Rev. Scott Alexander Fleming, LMHC, BCC, HEC-C

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Winter Garden, FL 34777

Clinical Experience

2022 till Present

Clinical Partner
Vievar Behavioral Health, Winter Garden, FL
(formerly Progress Counseling Group)
Provide comprehensive mental health and pastoral counseling to individuals, couples, families, and groups, with specialized focus on clergy, healthcare professionals, first responders, and educators. Conduct thorough biopsychosocial assessments and formulate age-appropriate clinical impressions using DSM-5 diagnostic criteria. Develop and implement evidence-based, outcomes-driven treatment plans in collaboration with patients, families, and interdisciplinary teams. Utilize differential diagnosis and deliver a full range of clinical interventions, including crisis intervention, CBT, solution-focused therapy, grief counseling, and individual, couples, family, and group psychotherapy. Foster therapeutic alliances to promote engagement, advocacy, and improved mental health functioning. Provide psychoeducation, clinical consultation, and professional support responsive to patient/family needs.

2019 till Present
2013 till 2019

Manager, Spiritual Care
Supervisor, Spiritual Care
South Region**,** West Orange Area
Led the transformation of a single-provider chaplaincy program into a robust, multi-site spiritual care department. Scaled team from 1 to 9 chaplains across two community hospitals, one specialty hospital, a standalone ED, and a long-term care facility. Oversaw department operations, staffing, budget management, and compliance with Joint Commission standards.

Provided strategic leadership and direct spiritual care, addressing the emotional and spiritual needs of patients, families, and staff. Developed and implemented holistic care models in alignment with Orlando Health's integrative mission. Actively supported interdisciplinary care by serving on the Bioethics Committee and other hospital committees.

Established and led the Corporate Critical Incident Response Team to support staff well-being during crises. Supervised onboarding, training, performance evaluations, and professional development for chaplains and volunteers. Ensured 24/7 response to consults, sacramental needs, and crisis interventions.

Documented care in EMRs, conducted spiritual assessments, facilitated advanced care planning, and provided grief, trauma, and bereavement support. Built partnerships with community clergy and faith leaders to meet diverse spiritual needs.

2012 till 2013

Clinical Chaplain
Orlando Regional Medical Center, Orlando, FL
Coordinate continuing education for staff chaplains and community clergy. Develop, implement, and partially administer accredited Clinical Pastoral Education (CPE) programs, serving as a Supervisor-in-Training and primary preceptor for CPE trainees during clinical rotations. Facilitate education and

spiritual formation in high-acuity environments with a clinical focus in the Level I Trauma Center.

Provide advanced pastoral care across multiple units, delivering crisis intervention, grief support, and spiritual counseling for patients, families, and healthcare staff. Participate actively on interdisciplinary clinical teams, including patient rounds, case reviews, bioethics consultations, and advance care planning. Ensure compliance with HIPAA through appropriate access and use of Protected Health Information (PHI) in patient care documentation and treatment planning.

Document clinical interventions in EMRs, including spiritual assessments, care plans, and follow-up actions. Lead or arrange sacramental and chapel services; serve as a liaison to community faith leaders. Offer devotions and invocations for hospital-sponsored events, reflecting a commitment to holistic, patient-centered care.

2006 till 2013

Contract Chaplain
Health Central Hospital, Ocoee, FL
Provided comprehensive chaplaincy coverage across all hospital units, with primary responsibilities in the Trauma Unit and Health Central Paramedic Service. Delivered crisis intervention, trauma response, grief counseling, and emotional-spiritual support to patients, families, and staff. Served as a key member of the interdisciplinary team, participating in patient rounds, case reviews, ethics consultations, and advance care planning.

Coordinated and delivered educational and spiritual health programs for staff, patients, and the broader community. Supervised chaplaincy volunteers and ensured timely response to consults and spiritual care needs. Administered or arranged for sacramental and chapel services in coordination with community clergy. Provided spiritual documentation in EMRs, maintaining PHI compliance and contributing to holistic care planning.

