agree	They really are completely out of touch with wh
N/A	Agree	Need a few educators to always be consulting ;
N/A	Agree	benefits: need outside eyes and vision from ind
N/A	Agree	Dont know
N/A	Agree	It is important to me to have CE presence as p;
N/A	Agree	It needs to be diversified
N/A	Agree	I don't have complaints about specific leaders,
Not well at all	Agree	Benefits have been organizational and financial
N/A	Agree	Has enabled us to have leaders with relevant s
N/A	Agree	As mentioned above, I believe that the ACPE e
Not well at all	Agree	Without personal positive buy-in and/or positive
Not well at all	Agree	It is fine to have a non certified ED, but would p
N/A	Not Sure	I love our ACPE leadership. This may not direct
N/A	Agree	Not sure. Hard to make an assessment, not su
Quite well	Agree	Less collegiality and understanding of our work
Quite well	Agree	Our current executive leaders have a vision tha
N/A	Agree	Benefits - (1) The people may have business m
Not well at all	Agree	benefits: quick business/corporate model. Lim
Not well at all	Agree	The leadership does not understand the needs

ning by Marc Medwed, doesn't take away from needed educators in field. Downsize = sometimes administrators. I'd rather a skilled administrator that knows the ins and outs of nonprofit ar

Why don't we have someone there who understands ALL that we went through to become proce  
ey work hard to communicate well, and they are each good at what they do. However I would q  
seems unsupportive and disrespects the current staff and the heartfelt and capable efforts they

more like a 3rd generation family business at this point. We have needed new expertise for a lar

ood in the complex nature of the clinical work educators do. Misunderstood and hence unsupp  
ngularly focused on running the business of ACPE. However, the case can be made that this is

essionalism. This is a huge benefit from my perspective. The limitation is the lack of a CE to giv  
ministrators. 99.99% of CEs could not create a database or manage thousands of data points.

omes. However, there seem to be less sensitivity to process education. COVID did not help.

s do not have. They add a different and important perspective which reflects the value of an int

re is no substitute for having a real person to work with CEs in their struggles and success. Our

entive to his/her group and their practice, the ACPE administration needs to be present to and a  
and certified to supervise CPE not run a non-profit organization. It is important to have a capabl

a "business" model. Several are from a purely educational model that is not process oriented.

inding the head office work force that you can rarely have a personal phone conversation, prefer

ators trying to expand their skills, often out of their own home office. They have helped us prof  
at needs to occur (or that does not occur). That is why an Educator should be represented. Th

utive leaders who have proven not for profit organizational leadership skills than to have profes  
eaders who have experiences in business, fundraising, etc. However I think there should also b  
ity with CPE, which is a great asset. Since their work is not primary CPE, but organization lead  
in the national office, and they have done a good job helping to professionalize some parts of t  
r Trace and some people will never forgive them for not being Educators themselves. This is ar  
ides a more objective professional perspective that protects from some idealization of ourselve



I stronger leadership than we do now. National staff are currently less encumbered by relations  
more effective and informed. Financial expertise is better, personnel management is better. Less  
at we do and what our needs are, and that our organization seems to be dying on the vine beca  
and giving input. Note the success of the VA at highest levels in last 4 years.  
individuals beyond our scope and our focus to help create a vision for future. limitations: the mem

but the recent assertions that the national office functions solely at the direction of the Board ha  
I savvy, office smoothness, and a positive image to the world. Limitations include the inability to  
killsets/assets that are not found in many educators; conversely, has resulted in a diminishmen  
xecutive leaders are out of touch with the experiences and reality of educators in their centers.  
; experience one's perspective is narrow and limited in its range of impact. It is important to hav

tly respond to your question, but I think it's worth saying: We need to be thinking broadly, makin  
re how in touch with our day to day reality they are. Also there are probably competencies I dor  
; too bureaucratic; the Sharepoint has some strengths but maintaining the kinds of records requ  
it helps us connect to current market demands. They are creative thinkers. A partner executive  
mindset and broader perspective not limited to the field of chaplaincy training. (2) They may be ;  
imitations: quick centralized business model. The everyday challenges of being an educator are

