

**Ronald W. Baard**  
**Associate Professor of Mentored Practice**  
**(2/3 Time Appointment)**  
**Bangor Theological Seminary**  
**Bangor, Maine**  
**207.942.6781 ext. 149**

### **EDUCATION**

**School of Theology at Claremont**, Claremont, CA, 1988-1995  
Ph.D., Theology and Personality with Emphasis in Pastoral Counseling, 1995  
M.A., Theological Studies, 1993

**Princeton Theological Seminary**, Princeton, NJ, 1979-1982  
M.Div. with concentration in pastoral theology, care and counseling, 1982

**University of Wisconsin**, Madison, WI, 1973-1977  
B.S., Education, Mathematics Major, 1977

### **ECCLESIASTICAL STANDING**

Ordained minister in United Church of Christ, June 1984. (New Jersey Association).  
Current good standing held in the Southwest Conference, United Church of Christ.

### **AREAS OF COMPETENCE AND SPECIAL INTEREST**

Pastoral theology, pastoral care and counseling, supervision and spiritual guidance of pastors, church career assessment, psychology and spirituality, developmental psychology and its application to pastoral practice, cross cultural and gender issues in pastoral care and counseling, pastoral care and addiction/recovery issues, the ministry of children and their relationship to the faith community, marriage and family systems theory in its application to pastoral practice, the pastor-parish relationship and its impact on congregational life.

### **SPECIALIZED MINISTRY EXPERIENCE**

**Pastoral Counselor and Church Consultant.** June 2000-June 2003

Arizona Interfaith Counseling Center, Phoenix, Arizona.

In his work with Interfaith Counseling, he saw a variety of clients-individuals, couples, and families for pastoral and/or professional counseling. He is a certified pastoral counselor (Fellow, American Association of Pastoral Counselors.) The consulting he does with churches has taken various forms from crisis intervention to educational seminars for members and staff.

**Church Career Development Specialist:** January 1995-June 2003

(This work was done in his role as an Associate with the Church Career Development Program of Arizona Interfaith Counseling Center.)

He is a Ministerial Assessment Specialist for the United Methodist Church, and a Psychological Consultant for the Evangelical Lutheran Church of America. He has also worked in a similar capacity for the Christian Church-Disciples of Christ. At the request

of local judicatories, he prepares both pre-seminary reports and mid-career reports on clergy or prospective clergy in order to assist both candidates and their church structures with the call to ministry process. The reports are based on extensive interviewing with the candidate, along with evaluation of a variety of testing instruments.

**Pastoral Counseling Resident.** September 1988-May 1990. Clinebell Institute, Claremont, California. Varied caseload; this work comprised the clinical component of his Ph.D. program.

**Chaplain Resident.** (CPE). September 1982- June 1983. Presbyterian University of Pennsylvania Medical Center, Philadelphia, PA. Area of specialized ministry: Chaplain to the Hospice Program.  
Also, Summer, 1982. Allentown State Hospital, Allentown, Pennsylvania.

### **CLINICAL PASTORAL CERTIFICATION**

American Association of Pastoral Counselors, Member Level, March 1991. Fellow Level, October 1996.

Association for Clinical Pastoral Education, Four units (Two Basic, Two Advanced), May 1983.

### **RECENT TEACHING/SUPERVISORY EXPERIENCE**

**San Francisco Theological Seminary.** Adjunct Faculty: D.Min. Project Supervisor for pastor/student who lives in Tempe, Arizona. His D.Min. degree was awarded in May, 2002.

**Claremont School of Theology.** Ongoing consulting relationship with a pastor/student who is pursuing the Ph.D. in Religious Education at CST.

**Disciples Seminary Foundation.** Led a two-day seminary for “ministers in formation.” Phoenix, Arizona, July 2002.

### **CHURCH LEADERSHIP EXPERIENCE**

**Chaplain and Pastoral Counselor.** Orangewood Retirement Community, Phoenix, Arizona. May 1995-May 2000. As chaplain/pastor to @250 residents and @150 staff, he was responsible for all dimensions of pastoral care and counseling on this 20-acre campus. In addition to a primary ministry of bereavement care, he taught classes to residents, provided leadership on the management team and the resident review committee, and planned and led a campus wide service of worship each Sunday afternoon. In essence, he functioned much like the pastor of a small church, with related duties on the health care side of the campus.

**Associate Pastor and Director of Church Counseling Center** at First United Methodist Church, Tempe, Arizona. July 1990-June 1995. Downtown church on the campus of Arizona State University. His responsibilities included pastoral care and counseling, adult education, worship leadership, administration. Developed a lay pastoral care

program in close conjunction with active laypersons. Established and directed official branch office of Interfaith Counseling at the church.

**Pastor and Teacher.** First Congregational Church United Church of Christ, Verona, New Jersey. March 1984-July 1988. Active @150 member suburban congregation: particular attention to pastoral care, church administration, adult education, small group leadership and revitalization of worship life. Special emphasis on healing of divisions within the congregation and a renewal of stewardship and mission.

### **COLLEGE CHAPLAINCY EXPERIENCE**

**Protestant Chaplain.** The Claremont Colleges, Claremont, California. July 1989-May 1990 (Interim Year). On the staff of The Interfaith Chaplaincy, he designed and led worship for the Protestant community and created opportunities for education, fellowship and service for students, staff and faculty. Administrative responsibilities included participation on **CORA** (Committee on Religious Activities) and the Racism Task Force.

### **PUBLICATIONS**

**The New Dictionary of Pastoral Studies**, edited by Wesley Carr. Published 2002 by Eerdmans Publishing Co. Articles on (1) Codependency, (2) Psychodrama, and (3) Retirement.

“Pastoral Counselor to the Retired” Article in **Journeys: Magazine of the American Association of Pastoral Counselors**, Vol. 1, and No. 1, Winter-Spring 1999.

**Talking to Your Child about Fantasy and Dreams**, Booklet in the Growing Together series for United Church Press, 1996. Published in a series of booklets for parents designed by the Division of Education and Publication, United Church of Christ.

**Beyond Illustration: A Method for Using Drama and Film in Pastoral Counseling.** Ph.D. Dissertation for Claremont School of Theology, 1995. Available through UMI Dissertation Services, Ann Arbor, Michigan.

Book Review: Celia Allison Hahn’s Sexual Paradox: Creative Tensions in our Lives and Congregations published in Vol. V, No. 1, Summer-Fall, 1991 Issue of the United Church Educator.