

Scott Alexander Fleming, M.Div., M.S.

(407) 947-1179
scott@scottafleming.net

P.O. Box 770277
Winter Garden, FL 34777

Clinical Experience

2022 till Present

Clinical Partner (Licensed Mental Health Counselor)

Progress Counseling Group, Winter Garden, FL

Providing mental health and pastoral counseling to individuals, couples, and groups with particular emphasis on services to clergy, healthcare professionals, first responders, and educators. Develop comprehensive biopsychosocial assessment and clinical impressions responsive to age-appropriate patients/family needs and concerns. Differential diagnosis of mental/emotional disorders using the Diagnostic and Statistical Manual of Mental Disorders. Diagnose biopsychosocial functioning, disability, and impairment for the age-appropriate patient/family. Develop treatment intervention plans with clinical impressions. The plan is diagnostically driven and outcomes-focused with the patient/family and healthcare team. Develop an effective working relationship with patient/family to engage, collaborate, advocate and problem solve in order to support and enhance their mental health strengths and functioning ability. Utilizes differential diagnostic skills and employs various clinical treatment interventions, including but not limited to crisis intervention, solution-focused therapy, individual, couples, family, and group psychotherapy, grief and bereavement counseling, and cognitive behavioral therapy. Provide mental health education, information, consultation, and professional support regarding patient/family needs as appropriate.

2019 till Present

Manager, Spiritual Care

2013 till 2019

Supervisor, Spiritual Care

South Central Region, Ocoee, FL

Responsible for overseeing the spiritual care department and directly overseeing multiple acute care, long-term residential, and emergency facilities. The Manager of Spiritual Care is responsible for the management of the Spiritual Care Department and participates in the Orlando Health institution's management structure. Implements the mission, vision, and goals of the Spiritual Care Department and Orlando Health. Provides leadership and care that addresses the spiritual and emotional needs of patients, their loved ones, and team members. Acts as a resource for spiritual development supporting the Orlando Health holistic and integrative commitment to address physical, mental, emotional, and spiritual needs. Supports an interdisciplinary approach to spiritual care by: serving on institutional committees such as bioethics committees and the Institutional Review Board; making orientation to spiritual care available to other departments; ensuring the delivery of a comprehensive program of spiritual care to patients, their loved ones and team members of all faith traditions, cultures, and ethnic traditions; actively participating in the delivery of spiritual care; ensuring that all consults and requests for spiritual care are responded to in a timely manner; and ensuring that ritual and sacramental needs are addressed. Serves as an advocate for patients, families, and team members and is a liaison with community religious leaders. Supervises and facilitates the work of those delivering spiritual care, including team members of the Orlando Health institution and chaplains appointed to the Spiritual Care Department from the faith communities, by: providing orientation

and training according to departmental, institutional, and the Joint Commission standards; conducting performance reviews; ensuring adequate staffing; addressing mandatory and developmental requirements for department team members, and participating in hiring and disciplinary processes for department team members. Manages the departmental operating budget, FTE/Pool Chaplains, and Spiritual Care volunteers. For clinical care: documents interventions in the patient chart, including, but not limited to, such information as a referral source, spiritual assessments, interventions, and follow-up/referral plan; provides crisis intervention and bereavement support for persons experiencing suffering, tragedy, or loss; participates in patient rounds, case reviews, and ethics and advanced directive consults; and performs requested sacramental services, applicable chapel services, and/or arranges for the provision of these services by community clergy. Manages various personnel functions, including hiring, work assignments, coaching plans, and disciplinary actions.

2012 till 2013

Clinical Chaplain

Orlando Regional Medical Center, Orlando, FL

Responsible for coordinating continuing education opportunities for staff chaplains and the community. Develop, implement, and administer Clinical Pastoral Education and other related programs for the community. Supervise CPE trainees in clinical rotations as a Supervisor in Training. Provide clinical practice in multiple units with primary responsibility in the Level I trauma center. Requires direct access to Protected Health Information (PHI). The PHI accessed is used for patient treatment and healthcare operations purposes through direct contact with patients, family members, patients' medical records/charts, computer applications, verbal reports from healthcare providers, and interaction with various hospital interdisciplinary team members. Documents interventions on the patient chart, including, but not limited to, such information as a referral source, spiritual assessments, interventions, and follow-up/referral plan. Serves as a member of the interdisciplinary clinical team, participating in patient rounds, case reviews, ethics consultations, and advanced directive consultations. Provides crisis intervention and bereavement support for persons experiencing suffering, tragedy, or loss. Performs requested sacramental services and applicable chapel services and/or arranges for the provision of these services by community clergy. Per request, provides devotions and/or invocations for Orlando Health and/or Orlando Health sponsored functions.