ness oriented. Why did we hire someone who not only doesn't know this process intimately, but disparages sup  
uestion the selection of themes for annual conference, which I have not found helpful in the last 3 years.  
/ have made to bring the ACPE up to more current professional standards that will ensure that the ACPE surviv

orted and isolated. The lack of a representative board compiled of regional representatives and having no clinic  
. also a limitation (as noted above re the operational decision making regarding educational matters). Having no

ve a perspective from the active educators. Until recently we had a certified educator and I would hope we woul  
We had the yellow card system for how many years? It was a mess; created by CEs for CEs. Financially, we ha

work is about caring to people but centralizing with limited resources and people made the CE and center suffe

ttentive to Centers and Educators - it is called parallel process. When an Educator gets over involved in institu

Some are not from an adult education model, and are from a deductive approach as opposed to a inductive app

ring to communicate with by electronic sources that is self-referencing to the website and processes that have l

essionalize in ways unlikely with less qualified and disperate team of part-time, less trained regional leaders. O  
is often happened at Accreditation Commission meetings when ACPE leadership proposed something only to c

sional practitioners as executive leaders. That said, it is important to have practitioners as consultants, advisors  
e one or more certified educators as part of leadership so that our interests are understood and promoted.

ership, I don't think it is essential that leaders be CPE Educators. (It does help that ACPE Educators are repres  
he organization. I value their leadership, insight, business practices, and help in coordinating commissions and  
Axe to grind that some folks will take to the grave. I have found Marc Medwed to be a valuable resource in his  
s. On the negative side I suspect it has been more difficult for such leaders to fully understand the strengths ar

can be said on the other side; CEs bring an important perspective that has been lost or limited when not at the table. The focus is turning to didactics versus centers, and thereby, the regions. Now the importance of the local centers, supervisors and regions have been reduced. I believe that even though one might have some skills, it is the integrated skills and relational qualities that are needed. I am also a certified educator. I also dislike the term certified educator, I prefer the old term clinical pastoral educator. The lack of Governmental oversight and professional organizations has made our organization stronger, more efficient.

I feel a little out of touch with the reality of being an educator in a center without support from an administrative assistant.

Therefore I see value in it. That said, the almost complete absence of ACPE Educators in the national office is a disservice. Having an ACPE CE as part of the executive leadership. Having a leader who understands the culture of ACPE and can consult with subject matter experts to operate the organization makes sense to me. We need solid administrative professionals to organize programs. It has clearly developed a business model which does not seem to draw on the reason for CPE as a ministry.

ACPE is now being run by "executives" & "administrators" instead of educators. My guess is that the necessity & testimony of CPE is being lost.

While he is always professional, there seems to be a disconnect between what a Certified Educator does and what is expected. There are multiple layers of leadership. I fully support the work of Trace Haythorn to lead ACPE into a new era. I like what he is doing.

It seems missed seeing their limitations. The new process was supposed to help with that. Instead, the burden even more on the relationships or oversight. There were educators in the national office and many weren't happy with that or who they were reporting to.

I have the nuanced knowledge of what that role involves, related to what it takes to build a relationship, to flex to meet the needs of the IRS regulations (I was on a regional board at the time of the transition). I also believe our previous ACPE staff were not biased by their old way of doing things.

The current staff clearly understands that they do not make the grade beyond what a CE brings to the table. I have no problems with having a non-CE executive leaders if they are effective. I would prefer "my peers, former students, buddies." I am appreciative of the work the senior leadership has done to listen and respond to the needs of the field.

There are aspects of CPE that cannot be learned from observation. I wonder what it would be like to hire educators who have been in the field. Educators face most days of our career. This feels like a real deficit in terms of the executives identifying with the field. I am concerned about the infrastructure. You are creating a sinking ship for many of us both professionally and personally. It's difficult to do what we do. It is hard to take your practice challenges to proper who do not know what you do.

