



NIBIC NEWS

OFFICIAL PUBLICATION OF THE NATIONAL INSTITUTE OF BUSINESS AND INDUSTRIAL CHAPLAINS
October 2007

NATIONAL CONFERENCE

Invitation to a New Day- from Dr. Tim Bancroft

Are North American workplace chaplains ready?

Today's workplace chaplaincy is recognized as a profession in the global economy. Effective leaders in today's world are called to master adaptability to change, collaborative team building, self-directed moral responsibility, creativity, conflict management, courageous risk taking and discernment of vision. This requires a resilience that endures amid success and failure, as well as through the decline and renewal of organizational life. Most importantly for us, the profession with the training and skills to help both management and employees integrate this juggling act is workplace chaplaincy!

Too often workplace chaplains are too busy to notice the globalization of their profession. It is time to claim our place amid the professions in the world's economy. It is time to assert the importance of our unique skill set of interdisciplinary knowledge and inter-professional collaboration that defined workplace chaplaincy. It is time for all of us to take up a new responsibility to correlate the day-to-day realities of global worklife with personal care, ethical standard and affirmations of ultimate meaning.

To mark this turning point for workplace chaplaincy, NIBIC is inviting all workplace chaplains, members throughout the pastoral care community and all other interested workplace professionals to attend a historic conference with the theme of "Emerging Models of Collaboration – Global Workplace Chaplaincy for the 21st Century" to be held in April, 2008 in Houston, Texas. Come and learn how workplace chaplaincy fits into a global perspective, how workplace chaplaincy can collaborate with other workplace-serving professionals, and how to take your efforts to impact the quality of worklife to the next level of meaning and effectiveness.

We are in the midst of our conference planning of this 2-½ day event, for envisioning, gathering resources and creating future networks. We will be inviting our colleagues from Human Resources, EAPs, Ethics Officers, workforce mediation, employment law and overseas. An exciting start – **Dr. Lindsay McMillan**, Principal Chaplain and Chief Executive of ITIM Australia LTD, will be with us and will direct one of the keynote sessions. Set up your calendar now, and we will be sending you email updates.

From T. M. Wolf, Deputy Director
Chaplaincy Full Gospel Churches, Inc.

MINISTRY TO MINISTERS

As an administrator in a chaplain endorser's office, I find that the Lord regularly puts me in positions for pastoral care. It is not like it was in the Army in Baghdad last year, but it is still rewarding. Who do chaplains go to for pastoral care? I have found that many trust those in the endorser's office more than those in their chaplain chain of command. Quite a few of these precious servants of God and God's people will call us and ventilate, pour their hearts out, and/or share their marital, personal, and/or professional issues for cathartic purposes. Whether military, hospital, prison, corporate or other types of ministers, some find solace in being able to have us to lean on during crises. I have found it a pleasure and a privilege to be able to listen and coach as these spiritual caregivers make fairly minor to huge life changing decisions and readjustments. I believe that many of these wonderful chaplains give so much of themselves to others that their spirits are replenished by laughing and crying with us on the phone.

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From Juliette Jones
Hospice Chaplain, FL

VIEWPOINT

A topic that has been raised over and over across the board with patients, colleagues and friends is the insanity of the health care system. People are frustrated at all levels. Materialistic considerations override integrity at every turn. I work for a large urban hospital system covering four hospitals, with the only trauma center in the county. They have some volunteer chaplains, and one Catholic chaplain, not clinically trained, is paid for by the diocese. Other than that, there is a part-time post (mine) paid for by the Palliative Care Department. Spiritual care is not considered important. Debriefing of folks who work on the front lines of death and dying is not considered important. Allopathic medicine does not consider the importance of other systems of medicine as valid. This is

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From Bruce Maxwell
Breezewood Trucker and Traveler Ministry, PA

PARABLE OF THE SOWER IN BREEZEWOOD

Evelyn Madison, a student at Wesley Theological Seminary, completed a 2-week “Cross Cultural Immersion” experience in Breezewood. Reflecting on her encounters and observations in a 15-page paper, she said:

When asked what scriptural passage I would identify as guiding the work of Breezewood, one image I have is of the sower going out into the fields. In the Gospel, the sower casts the seed indiscriminately (not good farming practice). It does not seem that the sower is concerned where the seed lands; the task is being faithful in sowing the Word. In the truck and travel ministry, the workers are called to be faithful in sowing the Word through various functions of this ministry. It is not a ministry in which the results of the sowing are necessarily known. They sow; God produces the growth, and God produces beautiful things! We thank God for the growth He fashions out of the seeds planted, as we pray to be faithful in the scattering of the seed.