2006 till 2013

Clinical Chaplain

Health Central Hospital, Ocoee, FL

Provide chaplain coverage for every area of the hospital, with primary responsibility in the Trauma unit and Health Central Paramedic Service. Assist in supervising volunteers and provide other ministry as required. Responsible for coordinating educational opportunities for staff and the community. Requires direct access to Protected Health Information (PHI). The PHI accessed is used for patient treatment and healthcare operations purposes through direct contact with patients, family members, patients' medical records/charts, computer applications, verbal reports from healthcare providers, and interaction with various hospital interdisciplinary team members. Documents interventions on the patient chart, including, but not limited to, such information as a referral source, spiritual assessments, interventions, and follow-up/referral plan. Serves as a member of the interdisciplinary clinical team, participating in patient rounds, case reviews, ethics consultations, and advanced directive consultations. Provides crisis intervention and bereavement support for persons experiencing suffering, tragedy, or loss. Performs requested sacramental services and

applicable chapel services and/or arranges for the provision of these services by community clergy. Provides education programs, inspiration, and support for patients, their loved ones, team members, and the community to promote the relationship between spirituality and health. Per request, provides devotions and/or invocations for Orlando Health and/or Orlando Health sponsored functions.

Ecclesiastical Experience

- 2021 till 2023 **Minister in Residence**
Grace Church – Winter Garden, Orlando, FL
- 2019 till Present **Supply Pastor**
St. Stephen Presbyterian Church, Orlando, FL
- 2014 till 2021 **Associate Pastor**
Ferndale Baptist Church, Clermont, FL
Oversight of congregational care, pastoral counseling, education, and various outreach ministries. Other pastoral duties as assigned.
- 2012 till 2014 **Minister in Residence / Pastoral Associate**
First Baptist Church, Winter Garden, FL
Responsible in assisting with hospital visitations and pastoral counseling. Coordinate and officiate over weddings, baptisms, and funerals of non-members. Other pastoral duties as assigned.
- 2010 till 2012 **Minister in Residence**
First Baptist Church of Central Florida, Orlando, FL
Provide pastoral functions as needed.
- 2010 **Youth Minister**
St. Peter’s Episcopal Church, Lake Mary, FL
- 2008 till 2010 **Associate Pastor – Minister of Youth**
Conway First Baptist Church, Orlando, FL
Responsible for youth ministries of the church, pastoral care, and pastoral counseling. Overseeing Christian Education. Preach and provide other pastoral functions as needed.
- 2007 till 2008 **Minister in Residence**
First Baptist Church of Central Florida, Orlando, FL
Provide pastoral functions as needed.
- 2004 till 2008 **Supply Preacher**
Greater Orlando Baptist Association, Orlando, FL
Provide supply preaching and ministry to local churches throughout Central Florida in the areas of youth and pastoral ministry.

Clinical Pastoral Supervision Experience

- 2020 till Present **CPE Supervisor**
Spiritual Care Center, Nashville, TN
Independent provision of clinical training in specialized ministry settings for current and future clinical chaplains and pastoral counselors.

2013 till 2020 ***Clinical Pastoral Supervisor in Training / CPE Associate Supervisor Transitioning Pathways, Jacksonville, FL***
Provision of clinical training in specialized ministry settings for current and future clinical chaplains and pastoral counselors while under the supervision of a Certified Clinical Pastoral Training Supervisor.

Academic Involvement

2017 till 2022 ***Adjunct Faculty (Pastoral Care and Counseling)***
Palm Beach Atlantic University, West Palm Beach, FL (Orlando Campus)

2014 till 2022 ***Affiliate Faculty (College of Medicine)***
Assistant Professor of Medical Education
University of Central Florida, Orlando, FL

2014 till 2017 ***Adjunct Faculty (College of Theology)***
Grand Canyon University, Phoenix, AZ (Worldwide Campus)
Courses: 1. *Spirituality in Healthcare*, 2. *Spirituality and Christian Values in Health Care and Wellness*, 3. *Spiritual and Ethical Decision Making in Healthcare*.

