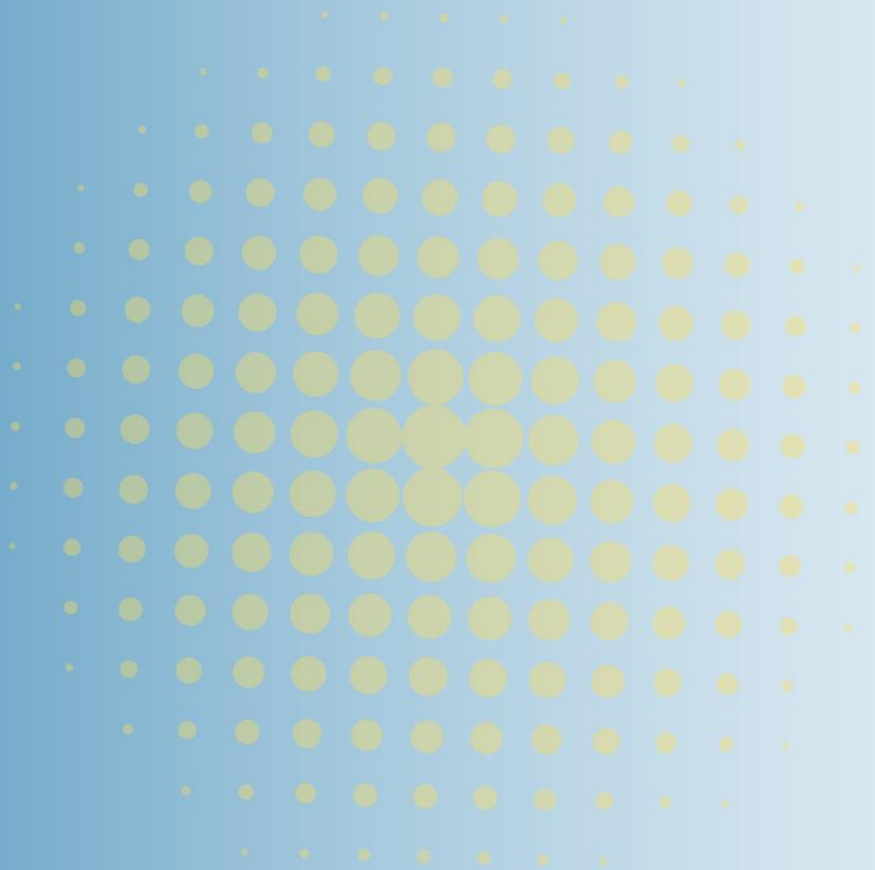


ANNUAL REPORT

2023-2024



CHAPLAINCY
Innovation Lab

Education - Training - Career

ChaplaincyInnovation.org

Dear Colleagues,

What a year it's been!

I am continually amazed by all the work you are doing, too often unsung, to help so many people. The Lab is truly fortunate to count you in its community. The fiscal year ending July 31, 2024, was full of activity. I am delighted to provide you with this brief report.

As of September 1, we at the Lab have joined our colleagues at Sacred Design Lab, a project of Tides Center, which now serves as our fiscal sponsor. This shift will give us new and expansive capacity to serve each of you, as well as to engage in new types of work. We are excited to launch a new and community-supported model for the Lab. This will allow us to be more directly responsive – and responsible – to the community that participates in and benefits from Lab programs and services.

The outpouring of support that came in the wake of our announcement about this change was, in a word, humbling. It is wonderful that so many of you, your employers, and your professional networks have stepped forward to support the Lab. In turn, we pledge to support each and every one of our subscribers and partners to the best of our abilities. (More information about how you can participate is available at chaplaincyinnovation.org/about/subscription.)

On July 1, CIL founder Wendy Cadge assumed the presidency of Bryn Mawr College. From her new position, President Cadge will continue to direct research projects in spiritual care. I will lead CIL participant-facing programs and services, making sure that the community always has access to the pathbreaking research and analysis conducted by Wendy's stellar research team.

Below, I am pleased to report to you on last year's highlights. In the past year, we have significantly advanced several key themes in our work, including our [Strategic Vision for Spiritual Care](#); better articulating the role of chaplains in American society; calling sustained attention to spiritual care by and for the religiously/spiritually unaffiliated; placements in spiritual care education and leadership; support, networking, and outreach for individual chaplains; and exciting collaboration with several mission-aligned organizations. Here's to another year of practical innovation in spiritual care!