From Bruce Maxwell
Breezewood Trucker and Traveler Ministry, PA

A DAY IN THE LIFE

A day in the life of a truck stop chaplain is filled with an unpredictable variety of activities. Some days we host Bible study, other days I arrange free Bibles, tapes and literature on display racks. Most days, I circulate among plaza staff and read the pulse of the day’s business – whether it be person or commercial. Any time of day calls come our way about travelers’ needs, for which we discern and provide as we are able. There are also many scheduled and unscheduled pastoral counseling encounters, which reveal very personal struggles: family, faith and work issues to name a few. I have become increasingly aware of human frailty and the wayward trek of the sinner in all of us. It seems the closer I approach the healing and renewing Spirit of Christ in my personal relationship with Him, the more obvious is my darkness. Spiritual closeness to God and Christ applies as a “fix” for me, as well as for those we counsel.

Lately I have encountered much brokenness in regard to drug addiction, alcohol abuse, dishonesty, violence, and financial irresponsibility. Changed lives do not come easy. All the best advice, the best book (the Bible), and compassionate support groups will not answer the crying need until the Holy Spirit offers a transforming work on the inner person. How does this happen? It is not a formula nor is it measurable science. It happens in a moment, it happens over time. The Sovereign Lord can do and will do just as He wills, but sometimes He

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Viewpoint

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not new, but since more and more people are becoming dissatisfied with mainstream results; well, I am beginning to see big cracks in the medical model. Lots of systems in society are falling into disintegration. The question becomes: How to stay integrated in a disintegrated world? There should be plenty of work out there for folks who are trained to hold themselves in a place of peace and integrity, and to counsel others. You can call it mediation, coaching or whatever, but how as chaplains can we position ourselves to move forward in this area? Where NIBIC can give us hints here, then we will really have something different to offer.

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From Juliette Jones
A Poem by Hafiz

A SUSPENDED BLUE OCEAN

*The sky
Is a suspended blue ocean.
The stars are the fish
That swim.*

*The planets are the white whales
I sometimes hitch a ride on,*

*And the sun and all light
Have forever fused themselves*

*Into my heart and upon
My skin*

*There is only one rule
On this Wild Playground,*

*For every sign Hafiz has ever seen
Reads the same.*

They all say,

*“Have fun, my dear, my dear have fun,
In the Beloved’s Divine
Game,*

*O, in the Beloved’s
Wonderful
Game.”*

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chooses to work through the disciplined faithfulness of the church. Prayers matter. Devotion matters. Bible study matters. Corporate worship and small group fellowship matter. Service to others matters. Faith is put into action as we encourage one another to seek His truth, love, and forgiveness, offering and receiving help through the muddy waters of life. From a counseling perspective, changed behavior is not enough; we need changed hearts as well – through the power of the Holy Spirit.

We thank God for a partnership in ministry such as we enjoy in Breezewood. Lives are being changed. Your prayers and faithfulness matter to us. It is life-giving and empowering.

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NIBIC MEMBER PROFILE

Dennis E. Testerman

Dennis Testerman has served as a commissioned agricultural missionary to Nigeria and Pakistan. Since 1990 his principal workplace has been Cabarrus Soil and Water Conservation District in Concord, North Carolina, where he continues in a bi-vocational ministry of missionary earthkeeping as a conservationist and public servant. Dennis also serves as a minister and environmental stewardship coordinator with American Baptist Churches of the South, and as the Stewardship of Creation Enabler for the Presbytery of Charlotte. In addition, he provides services to local congregations and faith communities through PREACH, an environmental ministry that began in 1982 as a seminary recycling program.