In many ways, they don't value what we value. I'm willing to call it a wash and chalk up difficulties to personalities rather than to the system. I have had supervisory relationships over many years. The choices appear to be either drink the "outcome kool-aid" to acclimate to the current office staff--mostly strangers to me. Sad. Marc is not a chaplain or an educator, that is more problematic for me.

(Spiritual Care Department). Perhaps a CE could simplify the portfolio, and provide templates for creating and maintaining a portfolio of transparency, which is a definite negative. A limitation is that it is hard to communicate with the executive leadership. I do not appropriately seek out or utilize CE consultation. Marc got this Ph.D. in Education whatever and the whole reason for it is that he doesn't know what their constituents want and need. I know many certified educators who are angry, hurtful, damaged.

ships with ACPE peers than before, therefore more even-handed with grievances and calls for review of supervi  
s influence of the competing old-boy networks and personalized investments in old history. Educator and associ  
ause we can't keep up with certifying educators at the rate that is needed. Centers are desperate and having to  
ibership continue to speak to their values through a specific lens and understanding of our work, and it isnt bein

as been disputed by both the immediate past Board President and Accreditation Chairperson. They regularly di  
comprehend clinical education at its core and the needs of educators to maintain quality here-and-now educati

re the perspective of all players in the process represented when policies and procedures are determined. Cert  
g connections with the chaplaincy/spiritual care movement nation-wide. I'm worried about the fact my center dc

who is a certified clinical educator would complement our current executive leader. It's good to have a voice in  
able to enhance greater collaboration or communication with various organizations. Limitations - (1) The peopl



Supervisors? This work is sacred to me and I cannot stomach hearing those who speak ill of some of us (and we are

Someone steering the boat in the office is problematic. Yes, we did need better admin skills in the executive office. This non-CE leadership is evident in the tone of the office operation - stories and experience with non-responsiveness.

I would replace her in the near future. I also hope we avoid using "retired" CEs as the voice of Centers. We need to get rid of dead regions with thousands of dollars completely unaccounted for (some accounts weren't even known to the reg

Separation from disconnection. It is like a corporation and purely business. Human need for connection is compartmentalized

For educational advancement or civic service, etc., students and programs suffer. When administration gets over involved

in a top-down approach to teaching/learning. If the leadership is not understanding of the uniqueness of the CPE model of teaching

that has been set up to meet the a web based impersonal style. To the question: The whole centralization and not having

an executive director has an advanced degree in education and captures the work of CPE better than some educators. We should discover that this would have otherwise unknown implications for the individual CPE Educator and or CPE center

directors and leaders of the parts of the organization that deal with professional competence and development. The executive

is represented on the Board). At the same time, someone who is an ACPE Certified Educator would bring specific insight into the organizational structure of the organization. I believe it would be incredibly helpful to have one or more CE representatives in service to our Certification process in a number of ways, including helping us write/word our changes to our standards and weaknesses of certified educators or those who are engaging in the certification process and the struggles of

obliterated and/or totally silenced, and thereby the unique genius of the CPE movement completely lost, unless . It is the difference between a job, work, ministry, service, vocation. In the world of spiritual care, education and supervision supervisor better. Certified educator does not say anything about the specifics of a discipline it, and less of a "good buddy" system. Keeping good boundaries about what is the work of the staff and what is

significant loss. It is very important to have that perspective at the day to day table -- not just on the Board. Can support CEs and help develop centers with an understanding of what the process entails "on the ground" is to mobilize us so that the Educators can do the core work of ACPE. While they may not understand the pressures we face, movement which refines processes for theoretical development, integration and effective local practices to support

accreditation -- it feels like there is a lot more work to maintain accreditation year to year and the "deep dives" in that has been done to make connections with Chaplaincy Innovation Lab. He has responded in a timely and thoughtful way

more so falls on the center's educator to fully see their student. Committees only judge by their written work in that way were. It's really hard to say. I've been around ACPE a long time and I'm not sure we functioned better then.