2013 till 2023 ***Adjunct Faculty (College of Theology)***
The Baptist College of Florida, Graceville, FL (Orlando Campus)
Teaching Specializations: *Counseling Psychology and Christian Education*

Academic Training

In Progress ***Certificate in Anglican Studies***
Saint Paul House of Formation, Oak Park, IL

Candidate ***Doctor of Ministry in Care and Counseling***
Midwestern Baptist Theological Seminary, Kansas City, MO

Master of Science in Counseling and Psychology: Clinical Mental Health Counseling
Troy University, Troy, AL

Master of Divinity with a Specialization in Christian Education, focus in Pastoral Care and Counseling
New Orleans Baptist Theological Seminary, New Orleans, Louisiana

Bachelor of Science in Biblical Studies (Pastoral Ministry Emphasis)
The Baptist College of Florida, Graceville, Florida

Coursework toward an Associate of Arts in Business and Education
Lake-Sumter Community College, Leesburg, Florida

Current Therapeutic Approaches

Acceptance and Commitment Therapy (ACT)
Adlerian Therapy
Cognitive Behavioral Therapy (CBT)
Motivational Interviewing (MI)
Narrative Therapy
Person-Centered Therapy

Solution-Focused Brief Therapy (SFBT)

Clinical Pastoral Education / Training

Clinical Pastoral Education Supervisory Training

Dallas Speight, DMin, EdD, LPC, BCC, Diplomate (Training Supervisor)
Transitioning Pathways, LLC - Middleburg, FL
College of Pastoral Supervision and Psychotherapy, New York, New York

*Advanced Unit of Clinical Pastoral Education
with Trauma specialization. (400 hours)*

College of Pastoral Supervision and Psychotherapy, New York, New York.

*Advanced Unit of Clinical Pastoral Education
with Trauma specialization. (400 hours)*

College of Pastoral Supervision and Psychotherapy, New York, New York.

*Basic Unit of Clinical Pastoral Education
with Trauma / EMS specialization. (400 hours)*

College of Pastoral Supervision and Psychotherapy, New York, New York

Basic Unit of Clinical Pastoral Education (400 hours)

College of Pastoral Supervision and Psychotherapy, New York, New York

Crisis Intervention and Disaster Relief Training

Assisting Individuals in Crisis

Group Crisis Intervention

Advanced Assisting Individuals in Crisis

Advanced Group Crisis Intervention

Staff Support in the Health Care Setting

Resilience in Healthcare: Performance, Meaning, and Connection

Pastoral Crisis Intervention I and II

Suicide Prevention, Intervention, and Postvention

Law Enforcement Perspectives for CISM Enhancement

Techniques for Delivering Bad News

Grief Following Trauma

Spiritual and Psychological First Aid

Pastoral Crisis Intervention Instructor Course

Assisting Individuals in Crisis Instructor Course

Group Crisis Intervention Instructor Course

International Critical Incident Stress Foundation, Ellicott City, MD

Operational Stress First Aid for Disaster Relief

U.S. Department of Defense / North American Mission Board, SBC

Disaster Spiritual Care

American Red Cross, Washington, DC

Psychological First Aid

Substance Abuse and Mental Health Services Administration, Rockville, MD

Additional Studies

Group Relations in the Tavistock Tradition

Northwestern University, Evanston, Illinois

Biomedical Ethics

Baylor College of Medicine, Houston, Texas

Baptist Studies

Mercer University, Macon, Georgia

Professional Licenses

Licensed Mental Health Counselor (FL MH 23907)

Florida Board of Clinical Social Work, Marriage & Family Therapy and Mental Health Counseling, Tallahassee, FL

Certifications

Fellow in Thanatology: Death, Dying, and Bereavement (FT)

Association for Death Education and Counseling. Oak Brook Terrace, IL

Clinical Fellow in Hospice and Palliative Care (CFHPC)

The College of Pastoral Supervision and Psychotherapy. New York, New York.

Clinical Pastoral Education Supervisor (CPE-S)

Clinical Pastoral Education International. Fleming Island, FL

National Certified Counselor (NCC)

National Board for Certified Counselors. Greensboro, North Carolina

Certified Pastoral Counselor (CPC)

The College of Pastoral Supervision and Psychotherapy, New York, New York.

Clinical Pastoral Counselor (CPC)

Clinical Pastoral Education International. Fleming Island, FL

Board Certified Clinical Chaplain (BCCC)

The College of Pastoral Supervision and Psychotherapy. New York, New York.