Currently Dennis serves the greater church as a member of the Rural Life Committee of the North Carolina Council of Churches and the board of directors of the Land Stewardship Council of North Carolina (an ecumenical affiliate of the North Carolina Council of Churches). In addition, he is a member of a local Church World Service CROP Hunger Walk committee and Presbyterians for Restoring Creation. From 1987-90, he was a consultant to the Eco-justice Task Force of the Presbyterian Church USA. The Task Force's report, "Restoring Creation for Ecology and Justice," was adopted by the 202nd General Assembly in 1990.

His formation in ministry includes: studies in environmental conservation, ethics, missions, and theology; participation in campus ministry, Clinical Pastoral Education and spiritual direction; and service as a chaplain trainee both in the Great Smoky Mountains National Park and in an assisted living facility for senior adults. Currently, Dennis is a novice with the Order of Ecumenical Franciscans. He is a certified environmental educator in the State of North Carolina.

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¶ **Larry Porter**, Professional Member of Houston, Texas, visited Worklife Institute with Steve Miller, from Life in Focus, to discuss how the Life in Focus chaplains can obtain additional training in workplace chaplaincy. Larry is also a member of the ICPC, International Conference of Police Chaplains, and works with the Harris County Sheriff's Department.

¶ **Worklife Institute** just rolled out a site-based EAP for a company in central Houston on September 1st, also providing management coaching, working with new employee candidates and team enhancement workshops.

¶ The 2007 annual conference of The National Council on Occupational Safety and Health (**COSH**) will be held October 31-November 3 at the National Labor College – George Meany Center, in Silver Spring, MD. **Dr. Diana Dale**, as president of the national COSH Board, will convene the conference. The Director of Training at the Center will offer a 2-day seminar on identifying workplace hazards and on legal rights of workers in the workplace.

¶ **Robert Hamilton** reports: "I will be 73 years old this month and by the blessings of God, still going strong. I retired from full-time pastoral work eleven years ago, and a year ago retired from full-time workplace chaplaincy at PI, Inc. I then started Employee Consulting Service and contracted with PI, Inc. for several months until they could locate a chaplain. During this time, I served as interim pastor and then accepted a regular appointment at Jones Chapel United Methodist Church. Even though it is part-time, I still preach three times a week.

"I have been doing mission work in the Bahaman Islands for almost seven years and will return next month for two weeks. While I am not officially connected with ICM, I served as an area representative for some time and we trained 80 chaplains in Nassau in the Bahamas. This was really and interesting experience. Mostly I serve in pastoral ministries while there."

¶ **Worklife Institute** has applied for a grant to provide reintegration and back-to-work services for service members returning from Iraq and Afghanistan whose needs are not being met. The grant is through TRIAD, a program funded by three regional community service agencies in Texas who received an anonymous 2-year fifteen million dollar grant for that purpose.

¶ **Bob Eades** checks in from Wichita, with: "We moved into a built-for-us house in a retirement community last October. I am a bit of a fraud since I am not retired. I was just appointed as the first Chaplain/Director of Chaplaincy Services for Larksfield Place. I am pleased with the

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A native of Roanoke, Virginia, Dennis is a graduate of Virginia Tech and Southeastern Baptist Theological Seminary. He was formerly the farm manager and agricultural instructor at the Nigerian Baptist Theological Seminary, and served in Pakistan as an ecumenical mission coworker in rural development with the Presbyterian Church. He was a contributing author to Missionary Earthkeeping, published by Mercer University Press in 1992.

Dennis and his wife Pula make their home outside Concord, where they experiment with downwardly mobile living. He is also land steward of a cathedral-like old-growth forest and an heirloom apple orchard on his family's farm in the Blue Ridge Mountains of East Tennessee. Dennis and his wife are members of Myers Park Baptist Church in Charlotte, where teaching -- and learning from -- toddlers fills him with hope and give him great joy.

Preach the Gospel and when necessary use words.