that the needs of students in a variety of contexts and with a variety of histories. SME in the administrative office or supervisor-leaders lacked the necessary knowledge to navigate the complexity of the modern national organization

decisions — that the decisions are made by the Board and commissions. I feel we could use more non-CE staff that is effective. I would have a problem with a CE as an executive leader if they had limited experience outside of ACPE and did not respond to "field educators." I do at times feel there is an emphasis on what is seen as efficient vs. realistic by

of different social locations and clinical settings, including urban/community, to serve a consultants from time to time that is not healthy and I do relate it to centralization. I was in favor of this model but I'm afraid it's creating more damage

to adopt the centrally driven agenda, or find some other context within which to do supervision, with few options between me as he minimizes the difficulties of accreditation and portfolios. We thought appendix 19 was difficult, seven

leaders is one is not in leadership (on the board or on a commission/committee). The average ACPE Educator new process seems to be based on \*his\* vision of what CPE is, not what we (CEs) understand CPE to be. I was with aged people. Nothing kept them from getting through the old process. In fact, the old process probably made the

sory and educational competence. They are not beholden to how things were. Their education in allied but different management skill-sets are not the same, and there are not many CE's who would be well-suited to the role. This shouldn't be happening. I don't understand what they continue to do for us on an ongoing basis - the

directed me to Trace or Marc for information, decisions, and explanations of leadership decisions that ostensibly involve operational processes. What we need in a team of at least two top executives who work together, one of them a seasoned

operational manager. Accreditation of educators, accreditation of centers, and education of students do not happen in isolation and without resources. We are not receiving as many student applicants as we did in the past. Are students going to online courses like the S

chool? (1) They may not have good understanding of the good things we have done as an organization. (2) They may not und

e a difficult bunch), lead the organization without an understanding of what we exist to do. Maybe those who are

is is true. But we also need someone who actually knows what it means to do the work we do. Having both is critical. Also, in the sense that volunteer leaders defer to the staff in clinical education matters, which should be engaged

ional leadership). We were lucky that either no RDs stole from us or that we never realized it. Having actual nor

lized thus lost the heart of what CPE is about. centers and CE who provide education are important in the ACPE

d with building, enhancing, digitalizing, competing with other vendors, or seeking some kind of glory, Centers are

ing and learning and does not have the input of a person who is a seasoned CE, the leadership may propose a

ng an administration that understands what's it's like to be "in the field" has brought about policies and processes

Executive leadership should look to the practitioners to guide the mission and identity of the organization. It seems

it to respond to the challenges of leading the organization. It would be a plus for leaders to be ACPE Educators, positions on the national office staff, and have them directly report to the board. I would love to be able to call a (res for clarity and consistency and helping us stay on track in meetings, and accessing past documents that gui

d research, having someone who has practiced in that world providing particular leadership and knowing what a  
the work of Certified Educators and the membership of the organization has also been a strength, although the

essential to the emotional, mental, and spiritual health of the movement. Having lost Regional Directors, having  
are under as Educators and Leaders of Spiritual Care and Education I don't really need that from leadership I ju:

n a center's portfolio have felt like an added layer of work. I also struggle with the new certification process whic  
y to every text and email I have sent him. He seems to have the confidence of the national staff. Personally, I th

e competencies. They are trusting the supervisory CE and are limited in what feedback they can give them and

make a difference in terms of having a voice who can advocate from a position of "knowing" rather than a positio  
n. While there has clearly been loss, I feel that the national office is functioning with integrity and with our best ir

iff to lighten some of the administrative burdens of the board members and commissioners. Our current staff w  
ased on the needs of CEs in their institutions or what "some" CEs would like to have happen vs. how do the maj