Yours,

Michael Skaggs
Director, Chaplaincy Innovation Lab Programs



How to get involved

We invite you to [join us](#) as we continue to innovate in the field of spiritual care. The new model of sustainability for the Chaplaincy Innovation Lab asks participants to support the work of the Lab by subscribing, which also ensures that our work will remain directly responsive to your professional needs and values. You can find all of the details you might need to consider supporting the Lab [here](#).

By the numbers

As of this annual report, the Lab counts in its community the following:

- Over **14,500 chaplains, educators, students, researchers**, and more receive our [newsletter](#);
- Over **4,800** chaplains are in our [private Facebook group](#) for networking and support;
- **3,000 participants registered** for our series [Field Guide for Aspiring Chaplains](#);
- Over **300** chaplains have participated in our [conversation circles](#), sponsored by the Fetzer Institute; and
- Over **60,000 registrants and attendees** have signed up for webinars the Lab has hosted or co-sponsored since its founding in Fall 2018.

Webinars

This year, we continued the Lab's long-running and highly regarded webinar series, covering an enormous array of topics of both practical and theoretical significance to the profession. Of particular interest to our community were the events on psycho-spiritual first aid and our events hosted alongside Interfaith America and The BTS Center. We present here all the events we offered in Fiscal Year 2024:

[Non-religious Chaplaincy on Death Row: An Atheist](#)

[Accompanies the Condemned](#), June 13, 2024

Sponsored by the Religious Naturalist Association and The Humanist Society

[Introduction to Pediatric Chaplaincy](#), June 11, 2024

Sponsored by the CPE program at Cedars-Sinai Hospital

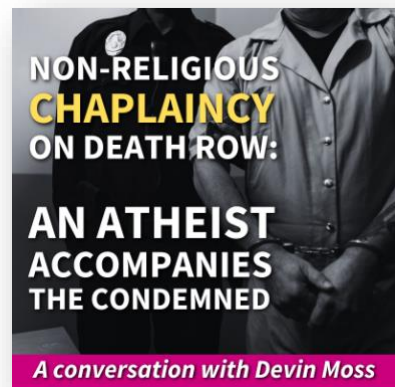
[Mending What Is Broken: Spiritual Caregiving and Health](#)

[Worker Resilience](#), June 6, 2024

Presented in partnership with Interfaith America

[Chaplaincy to the Forgotten](#), May 23, 2024

Sponsored by Sankofa CPE, LLC



[New Research on Unaffiliated Chaplaincy](#), May 15, 2024

Sponsored by the Fetzer Institute

[Spiritual Caregiving and Ecological Grief: Perspectives and Practices for Chaplains](#), May 14, 2024

Presented in partnership with The BTS Center

[Memory Care Chaplaincy](#), May 7, 2024

[Dorm Chaplaincy](#), March 20, 2024

Sponsored by the Association for Chaplaincy and Spiritual Life in Higher Education

[Mending What Is Broken: Spiritual Caregiving and the Health Crisis](#), March 19, 2024

Presented in partnership with Interfaith America

[Moral Injury from Climate Change: The Work of Chaplains](#), February 29, 2024

Presented in partnership with The BTS Center

[EMS Chaplaincy](#), February 6, 2024

[Chaplaincy in Private Education](#), February 6, 2024

[Go Teams for Healthcare](#), November 9, 2023

[Humanist Credentialing: Guidance for Non-Religious Chaplains](#), November 7, 2023

Sponsored by the Religious Naturalist Association

[Psycho-spiritual First Aid](#), October 11, 2023

Sponsored by Chaplain Distance Learning

[Chaplains of Color Histories and Practices: A Special Issue of Journal of Health Care Chaplaincy](#),

September 19, 2023

Sponsored by the Fetzer Institute

[Workplace Wellness: From Resilience to Suicide Prevention and Grief Management](#), September

12, 2023



Chaplaincy Innovation Lab in the news

Kara Bettis Carvalho, “[Police officers are burning out. How can chaplains help?](#)” *Christianity Today*, May 16, 2024.

Alison Bowen, “[Hospital chaplains finding ways to help the ‘nones’ – patients who identify as religiously unaffiliated.](#)” *Chicago Tribune*, May 13, 2024.