St. Francis of Assisi

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JOURNAL OF PASTORAL CARE NEWS RELEASE

Rabbi Dr. Terry R. Bard was recently selected by the Board of Managers to assume the newly created role of Associate Managing Editor of the Journal of Pastoral Care Publications, Inc. 2007 marks JPCP Inc.'s 60th year of publishing. In addition to producing *The Journal of Pastoral Care and Counseling*, JPCP Inc.'s publications include books, monographs, and other professional literature in the field of counseling and pastoral care. JPCP Inc., a not-for-profit corporation registered in the U.S. State of Georgia, is owned by six of the pastoral care, counseling, and education professional associations in Canada and the U.S.A.

Dr. Bard will share the leadership of JPCP Inc. publishing activities with the Managing Editor, Dr. Orlo Strunk, and will be involved in developing new publishing opportunities consistent with JPCP Inc.'s mission. Throughout his career, Bard has published on a broad range of topics and has lectured nationally and internationally. He is retiring from his responsibilities as chaplain and director of Pastoral Care and Education at Boston's Beth Israel Deaconess Medical Center this December after 24 years of service. As a member of faculty of psychiatry for over 30 years, Dr. Bard will continue to teach at Harvard Medical School and to provide direct care in his counseling practice in Newton, MA. Bard, a Board Certified Chaplain of the National Association of Jewish Chaplains and the Association of Professional Chaplains, is a Licensed Professional Counselor in Massachusetts.

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challenges there will be for me to invest myself for only the equivalent of two days a week and during this time have an impact on persons and the whole community. I will still do some work for the Counseling & Mediation Center -- conducting groups for clergy. The money to support the CPE class that I have done has run out."

¶ Clinical Member, **Dr. R. Mack Pumphrey**, directs *The Clinical 5th Step*, in Milwaukee, WI. He is a consultant in addiction and mental health ministry and describes himself as an Attentive Clinical Listener. He is the former Chief Chaplain of Milwaukee Psychiatric Hospital, was Executive Director of R.E.A.C.H. mental health clinic and taught at-risk secondary public school students. He is also an adjunct professor at the University of Wisconsin teaching courses on educating African American males and at-risk students.

¶ **Ron C. Melzer**: "I have left the Salvation Army and am presently between chaplaincies -- retired."

NEW NIBIC CERTIFIED CHAPLAIN

¶ **Todd M. Wolf**, Deputy Director of the Chaplaincy Full Gospel Churches, has just completed the process for NIBIC Certification and now a **Certified Clinical Member** of NIBIC. Congratulations, Todd. In addition to his current position as Deputy Endorser for the CFGC, he is a former U.S. Army chaplain with service in Iraq and he also previously served in Juvenile Corrections.

NEW NIBIC MEMBERS -- Welcome!

¶ **Martha A. Gonsalves**, of Bronx, New York, is a new Clinical member, endorsed by the Evangelical Church Alliance. She completed 4 Units of CPE as well as a certificate in Mediation and Conflict Resolution and is a member of the Hope Crisis Intervention Team, North General Hospital, NY. She serves as a chaplain and counselor in New York.

¶ **Craig Jacobs**, from Parks, Arizona, is a new Clinical Member, endorsed by the United Pentecostal Church International. Craig is a member of the City of Glendale Crisis Response Team and is on the Sheriff's Religious Advisory Council of Maricopa County. He is a Managing Partner of Global Evangelism, Inc. and works with the Life In Focus program.

¶ **Carol L. Crowder**, from Hutto, Texas, is a new Associate Member. She is a Licensed Minister with the United Pentecostal Church International and for the past four years was the pastor of New Life Church of Pflugerville. She has Crisis Center and domestic violence training and has completed the Urshan Graduate School of Theology programs in community chaplaincy.

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**Training at
Worklife Institute
Houston, Texas**

Family Mediation Training (30 hours)

P November 14-17, 2007

Workplace Conflict Management Programs (24 hours)

P December 13-15, 2007

Transformative Mediation for the Workplace (24 hours)

P January 24-26, 2008

Contact Worklife Institute at
713-266-2456
for information and brochures
www.worklifeinstitute.com

**2007 Association for Conflict Resolution
International Conference**

October 24-27, 2007

Phoenix Conference Center

Hyatt Regency Hotel across from the Conference Center

Of particular interest to NIBIC members:

Workplace, Organizational Conflict Management and Spirituality Sections

For more information go to the ACR website at

www.ACRnet.org