veen. I will take this opportunity to make one other comment that was not overtly raised in this survey. Several  
standards with all the indicators and exemplars--crazy making and I love accreditation. The thought was to be

in a group of CEs one time that included a very small handful of non-CEs including Marc. We did an IPR-like s  
em more angry. The new competencies are good, but each person should be held accountable to perform up t

erent specialties than our own broadens our perspectives on our own work. I am less concerned about whether we and want it. Our current executive leadership is probably unusual in bringing association management experience is a lot of delegating to us as members and "volunteers" with extreme demands from the institutions that pay

were Board or Commission actions. Even when serving on Accreditation review teams or doing portfolio reviews, a seasoned clinical educator to monitor quality in all aspects of the organization, orchestrate area venues for comprehensive

not having tangential impact on peripheral systems. It has been about 5-6 years now since the new operating system for the Spiritual Care Association? Are they seeking to become "board certified" without ACPE? I also worry that hospitals

are not certified can support those who are certified at the national office. Did we not trust each other enough to hire

official. Yes, our database is better, and accreditation work is better. The website is better and it's great to have a  
led by CEs. With no CEs in the office, I wonder how fully serious issues, like the present shortage of CEs, has been

non-profit administrators running the administrative functioning of the ACPE has been a major improvement. Most

and Educators suffer. That is happening. Perhaps an Educator in the national office could refocus on CPE practice

"business" model of leadership that prevents and inhibits the inductive approach of teaching and learning to be

tasks that are laborious, repetitive and useless, i.e. the portfolio. In my previous positions establishing centers by the

CE in the national office if I needed wisdom, direction, and/or guidance about our CPE program. It would be great  
to have us in continuing to attempt process improvements. And he was accessible when I was going through my last

and how to utilize additional consultation is crucial to being creatively proactive rather than reactive. By the way, there are times that there are too many tasks put on one staff member's plate that I believe could be spread out be

st need folks who will manage our resources ethically, and aid us in navigating the legalities of being a business

ch feels like we are passing through people who are good at checking off boxes in an excel spreadsheet, but are  
ink the national staff should get back to an office-based, in-person work environment. That is what is expected c

their student. Regarding executive leaders, ACPE has moved to a business model, leaving behind the "heart" p

majority feel? An example was going from 45 day to 21 day evaluation writings. I can see the need to shorten the ti

questions were raised about the CoP's, but there were no essay-focused questions for more specific feedback.  
more flexible. Now I feel I have to prove more--for what? The standards still have so much overlap. One Note

ession together to process some things and it was very clear he did not understand the process of IPR or the nu  
o the competencies. If you can't demonstrate competency, then you shouldn't be teaching. What we need in At



r our leadership does or does not include an ACPE certified educator than on the quality of management, vision  
ance and training to the role along with in-depth, appreciative experience as an ACPE customer. A successor m

hensive educator collaboration and availability for program and individual support/care with local program/institu

ems have been in place. It is time for an evaluative process to take place, considering the effectiveness and effi  
tals, palliative care teams, and hospices often hire "chaplains" without 4 units of CPE. Why is our credential no

professional email address for our use. It's about time. But I fear we lost our soul in the process. What are we v

people don't remember that when Deryck was running ACPE the organization was in ruins. Rose-colored glass

re old pre-centralized processes (three) and being reaccredited (two) were assessed as superior and without pr

at if they could visit center's again, like the original plan was designed. I would also love for a CE on staff to help  
it Accreditation process (6-year in 2020/21). I work less directly with Trace but have felt comfortable with him as

ny NA were because i was not responsible for those areas when working parttime in the last three years.

etter if there were more staff members to do the work. For example, I have been astonished by how many times

which is ultimately what we've become. The Educators, Psychotherapists, Spiritual Care Professionals, and Sti

en't as relational and don't have the deep interpersonal skills. For example, in our regional CEC meetings I hav

of me where I work. I have a problem with Marc Medwed. He has a lot of opinions about how things should be d

art of our work that is so important. When leaders are not CEs they do not understand the work we do, the limit:

me--would 30 days not have worked? Most higher education institutions allow 30 days to turn in final grades, cc