Magdalena Rojo, “[Connecting with God and others: how chaplains support Denver’s unhoused.](#)” *Religion Unplugged*, March 5, 2024.

Wendy Cadge and Amy Lawton, “[Chaplaincy: a powerful resource for people of all beliefs.](#)” Aspen Institute, February 5, 2024.

Michael Skaggs, “[Are chaplains religious leaders? Most Americans say yes in new survey.](#)” Interfaith America, January 9, 2024.



Michael Skaggs, “[Research shows more education needed to distinguish chaplains from other religious leaders.](#)” *Colloquy Online*, January 2024.

Trish Shea, “[New vision for chaplaincy.](#)” *In Trust*, Winter 2024.

Wendy Cadge, “[How do Americans think about chaplains?](#)” London School of Economics blog, November 27, 2023.

Eileen Campbell-Reed, “[What is digital chaplaincy, and why do we need such chaplains?](#)” *Baptist News Global*, November 17, 2023.

In Trust, “[How chaplaincy can serve the Church and theological schools.](#)” *In Trust* podcast with Wendy Cadge and Michael Skaggs, November 14, 2023.

Amy Lawton, “[Religious leaders without religion: How humanist, atheist and spiritual-but-not-religious chaplains tend to patients’ needs.](#)” *The Conversation*, September 7, 2023.



Michael Skaggs, “[The body and the spirit: the need to recognize spirituality in healthcare.](#)” Interfaith America, July 11, 2023.

News stories from the Lab

[“The future of the Lab,”](#) June 27, 2024

[“New project announced,”](#) May 21, 2024

[“Journalism fellow story published in Christianity Today,”](#) May 20, 2024

[“Journalism fellow story published in The Chicago Tribune,”](#) May 13, 2024

[“Journalism fellow story published on The World,”](#) May 13, 2024

[“Lab advisor publishes in Journal of Pastoral Theology,”](#) April 12, 2024

[“Assistance with spiritual care staff and leadership searches now available,”](#) March 25, 2024

[“Journalism fellow story published,”](#) March 12, 2024

[“New Lab post at Studying Congregations,”](#) March 4, 2024

[“New Lab article in Review of Faith and International Affairs,”](#) March 4, 2024

[“Lab launches survey to map spiritual innovation,”](#) February 7, 2024

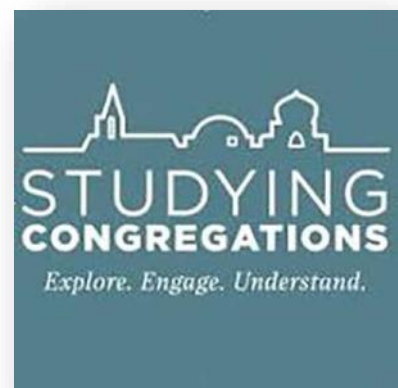
[“New Lab article in Review of Religious Research,”](#) January 12, 2024

[“New project announced,”](#) January 1, 2024

[“Lab quoted in Chronicle of Philanthropy story,”](#) December 22, 2023

[“Revson/Lab grantee in the news,”](#) December 22, 2023

[“New Lab article in Review of Religious Research,”](#) November 27, 2023



THE CHRONICLE OF
PHILANTHROPY

[“Lab director at Global Flourishing Conference,”](#) November 17, 2023

[“Lab featured on In Trust Center podcast,”](#) November 15, 2023

[“Lab presents at SSSR,”](#) November 13, 2023

[“THANK YOU to our October 2023 supporters,”](#) November 10, 2023

[“Chaplaincy journalism fellows announced,”](#) October 30, 2023

[“New article by Lab Research Manager in Religions,”](#) September 18, 2023

[“New article by Lab Director in JAAR,”](#) September 18, 2023

[“Call for applications: CIL Journalism Fellows,”](#) September 8, 2023

[“Survey for queer-identifying chaplains,”](#) August 25, 2023

[“New video on the future of spiritual care,”](#) August 25, 2023

[“New project announced,”](#) August 21, 2023

[“Do Americans know what chaplains are? We’re not sure,”](#) August 2, 2023

[“Lab director in The Chautauquan Daily,”](#) July 21, 2023



The Chautauquan Daily



Publications

Wendy Cadge, “[What Can Chaplains Teach About Cross-Cultural Religious Literacy?](#)” *The Review of Faith and International Affairs*, February 21, 2024.

