



NIBIC NEWS

OFFICIAL PUBLICATION OF THE NATIONAL INSTITUTE OF BUSINESS AND INDUSTRIAL CHAPLAINS
Fall 2008

NIBIC International Conference in Houston *Corporate Chaplaincy in Partnership*

Nineteen people attended the Roundtable on *Corporate Chaplaincy in Partnership* in Houston this June to investigate the partnership between other corporate disciplines and chaplaincy.

Lindsay McMillan, the keynote speaker, travelled to Houston from Hawthorn, Australia, to present his company's, Converge International's, model of corporate chaplaincy and allied services.

McMillan's answer to the question, "What can chaplains offer the company?" defined the role and skills of a corporate chaplain as specialists in organizations who offer resilience, values reinforcement, crisis management, mental health/well being, research and education.

In addition to McMillan, the roundtable participants were treated to informative presentations by NIBIC President, **Tim Bancroft**; NIBIC Executive Director, **Diana Dale**; Halliburton EAP Global Manager, **Jeff Christie**; and Harris County AFL-CIO Secretary/Treasurer, **Richard Shaw**.

After the presentations, at the brainstorming workshop on *industrial chaplain skills*, the participants came up with the following:

1. **Contextual** – social analysis, business context understanding, cultural interpretation and ethics.
2. **Personal** – self presentation, interpersonal interaction and self-resilience.
2. **Individual Support** – catalyst, listen, communicate, counsel, mentor, problem solve.
3. **Organizational Intervention** – communicate, interpret values, facilitate, mediate, train, human resource interface, feedback.

These categories are linked together by spiritual orientation, soul interpretation, connectivity and depth with the aspirations of hope, compassion, concern and love.

VISIT FROM MISSION AUSTRALIA

Keith Mascord from the National Chaplain of *Mission Australia*, visited the Worklife Institute following hurricane Ike on October 9. Mr. Mascord spent a day with us discussing the North American workplace chaplaincy movement. He also shared his insight on his own organization and the industrial chaplaincy expressions in Australia. While in the United States touring prison release and recovery communities, such as Delancy Street Foundation in San Francisco.

Mission Australia is the umbrella organization formed eight years ago that brings together the various City Missions of Australia such as Brisbane City Mission which was founded 150 years ago. Mission Australia has 14 full-time chaplains, 1,000 volunteers who serve 3,500 employees working out of 450 sites around the country. They include employment and community services, as well as entry level worker training and sustainable change.

Their founding purpose is adapted from Matthew 25:35-36: "*Inspired by Jesus Christ, Mission Australia exists to meet human need and to spread the knowledge of the love of God.*" Their Vision – pathways for life – is to see a fairer Australia by enabling people in need to find pathways to a better life. The organization operates from the values of compassion, integrity, respect, perseverance and celebration.

(visit, www.missionaustralia.com.au)

Keith's contact information:

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**WELCOME
NEW NIBIC MEMBERS**

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Wilford Gardner is a new Professional Member from Siloam Springs, Arkansas. He serves 4,500 employees as a chaplain at Simons Foods, Inc., which has six locations in Arkansas, Oklahoma and Missouri. Mr. Wilford received a Diploma in Theology from Southwestern Seminary in Fort Worth, TX, has 4 Units of CPE and training in CISM. He is endorsed by the Southern Baptist, North American Mission Board.

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Kevin Glesener is a new Professional Member from Knoxville, Iowa. Mr. Glesener is the Company Chaplain for Vermeer Corporation, in Pella Iowa. He is also affiliated with Work Place and Family Life Services in Des Moines, which has provided chaplaincy to Vermeer for the past fourteen years. Mr. Glesener has a B.A. in Business Administration and earned his M.Div. from Duke, along with a Unit of CPE. He is endorsed by the United Methodist Board of Higher Education and Ministry.

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Dale B. Morgan is currently a Student Member while finishing a CPE residency at the Yuma Regional Medical Center. Mr. Morgan resides in Wellton, Arizona and received a M.Div. from Andrews University, Michigan. He is affiliated with the Adventist Chaplaincy Ministry and hopes to develop niche skills to prepare for a corporate chaplain job. Mr. Morgan is eager to network with NIBIC members already engaged in workplace chaplaincy.



**NIBIC NEW CLINICAL
CERTIFICATION**

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Certified Clinical members Tim Bancroft, Juliette Jones, and Diana Dale conducted the on-site interviews. Mr. Borsh has over thirty years of service in a number of roles within the broad field of workplace ministry. He has also headed up an Employee Assistance Program for a major utility and a hospital system. Mr. Borsh has been at Paradigm Engineering in Lewisville, Texas, as their Corporate Chaplain since January 2007. Congratulations, Joseph!

NEWS NOTES FROM NIBIC MEMBERS

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Robert Hamilton is a Certified Member from Athens, Tennessee, and has retired from PI, Inc. as a full-time chaplain and started his own Employee Consulting Service. He was with six persons representing ICM who trained 70 workplace chaplains at Ebenezer Methodist Church in Nassau, The Bahamas. He has been involved in pulpit ministry in The Bahamas for six years and also helped with a pastors' training seminar.

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Sr. Carmen Figueroa writes from San Diego, California. For the past seven years she had been caring for her brother with Down's Syndrome until his death last year. She is now serving as a volunteer chaplain at Sharp Medical Center and Vitas Hospice. She had transferred her certification from The National Association of Catholic Chaplains (NACC) to NIBIC.

