

Emmanuel Home
Chaplain Job Description

Purpose:

The role of the chaplain at Emmanuel Home is based on the recognition that all human beings have spiritual needs, whether such needs are specifically religious or not (e.g. for meaning and purpose; for love; for forgiveness; for creativity; for hope). The chaplain engages the spiritual needs of residents, enhances the spiritual life of every person in the community, and advocates for spiritual values in community life through explicitly religious channels and spiritual programs; through spiritual programs that are open to those of all faiths or those of none; and through their care, presence, and counsel.

Essential Responsibilities:

Pastoral presence:

- Build relationships of trust through visits, presence, counsel, and conversations with residents, staff, visitors, and others.
- As part of the Health Care Team, regularly visit residents as needed. Visit residents in hospital facilities as appropriate.
- Collaborate with staff in assessing resident needs and proposing and/or delivering appropriate responses, especially when facing transitions of level of care.
- As appropriate, counsel residents and their families, as well as staff, especially in response to issues of life transitions, end of life, grief, and loss.
- Work with residents and staff to assist new residents in their transition into community life.
- Collaborate with employees to help meet needs of staff during times of crisis, as appropriate.

Worship:

- Lead or provide regular worship activities within the community
 - Lead or provide special services that are inclusive and welcoming to all residents. These may include special celebrations or memorial services.
- Coordinate with Pastors and congregations from supporting churches to provide appropriate services as fit the needs of the residents.

Programmatic:

- Organize a diverse spiritual program to meet the needs of all residents.
- Collaborate with staff to initiate or participate in programs and activities aimed at fostering wellness and spiritual well-being.
- In consultation with the CEO, provide support and training for staff on topics such as counseling at times of loss, caregiver support, bioethics, etc.

Administrative:

- Collaborate and consult regularly with the CEO regarding the overall spiritual care program and spiritual health of the community.
- Communicate with the Senior Leadership Team about changes in plans and new developments in the Spiritual Care program in the community. Consult with the Senior Leadership Team as needed.
- Provide oversight and training for resident volunteers assisting with chapel activities.
- Provide recruitment, screening, oversight and training for volunteers
- Provide collaboration, orientation, and assistance for visiting clergy or seminarians or lay pastoral care volunteers.
- Participate in staff and resident committee meetings, as appropriate.

Requirements:

- Master of Divinity (MDiv) or Master of Theological Studies (MTS) or equivalent from an accredited college or university or theological school.
- Ordained in good standing with one of the Society's supporting & founding churches and/or ecclesiastical endorsement for specialized ministry; or in the ordination process.
- One or more units in Clinical Pastoral Education (CPE). A CPE residency program is preferred.
- Ability to provide pastoral care to residents and staff, regardless of religious or spiritual background or belief and to support the whole community as an ongoing, organic system.
- Special skills in non-judgmental listening and providing counsel, guidance in ethical decision making, and mediation and conflict resolution.
- Ability to work collaboratively.
- Ability to maintain confidentiality in accordance with provincial and federal regulations.
- Ability to distinguish between spiritual counseling and psychotherapy, and—in consultation with other staff members—a willingness to make referrals to appropriate professionals.
- Ability to respond effectively to the most sensitive inquiries or complaints.
- Ability to apply logical thinking to a wide range of intellectual and practical problems.
- Ability to deal with a variety of abstract and concrete variables.

Preference given to applicants with the following skills and experience:

- Training and experience in gerontology, geriatric care, and/or the spirituality of aging.
- Experience in a residential/clinical setting.
- Experience with palliative care, hospice, or end of life services.
- Experience leading a church congregation.
- Some prior experience with business or in a business environment.

Reporting Relationships:

- This position formally reports to the CEO, but the whole Senior Leadership Team will provide direction and oversight
- This position does not directly supervise other employees.

Job Structure:

- Part-time (min. 20 hrs/wk) or Full-time (37.5 hrs/wk) – depending on the candidate and their situation
- Flexible schedule – will require the occasional evening or weekend
- Group Benefits, RRSP matching & vacation allowance
- Salary to be negotiated

The Job Posting will remain active until a successful candidate is hired.

Interviews and hiring will be completed by the entire Senior Leadership Team. Please submit a cover letter/resume or any inquiries to Darren Sinke, CEO, at dsinke@emmanuelhome.ca