Wendy Cadge and Amy Lawton, “[Chaplaincy: A Powerful Resource for People of All Beliefs](#),” Aspen Institute, February 5, 2024.

Wendy Cadge, Amy Lawton, Anne Holleman, and Joseph Roso, “[Which US Congregational Leaders Also Work as Chaplains? A National Overview](#),” *Review of Religious Research*, January 9, 2024.

Michael Skaggs, “[Are Chaplains Religious Leaders? Most Americans Say Yes in New Survey](#),” Interfaith America, January 9, 2024.

Wendy Cadge, “[How do Americans think about chaplains?](#)” London School of Economics blog, November 27, 2023.

Amy Lawton and Wendy Cadge, “[The Persistence of Religion as a Master Status for Chaplains](#),” *Review of Religious Research*, November 22, 2023.

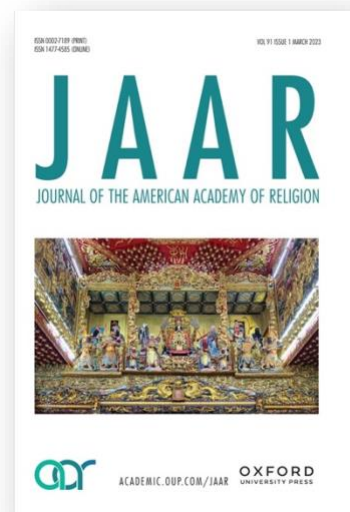
Amy Lawton, Adah Anderson, and Wendy Cadge, “[Nonreligious Chaplains and Spiritual Care](#),” *Religions*, September 13, 2023.

Carolina P. Seigler and Wendy Cadge, “[How Organizational Leaders Negotiate Religious Differences: Frameworks of Mandate and Interpersonal Care](#),” *Journal of the American Academy of Religion*, September 4, 2023.

Amy Lawton, Wendy Cadge, and Jessica Hamar Martinez, “[How does the American public interact with chaplains? Evidence from a national survey](#),” *Journal of Health Care Chaplaincy*, July 2023 online ahead of print.

Wendy Cadge and Elan Babchuck, “[America has a loneliness epidemic: How about religious faith as part of the solution?](#)” *Boston Globe*, July 30, 2023.

Wendy Cadge, Amy Lawton, and Jessica Hamar Martinez, “Interactions with Chaplains: Results from a National Survey,” *Journal of Contemporary Religion* (forthcoming).



Lab contributions to the profession

[Strengthening Jewish Chaplaincy: Demonstration Projects Based on Demand](#)

[Funded by the Charles H. Revson Foundation](#)

This project invited grant applications from project teams who proposed creative, evidence-based ways Jewish chaplains can meet the demand for innovative spiritual and emotional support for people typically underserved. We particularly encouraged applications related to the work of community chaplaincy – a distinctive contribution of Jewish chaplains – as well as from leaders in organizations and settings that have not traditionally seen the work of Jewish chaplains as central to their mission.

[Four grants of \\$40,000](#) were awarded for work to be completed between July 1, 2023, and June 30, 2024. Each project team is supported by an experienced mentor who has demonstrated success integrating chaplaincy in new ways into new settings.

These mentors worked closely with project teams for the duration of their grants to ensure the success and ongoing viability of their interventions. These projects were discussed on the webinar “[Demonstration Grants in Jewish Chaplaincy.](#)”



[Career Advancement for Chaplains](#)

[Funded by The E. Rhodes and Leona B. Carpenter Foundation](#)

This project helps diversify what we call the “chaplaincy pipeline” — classroom education through to field training and careers — and offers opportunities for students to learn about the settings in which chaplains work and to participate in ongoing conversation with chaplains.

It also assists students in networking with student colleagues training for chaplaincy in different institutions. More significantly, the program helps build a pipeline to help bring people of color into the work of chaplaincy and spiritual care and help them advance in their careers.

In the fall of 2023 and spring of 2024, this project partnered with clinical pastoral educators at Emory Healthcare to support CPE residents in launching their careers in spiritual care.