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Elverice "Sonny" Davis, Certified Member from Memphis, Tennessee, sent word of his being interviewed for a production about the Civil Rights Museum. He reports that "Obviously, it is not I but those who caused the content of experiences to exist. I am only the actor, representing thousands / millions of others who did more than I but do not have the opportunity to be interviewed"

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Todd M. Wolf, is a Certified Member and was not able to be part of the NIBIC international conference in June as a result of his activation by the Wyoming Army National Guard. Todd has been the Deputy Director of the Chaplaincy of Full Gospel Churches.

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As founder of the organization, Disaster Chaplains, Clinical Member **Steve Holden** has been very busy. Since September, Mr. Holden has been working in the Texas Gulf Coast communities (near the Louisiana border) that were devastated by Hurricane Ike.

Mr. Holden contacted **Diana Dale** at the Worklife Institute to ask if there were needs he could help with in the Houston area. Fortunately the Institute had recently received a request from The Wood Group Oil Service Company for a chaplain to travel to a field site in West Africa. The Wood Group needed a chaplain to debrief employees who were grieving after the death of a long-term coworker. Since the Institute was knee-deep in its own post-hurricane mess, we thought of Steve. Within a week he got his passport renewed and was on a flight heading for Africa. He spent three days on-site and four more days in transit. Steve will share his adventures in the next issue of the NIBIC News.

Worklife Institute Receives Grant from San Antonio Area Foundation TRIAD Fund to Provide for Unmet Needs of ServiceMembers

The Institute's \$97,000 grant is part of a five million-dollar fund which the San Antonio Foundation oversees and from which it

provides grants to non-profit organizations in southeast Texas. The grants from TRIAD (Texas Resources for Iraq-Afghanistan Deployment) are restricted to service members (active, retired, Guard and Reserve) who are now or have served in Iraq and/or Afghanistan post 9/11.

As the fourth largest city in the U.S. it is estimated that 50% of Texas service members now live in the Houston area. The Worklife Institute and the United Way 211 hotline are the only two non-profit organizations in Houston which are funded by the TRIAD project.

The Worklife Institute's Reentry and Worklife Transition Program is designed as a one-stop-shop where service-members and their families can come for a variety of services. Among them are career transition and job search counseling, family counseling, legal services and referral. Also, the Institute is open for service members to come in and meet, relax, and use the Institute's computers to access the internet. The Institute can provide free services to the families of the service-members, which would otherwise be unavailable through the V.A. or other local Veterans Centers.

The Institute's staff and volunteers spend countless hours doing outreach at Veterans' Job Fairs, Texas Land Board Housing Seminars, Veteran's Festivals and other community events promoting the program to service members and their families. Also these events are a good place to network with other community organizations that are often a source of referrals to and from Worklife Institute.



HISTORY NOTE FROM NIBIC'S BEGINNINGS

NIBIC retired Clinical Member **Rodney Brown** has followed up on the historical sketch presented in last spring's NIBIC News, with more of the fascinating account of our roots:

My recollection concurs with Chaplain Gil Thornton that we had a NIBIC meeting in the late 1970s at LeTourneau College. I also located a brochure citing that we met with R.G. LeTourneau's son, Dr. Richard LeTourneau, the president of LeTourneau College at Longview, Texas for NIBIC's "Twelfth Annual Meeting" April 29- May 1, 1984. At that meeting, I recall that Richard LeTourneau said his father had a part-time chaplain at the Stockton plant in the later 1930s. The military draft did provide the impetus for him "to hire the first full-time industrial chaplain at his Peoria, Illinois plant", followed by chaplains at his Toccoa, George and Vicksburg, Mississippi plants.

Along with my research on "Industrial Chaplaincy in America – a Profile" (for NIBIC May 1981), I compiled a list of "Industrial Chaplaincies in U.S. – Fulltime" and those companies whose chaplaincies expired. I recently identified at least ten of the "founding fathers" of NIBIC, and possibly more, who were active members of the National Business and Industrial Chaplains Association (NBICA) who were part of those voting for the name change. We had a hard time agreeing on how to abbreviate or pronounce our clumsy title – NBICA.

My predecessor, Clifford Peace, at RJR had met with a group of industrial chaplains beginning in the early 1950s, most of whom were WWII chaplains. Some of them came together in the mid-sixties and called it NBICA. I joined in 1967. Some began talking in the early 1970s about the idea of calling ourselves an Institute instead of an association. "NIBIC" got the votes and we became NIBIC.



COMISS Network Annual Meeting January 4-5, 2009 Washington, D.C.

The theme of the COMISS meeting is service to Iraq and Afghanistan Servicemembers and their families.

Your Executive Director and your President, **Diana Dale** and **Tim Bancroft**, will represent NIBIC at the meeting.



Training at Worklife Institute Houston, Texas

Family Mediation Training (30 hours)
November 5-8, 2008

Professional Mediation Training (40 hours)
February 5-7, 12-14, 2009

Workplace Conflict Management Programs
(24 hours)
May 14-16, 2009

Contact Worklife Institute at
713-266-2456
for information and brochures

Journal of Pastoral Care

All members of NIBIC should be receiving the *Journal of Pastoral Care & Counseling*. This is a membership benefit, so please contact the NIBIC office at 713-266-2456 or email to dcdale@worklifeinstitute.com if you are not receiving the journal.

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