Regularly offered devotions, invocations, and public prayers at hospital-sponsored functions, reinforcing the connection between spirituality, resilience, and well-being.

Ecclesiastical Experience

2024 till Present

Minister in Residence
Horizon City Church – Winter Garden, Orlando, FL

2021 till 2023

Minister in Residence
Grace Church – Winter Garden, Orlando, FL

2019 till 2023

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***
Clinical Pastoral Education International

2018 till 2020 ***Associate CPE Supervisor***
Clinical Pastoral Education International

2013 till 2018 ***Clinical Pastoral Supervisor in Training***
College of Pastoral Supervision and Psychotherapy

Academic Involvement

2026 till Present ***Professor of Pastoral Care and Counseling***
The Centre for Theological Leadership Training, Grand Cayman

2024 till Present ***Professor of Pastoral Care and Counseling***
St. Aidan's Institute, Odessa, FL

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

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

Certificate in Anglican Studies
Saint Paul's House of Formation, Oak Park, IL

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
Transitioning Pathways, LLC - Middleburg, FL
Clinical Pastoral Education International, Orange Park, Florida

Clinical Pastoral Education Supervisory Training
Dallas Speight, DMin, EdD, LPC, BCC
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
Staff Support in the Health Care Setting
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
Law Enforcement Perspectives for CISM Enhancement
Spiritual and Psychological First Aid
Pastoral Crisis Intervention Instructor Course
Pastoral Crisis Intervention: Psychological and Faith-Based Crisis Intervention
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 (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

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)
Diocese of Malek, The Province of the Episcopal Church of South Sudan
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.

Saint Aidan's Institute

AS106 | Anglican Pastoral Theology - This course teaches pastoral ministry as it is traditionally practiced in an Anglican parish. This includes not only care for the sick, hurting, and dying, but also other dimensions such as marriage and divorce. It applies time-proven practices from the Reformed tradition as well as earlier sources.

The Centre for Theological Leadership Training (CTLT)

Christian Care Giving and Pastoral Counseling - This course introduces students to the theology and practice of Christian caregiving and pastoral counseling within the ministry of the Church. Attention is given to the biblical and theological foundations of pastoral care, the integration of psychological insight with Christian theology, and the development of pastoral skills necessary for counseling individuals, families, and communities in crisis. Students will explore pastoral responses to grief, illness, trauma, ethical dilemmas, and spiritual struggles while cultivating the character and competencies required for faithful Christian caregiving.

Relevant Committees

2019 till Present	Orlando Health Critical Incident Response Team, Training Coordinator
2013 till Present	Orlando Health Bioethics Committee, Consultant Team Spiritual Care Council, Co-Chair
2013 till Present	Health Central Bioethics Committee, Chair
2012 till 2013	Orlando Health Bioethics Committee
2012 till 2013	Orlando Health Schwartz Rounds Committee

Board Involvement

Police Chaplain and Mental Health Clinician, BlueLine Support
Fire Chaplain and Mental Health Clinician, Florida Firefighters Safety & Health Collaborative
West Orange Advisory Council, Christian Service Center for Central Florida,Inc
YMCA of West Orange Mission and Ministry Committee

Professional Memberships

Academy of Consultation – Liaison Psychiatry
American Association for Marriage and Family Therapy
American Counseling Association (IAMFC, ASERVIC, ACES)
American Mental Health Counselors Association
American Society for Bioethics and Humanities
Association for Clinical Pastoral Education (ACPE)
Association for Death Education and Counseling
Association of Practical Theology
Association of Professional Chaplains
Christian Association for Psychological Studies (ACCESS)
Clinical Pastoral Education International
Collaborative Family Healthcare Association
College of Pastoral Supervision and Psychotherapy
International Association of Psychology and Counseling
International Critical Incident and Stress Foundation
Society for Pastoral Theology
Society of Behavioral Medicine
Society of Teachers of Family Medicine
Spiritual Care Association