[Mapping Spiritual Innovators](#)

[Funded by a collaborative of contributing partners and a lead grant from the Henry Luce Foundation](#)

The American religious landscape is in the midst of tectonic shifts: the fastest growing religious group in America is “nones” (those who identify as having no religion), nearly 2,000 faith leaders in America are leaving the pulpit each month, and thousands of houses of worship have closed each year for the past decade. Despite these trends, there is an emergent groundswell of next-generation innovative spiritual leaders, with bold and innovative projects, communities, and ventures taking root across the country, categorically redefining the role and experience of faith and spirituality in public life.

In this context, “spiritual innovation” refers to a set of actors at the forefront of faith and social innovation. Spiritual innovators creatively bring the assets of their spiritual and cultural traditions to bear, pursuing new models of faith and hope in action, generating broad-scale social and spiritual impact. Spiritual innovators may include leaders across clergy, lay-leadership, higher education, the non-profit, social impact, and social innovation sectors, and even volunteers among grassroots organizations and local activism.

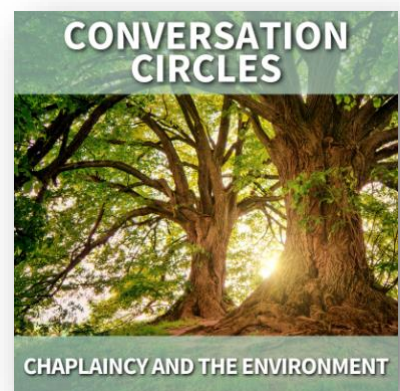
To foster spiritual innovation, the project is conducting a national field study; hosting regional convenings in spiritual innovation; partnering with theological educators driving innovation in the classroom; and launching a network of networks in spiritual care innovation.

[Conversation Circles on Chaplaincy and the Environment](#)

[Funded by The BTS Center](#)

The BTS Center, in collaboration with the Chaplaincy Innovation Lab, is creating an opportunity for chaplaincy and the environment. Chaplains committed to working at the intersection of the environment, climate change, and spiritual care are now in ongoing conversation with one another, sharing experiences, offering support, and seeking inspiration for their ongoing work.

This Conversation Circle was opened to chaplains who are seeking to engage with one another about the work of spiritual care in a supportive environment. The group offered support for personal well-being and community-building amid multiple, and intersecting, challenging realities in today’s world.



[Queer Calls to Chaplaincy](#)

[Project grant for researchers funded by The Louisville Institute](#)

In this project, Lab Research Manager Dr. Amy Lawton is establishing for the first time in the research literature an exploration of how LGBTQIA2S+ people discern a vocation in chaplaincy. Chaplains play a key role in the contemporary religious ecology, and queer spiritual experiences are often marginalized in a wide variety of religious contexts. Chaplaincy's status as a pluralistic profession requires that we continuously center marginalized identities in our discourse.

This project engages a cohort of chaplains who are in discernment and considering careers in chaplaincy or discerned a call to chaplaincy in the last five years. Each participant has been interviewed three times over the course of a year.

The goals of this project are to better understand how LGBTQIA2S+ people discern a vocation to chaplaincy; to name and understand specific academic, professional, and spiritual challenges faced by queer students of chaplaincy and chaplains-in-training and how these challenges relate to one's ability to live out a call; and to identify the existing and emerging queer spaces in chaplaincy in order to better support those spaces.

[Spiritual and Mental Health in Higher Education](#)

[Funded by the Ruderman Family Foundation](#)

The mental health needs of young people are at a crisis level. The COVID-19 pandemic only exacerbated this. Colleges and universities have expanded mental health support for students and are exploring new models to alleviate distress and promote the whole-person wellness of students.



Using a groundbreaking protocol developed at and licensed by Mass General Brigham McLean Hospital, this project significantly enhances the mental health support offered on college campuses by partnering mental health providers and spiritual care providers for facilitated student support groups. This successful intervention was tested in an earlier pilot project supported by the Ruderman Family Foundation.

This project will train teams from participating Massachusetts institutions of higher education to offer these groups on their own campuses. We are doing this work over a period of two years with a team

from the Chaplaincy Innovation Lab, Brandeis University, and mental health professional - chaplain pairs from institutions selected from an applicant pool of interested Massachusetts schools.