Part of the centrally pressed agenda includes having peer reviews every 3 years instead of 5. This likewise dr  
doesn't work well. Sharepoint is a mess with hosptial firewalls. I can only do accreditation at home--all data at

ances of how CPE works. Also, I hope you are aware of how very biased the questions in this survey are--they  
CPE is professionalism. All people working to high professional ethical, moral and educational standards of pro

for the spiritual care movement, responsiveness in the office to inquiries about process, ability to adapt to change might be more challenged to understand the distinctive character of our product, history, and process.

iciency of 1) the new certification process and its resulting effect on chaplains and educators; 2) the new accreditation demanded? prized? We are the best! I also worry about us not having enough educators to replace those who

es remember things a certain way. ACPE today has an actual foundation that is paying for innovative programs

blems. It took work and consistent focus over the six year period to keep up with the Standards. With this ne

› with national office changes, decisions, and day-to-day operations. I consult informally in my COP, but I also th  
a person of integrity when we have talked. I believe that both of these guys have at times been "whipping boys"

s the answer to my question of "Which staff member should I contact about \_\_\_\_\_?" results in the answer "Shei

e noticed many CEC's no longer show up. They have figured out they just need to produce evidence than presone. I don't think he has a clue what clinical pastoral education is all about. He has managed to insert himself inations to a certification process that is based on writing rather than the ability to make connections, and the loss

ould that not have been our model? Especially since we value fairly involved written evaluations vs. assigning a c

iven process is forced through a web-based access portal that is nearly impossible to navigate (not to mention th hospital. I do not like the board structure--no representation. I am not connected to any board member. I don

are very clearly designed to steer us toward answers that the designers of the survey want. For example, quest

ing circumstances quickly, etc. With our current leadership not being ACPE educators, the biggest limitation s

litation process and its affect on educators and institutions; and, 3) the new infrastructure and its affect on its ad  
o are retiring. Centers are closing left and right because they cannot or do not replace the retiring ACPE Educat

to start. We have a system in which our students can instantly get a transcript. I can manage my enrollments a

n Portfolio system I'm always anxious if there isn't some minutia that wasn't filled out or doesn't meet the expec

think having a CE in the national office structure would help CE's who feel alone, isolated, and/or abandoned by t  
for Educators that do not like decisions enacted by the ACPE Board of Directors which is Educator-dominated.



lah Hawk". Good Lord, how many tasks can we give her?!? Also, much of the work done on regional levels tha

ent to a peer group and get feedback. One person who was recently certified just landed a new job and almost  
just about every process from accreditation to certification. I do not experience him as someone who listens to

we feel in moving to a national model. They have not heard nor addressed the distress of the centers who feel

rying to access standards!), all in order to maintain one's "credentials". The CoP's look good on paper, but hor  
't see we are more nimble. I see us more dispersed. Those whose regions formed a CoP seem less frustrated

ion 20--there is no nuance to that question. I appreciate what you are trying to do but I'm not sure the manner ir

seems to be the amount of energy lost to enriching our communities of practice by targeting national staff for no

ministration and the membership. Are we producing more certified educators and accredited centers?

tor. I am also concerned we are investing entirely in CPE in hospital settings, whereas hospitals do not generall

nd registrations without mailing a yellow card in and can reasonably assume that I will be billed correctly (by one

Change comes through The Board. There have been times when Trace's influence onn the Board has been qu

at were shepherded or entirely completed by paid regional directors has now become volunteer work by the mer

immediately had difficulty with her boss -- I could see this coming, but it was never addressed in h  
membership. I think the limitations of the executive/corporate model of governance are the

restly, a number of them don't appear to be active beyond the name and coordinator. The whole pr

y seem to want to invest in CPE. I work in a retirement community setting, and believe it is a



membership body a