Board Certified Chaplain (BCC)

Clinical Pastoral Education International. Fleming Island, FL

Board Certified Chaplain (BCC)

Spiritual Care Association. New York, NY

Certified Clinical Trauma Professional (CCTP)

Evergreen Certifications, Eau Claire, WI

Certified Grief Informed Professional (CGP)

Evergreen Certifications, Eau Claire, WI

Certified Traumatic Stress Consultant (CTSC)

The Institute for Traumatic Stress, Inc., Melville, New York

Healthcare Ethics Consultant – Certified (HEC-C)

American Society for Bioethics and Humanities, Chicago, IL.

Certified in Critical Incident Stress Management (CCISM)

University of Maryland Baltimore County – Emergency Health Services,
Baltimore, Maryland

Ecclesiastical Credentials

The Sacred Order of Presbyters / Priests (Minister of Word and Sacrament)

The Province of the Episcopal Church of South Sudan, Diocese of Malek
Anglican Union for the Propagation of the Gospel
Odessa, FL

Ordained Minister of Word and Sacrament

Ecclesiastical Endorsement for Hospital Chaplaincy and Pastoral Counseling

Conservative Congregational Christian Conference, Lake Elmo, MN
Evangelical Association of Reformed and Congregational Christian Churches,
St. Louis, MO

Personally Developed and Taught Undergraduate Courses

The Baptist College of Florida

PSY 201 | General Psychology - A basic study of human behavior, personality, and personal adjustment. This course includes a study of perception, learning, and motivation.

PSY 403 | Pastoral Counseling - An introductory study of the concepts, processes, and skills of ministerial therapy. Biblical foundations and the use of the gifts of the church are emphasized.

PSY 350 | Crisis Intervention and Trauma Counseling - A study of the impact of acute stress resulting from trauma. This course emphasizes crisis intervention strategies in response to man-made terror and accidents, natural disasters, societal violence, and personal crises such as the death of a family member or the loss of a job. Particular attention is given to effective counseling strategies, including techniques for initiating an immediate response, supporting the grief process, addressing unresolved trauma and promoting sensitivity to cultural differences, while fostering resiliency and coping skills to help individuals return to prior levels of functioning.

PSY 360 | Hospice and Grief Counseling - A study of conceptual frameworks related to death, dying, and grief. This course provides an increased understanding of the impact of loss, as well as knowledge related to therapeutic interventions for the bereaved within a variety of professional contexts, including hospice, chaplaincy, and psychotherapy. Course topics include coping with loss and bereavement, providing support for dealing with loss, finding meaning and personal growth through encounters with loss, and gaining awareness and sensitivity through a personal exploration of assumptions, attitudes, and reactions to death, dying, and grief.

Palm Beach Atlantic University

MLS 4103 | Ministerial Care - A study of the general theory and practice of ministerial care as it relates to the local church and individuals performing the caring tasks of ministry.

Personally Developed Seminars

- 2012 till Present* Presentation: *Wise Counsel: Equipping Laity for a Helping Ministry*
Greater Orlando Baptist Association
- February 1-4, 2009* Presentation: *American Indian Spirituality in the Healthcare Context*
Spiritual Care Collaborative
- 2006 till Present* Presentation: *Compassionate Presence and Response*
Health Central Hospital
- 2000 till Present* Presentations: *Chaplaincy, Religious Relationships, and other related topics*
Boy Scouts of America

Relevant Committees

- 2019 till Present* Orlando Health Critical Incident Response Team, Training Coordinator
- 2013 till Present* Orlando Health Bioethics Committee
- 2013 till Present* Health Central Trauma / Emergency Services Committee
Health Central Quality Committee
Health Central Critical Care Committee
Health Central Bioethics Committee, Chairman
- 2012 till 2013* Orlando Health Bioethics Committee
- 2012 till 2013* Orlando Health Schwartz Rounds Committee

Professional Memberships

American Association for Marriage and Family Therapists
American Association of Christian Counselors
American College of Healthcare Executives
American Counseling Association (IAMFC, ASERVIC)
American Mental Health Counselors Association
American Society for Bioethics and Humanities
Association for Clinical Pastoral Education – Psychotherapy Commission
Association for Death Education and Counseling
Association of Practical Theology
Association of Professional Chaplains
City of Orlando Council of Clergy
Clinical Pastoral Education International
College of Pastoral Supervision and Psychotherapy
Florida Association of Mental Health Counselors
International Association of Psychology and Counseling
International Critical Incident and Stress Foundation
Spiritual Care Association