The project will strengthen professional collaboration between spiritual care and mental healthcare providers; extend preventative resources available to students on college and university campuses; and raise the profile of spiritual care on those campuses.

Trauma-Responsive Congregations

Funded by The Lily Endowment Inc.

All congregations respond to trauma. Responding well can lead to thriving—in the life of our congregations, our neighborhoods, and our cities.

Led by Professor Shelly Rambo at Boston University School of Theology, this project fosters mutual learning among a network of educators and congregational leaders to generate theologically robust, interdisciplinary, and innovative responses to collective trauma that are deeply integrated into the mission of thriving urban congregations.

By participating in this program, selected fellows had the opportunity to:

- Be part of a cohort of urban congregations.
- Interact with leading experts in spiritual and religious responses to trauma.
- Discover and co-create robust resources for thriving ministries.
- Receive mentoring and support for a congregationally specific project.

Unaffiliated Chaplains

Funded by the Fetzer Institute

The Chaplaincy Innovation Lab is collaborating with the Fetzer Institute to support and build networks of spiritual care providers who do not identify with a religious tradition or identify as non-religious (sometimes referred to as “spiritual but not religious”).

This work brings together chaplains and scholars from diverse spiritualities, racial and ethnic backgrounds, geographies, and sectors of chaplaincy. It helps identify the needs of this population, which are neither well defined in the literature nor adequately addressed in many settings



[Chaplain Demand: Chaplains as Facilitators of Covenantal Pluralism](#)

[Funded by the Templeton Religion Trust](#)

This research project emphasizes that chaplaincy work is not rooted in a single religious tradition but operates across a wide range of religious traditions and differences. It seeks to shift the conversation to better understand those who work with chaplains, as well as those whom chaplains serve and how they experience chaplain care.

Educators cannot train chaplains well without information about where and how the work of chaplains is in demand, how they are enacting covenantal pluralism in those settings, and what training best facilitates their key roles.

This project analyzes the present state of chaplaincy “supply” in the United States (i.e., educational institutions and training organizations) as well as “demand” for spiritual care services (i.e., who hires chaplains? What skills and competencies do they look for?). The project also offers a gap analysis to aid the field in connecting chaplains with those in need of spiritual care.

As part of this program, we supported a group of fellows in journalism on chaplaincy who wrote stories about spiritual care and its recipients across the United States. Several journalists [published their stories](#) in Fiscal Year 2024 and more have done so since then.

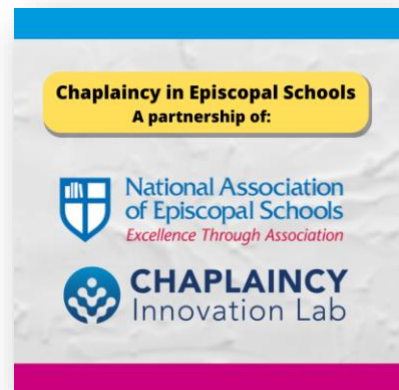
[Episcopal Chaplaincy in the US](#)

[Funded by the National Association of Episcopal Schools](#)

The Chaplaincy Innovation Lab has partnered with the National Association of Episcopal Schools (NAES) to develop an empirical picture of chaplaincy in Episcopal Schools in the United States. This project focuses on several key questions, including: who are chaplains in Episcopal schools in the United States?

What is the nature of these positions, and how do chaplains experience them? How are chaplains being utilized and are there enough patterns to name some best practices?

The project clarifies the current state of the field of Episcopal school chaplaincy, identifies a number of models whereby chaplains are utilized in Episcopal schools, and begins suggesting best practices for spiritual care in Episcopal school settings.



[Mainstreaming Spiritual Care in Healthcare Organizations](#)

[Funded by the John Templeton Foundation](#)

This planning grant allows a professionally diverse group of leaders to lay the groundwork and develop the strategy required to mainstream spiritual care in health care organizations. Rather than only talking about the effectiveness of spiritual care and ways to mainstream it in health care, we propose a project in three parts that will demonstrate as much through the following:

First, the project convenes an advisory board for a broader strategic conversation about the steps needed to mainstream spiritual care in healthcare organizations.

Second, the project will put empirical research on healthcare chaplaincy into conversation with the literature on successful institutional reforms in healthcare.

Finally, the project will produce a request for proposals from teams of chaplains, clinical leaders, and healthcare administrators who are seeking to mainstream spiritual care in their own institutions.



[Spiritual Infrastructure of the Future](#)

In addition to its focus on chaplaincy and spiritual care, the Lab is beginning to explore questions about the spiritual infrastructure of the future. In the United States, growing numbers of people are not religiously affiliated and growing numbers of congregations are closing— but this does not mean religion is dying, any more than the death of Blockbuster signaled the end of movie-watching in the United States.

Instead, how people engage enduring questions surrounding spirituality, religion, and life’s existential questions is changing and Lab staff are engaged in efforts to understand and interpret it.

[Thorne Consulting](#)

In April 2024, Richard Thorne, long the nation’s leader in spiritual care education and leadership search consulting, began a well-deserved retirement. The Chaplaincy Innovation Lab gratefully accepted Thorne Consulting’s portfolio and now offers spiritual care search and placement services to a wide variety of client organizations across the United States.

Supporters

All of this work is made possible with the support of many dedicated individuals, organizations, and foundations. We are deeply grateful to those who have offered counsel and expertise:

Tahara Akmal – Manager of Clinical Pastoral Education and Chaplain, MedStar Washington Hospital Center, Washington, D.C.

Dan Judson – Dean of Graduate Leadership Programs, Hebrew College

Claire Chuck Bohman – Director, Sojourn Chaplaincy at San Francisco General Hospital

Larry Kanarek – Private consultant; Director, McKinsey & Company

Rev. Dr. Rita Brock – Senior VP for Moral Injury Programs, Volunteers of America

Rear Adm. Margaret Kibben (Ret.) – 26th Chief of Chaplains, United States Navy; Chaplain, United States House of Representatives

Ali R. Candir, BCC – Founder & President, Wellspring Chaplaincy Initiative

Heidi Kugler – Chaplaincy Administrator, Federal Bureau of Prisons

Mark Chaves – Professor of Sociology, Religious Studies, and Divinity, Duke University

CAPT, CHC Jack Lea (RET) – Executive Director, National Conference on Ministry to the Armed Forces

Erica Cohen Moore – Executive Director, National Association of Catholic Chaplains

Dennis LoRusso – Instructor of Religious Studies, University of North Florida

Betty Ferrell – Director and Professor, Division of Nursing Research and Education, Department of Population Sciences, City of Hope National Medical Center

Kristen Lucken – Chair, Religious Studies, Brandeis University

Phil Gallagher – Director, Human Resources, Morgan Stanley

Janet R. McCormack – Director of Chaplaincy and Pastoral Counseling, Denver Seminary

Kathy Gallivan, SNDdeN

Helen B. McNeal – Principal, McNeal Rector

Linda Golding – Chaplain, New York Presbyterian/Columbia University Medical Center; Coordinator of Pastoral Services, Milstein Hospital

Zachary Moon – Associate Professor of Theology and Psychology, Chicago Theological Seminary

Sarah Jobe – Chaplain, Interfaith Prison Ministry for Women

Jason Nieuwsma – Associate Professor, Duke University Medical Center; Adjoint Associate Professor, Vanderbilt Divinity School

Ronald Oliver – System Vice President, Mission and Outreach, Norton Healthcare

Rabbi Mychal B. Springer – Manager of Clinical Pastoral Education, NY-Presbyterian Hospital

Sara Paasche-Orlow – Executive Director, Hillel, Northeastern University

Tiffany Steinwert – Dean for Religious Life, Stanford University

Su Yon Pak – Vice President of Academic Affairs and Dean, Union Theological Seminary

Csaba Szilagyi – Director of Research, Rush University Religion, Health and Human Values

Christina Puchalski – Professor of Medicine and Health Science, George Washington University School of Medicine and Health Sciences; Director, GWU Institute for Spirituality and Health; Co-Director, MFA-GWU Supportive and Palliative Outpatient Clinic
Shelly Rambo – Associate Professor of Theology, Boston University

Lauren A. Taylor – Affiliated Faculty, NYU Wagner; Assistant Professor, NYU Langone School of Medicine

Alan Rozen, MD HMDC FAAHPM – Chief Medical Officer, Platinum Palliative Care

Rev. Dr. Lori Whittemore – Founder and Executive Director, Spiritual Care Services of Maine

CAPT, CHC Lyman Smith (RET) – Director, Presbyterian Federal Chaplaincy

Rabbi Nancy Wiener – Founding Director of the Jacob and Hilda Blaustein Center for Pastoral Counseling and Fieldwork Coordinator, Hebrew Union College

John Schmalzbauer – Blanche Gorman Strong Chair in Protestant Studies, Missouri State University

Rabbi Seth Winberg – Director of the Center for Spiritual Life and Senior Jewish Chaplain, Brandeis University; Executive Director, Brandeis University Hillel

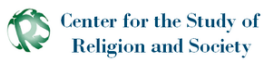
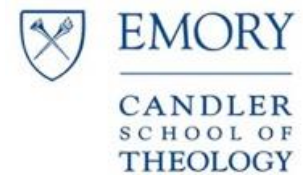
Asha Shipman – Director of Hindu Life and Hindu Chaplain, Yale University

Frank Yamada – Executive Director, Association of Theological Schools

Rev. Dr. J. Eric Skidmore – South Carolina Law Enforcement Assistance Program

Jason Zuidema – Executive Director, North American Maritime Ministry Association

Our partner organizations 2023-2024



Chaplaincy Innovation Lab staff

Leadership



Wendy Cadge, PhD
Founder



Michael Skaggs, PhD
Director of Programs



Grace Last
Associate Director for
Operations,
Administration and
Budget



Amy Lawton, PhD
Research Manager



Adah Anderson
Brandeis '24
Assistant to the Director
of Programs

Consultants and Advisors



Aja Antoine
UC Berkeley
2020 PhD Cohort



Steve Dahl
Marketing Consultant



Jessica Hamar Martinez
Research Consultant



Trace Haythorn, PhD
Senior Advisor
Lab Co-Founder



Kristen Lucken, PhD
Special Advisor



Helen McNeal
Senior Advisor



Su Yon Pak, EdD
Senior Advisor



Shelly Rambo, PhD
Senior Advisor



Kelsey White, PhD
Research Consultant

**Research
Assistants and
Associates**



Samaria Dellorso
Brandeis '24



Hannah Petersen
Brandeis University



Alaina Vermilya
Brandeis '24

During this fiscal year, we also continued the Lab's **Internship in Nonprofit Operations**. We were pleased to welcome Elinam Ladzekpo to this role. Elinam is now Operations Director for the Relational Coordination Collaborative of Brandeis University's Heller School for Social Policy and Management.

Foundations

These organizations have supported and partnered with the Lab this fiscal year:



Individuals

The Chaplaincy Innovation Lab is grateful for the generous contributions of its financial supporters in Fiscal Year 2024. Thank you!

Mission

The Chaplaincy Innovation Lab (CIL) launched in October 2018 to bring chaplains, theological educators, clinical educators, and social scientists into conversation about the work of chaplaincy and spiritual care.

As religious and spiritual life continues to change, the CIL sparks practical innovations that enable chaplains to nurture the spirits of those they serve and reduce human suffering. Our work is shaped by four central commitments maintained by all who are connected to CIL:

Principles

All are welcome. We foster care that is responsive to all individuals, regardless of present or past spiritual or religious affiliation (including none), race, nationality, sexual orientation, ability, and gender identity. We convene organizations, institutions, individuals and stakeholders interested in any facet of chaplaincy.

We respect differences. We do not seek to proselytize, convert, or otherwise convince others of a particular religious or spiritual conviction. We support a professional field cognizant of and responsive to cultural and individual differences in all forms.

We value learning together. We believe collaboration leverages our strengths and expands community benefits. People doing the work of spiritual care can learn much from (and with) one another beyond their specific setting. Engaging those who become, train, or work with chaplains fortifies the foundation for our field. Similarly, we nurture connections with social scientists, religious leaders, and civic leaders. We believe that spiritual care is best provided through collaboration across disciplines and communities.

We are research driven. We gather, foster, and share rigorous academic research about the provision of spiritual care across a range of settings to enhance best practices and improve delivery of care. We privilege applied, praxis-oriented research and feedback loops that include clients, practitioners, educators, and researchers in a way that strengthens the work of spiritual care.

THIS! IS WHAT A CHAPLAIN LOOKS LIKE...

Share Your Story - Learn Ours

 CHAPLAINCY
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ChaplaincyInnovation.org

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