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TAKE NOTE

Important Deadlines and Reminders
Feb. 2, 2011: Early bird registration deadline for annual conference
March 24-27, 2011: APC 2011 Annual Conference, Hyatt Regency DFW, Dallas, TX. Professional Development Intensives begin March 23
April 28, 2011: “Integrating Pastoral Care into Hospital Systems & Culture” Webinar, presented by Ronald Oliver PhD BCC. Register by April 18.
FEATURE
Leaders Aren't Born They are Made
by David C. Johnson BCC

When I think about what it means to be a good leader, I am inspired by two great motivators and philosophers: Vince Lombardi and my father.

Coach Lombardi said, “Leaders aren’t born they are made. And they are made just like anything else, through hard work. And that’s the price we’ll have to pay to achieve that goal, or any goal.” At times in my professional or personal life when I’ve wondered whether I had “what it takes” to succeed in a leadership role, these words have given me the confidence to say yes, I can do it, and the resolve to work hard at it.

This brings me to my second and most influential source of leadership inspiration, my father. Whenever I feel my resolve waning and I begin to slide into the mode of doing just what I need to do to “get by,” I hear him telling me, “If you are going to do something, do it right the first time.”

The words of these important figures have inspired me to grow as a leader and to continue to work hard at it. Whatever motivates you and whoever inspires you, please know that your work as an APC leader is valued. It may not be as glamorous as playing on a professional football team, but it is absolutely vital to our organization and our profession.

As a state leader serving colleagues in your vicinity, it can sometimes feel like you’re out there on your own. Please know that your board, national office and fellow state leaders are always available to you. We are all in this together.

This New Year, it is my wish that all of us strive to be the best leaders possible for ourselves and each other. Our work may be a challenge at times, but as we give it our best, we are being molded into the leaders that APC needs.

As you invite new members into the APC organizational fold to get involved, you participate in their leadership development. I am thankful for your work.

Rev. David C. Johnson DMin BCC is assistant director for operations in the Pastoral Care and Education department of Carolinas Medical Centers in Charlotte, NC. He serves as president of APC and may be contacted at David.Clark.Johnson@carolinashealthcare.org.

LOCAL NEWS: Highlighting the challenges and opportunities of state leadership

Massachusetts and Rhode Island Now Merged Under Same APC Local Leadership

After discussion with the APC membership in Rhode Island and the APC leadership in Massachusetts, it was agreed to merge the two states into one area for purpose of APC local leadership. As of November 1, Lucy N. Sanders serves as State Representative for the area of Massachusetts/Rhode Island. Lucy has recently completed her first term as State Representative for Massachusetts. Thank you, Lucy, for taking on this new responsibility.
Welcome to New State Representatives

Since November 1, these APC leaders have accepted appointment as State Representatives:

Charles Alan Tyson – Arkansas
Michael E. Jacob – Kansas
Dale R. Carr – Oregon-North
Mark L. Allison – Utah
Dean K. Kellerhouse – West Virginia

We welcome them and wish them well in their new appointments. Currently all APC area/state representative positions are filled.

As a reminder, the APC online Local Leadership Directory provides listings, by state, of state representatives, state membership services chairs, state continuing education chairs, state advocacy chairs and BCCI area certification chairs. Listings include contact information, as well as the expiration dates of the leaders’ terms. If you have any questions regarding terms, expiration dates or vacancies, please contact Heidi Staat at the APC office, heidi@professionalchaplains.org.

NATIONAL NEWS AND PERSPECTIVES

BCCI Certification Updates
by Robert L. Grigsby BCC

Dates for certification meetings have been established through June 2013. The intent of the process is to have each area meet once annually for certification. For 2011, that was a difficult effort. Due to the date of the annual conference in March, the calendar allowed only enough time to schedule two more rounds of certification before the end of the calendar year. Those areas that appear to be omitted from 2011 will have meetings in January 2012. In succeeding years, each area will meet once during the calendar year with certification done also at the annual conference. For any inconvenience, the Commission on Certification offers apologies.

Another innovation in certification is ahead in 2011. So many people have expressed appreciation for the way certification interviews are handled at the annual conference that the commission, executive director, office staff and Finance Committee have proposed to the Board of Directors a budget that would enable each area to conduct certification interviews in a very similar fashion during the year. It is a pilot to determine whether the process may increase the quality of interviews, consistency of application of the standards from area to area, and efficiency of paperwork and schedule management. In January, all area chairs will meet via conference call to go over the method of certification planned. We hope that change will lead to more streamlined work for area chairs and committees, as well as the office staff.

The Commission on Certification continues to seek ways to increase quality, manage more applications and deepen the efficiency of the process. As always, suggestions from the membership are welcome.

Rev. Robert L. Grigsby MDiv BCC is director of pastoral care at Trinity Mother Frances Health System in Tyler, TX. He serves as chair of the BCCI Commission on Certification and may be contacted at grigsbr@tmfhs.org.
State Leaders Prepare for Conference  
by Donna Kraar CMP

The 2011 APC Annual Conference is just around the corner and now is the time to register. The Early Bird registration deadline is February 2, so be sure to make your hotel reservations and register online for the conference, if you haven’t already done so.

The APC conference is a time for learning, networking and re-energizing. For state leaders, it is also an opportunity to meet in person with members in your state, as well as other state leaders who can share their ideas and benefit from yours.

There are some new things to highlight for this conference:

Post-conference Professional Development Intensives. We have arranged for three PDIs to be presented following the close of the conference on Sunday, March 27, 2011. This will allow attendees to participate in an intensive without incurring additional costs for an extra hotel night stay. With the close proximity to DFW airport, this will enable attendees to attend the session and then depart that evening. The PDIs for Sunday afternoon are: Psycho-Spiritual Mantram Repetition for Health and Well-being; Atheists to Zoroastrians: Spiritual Care to all Faiths and None; and Get Out of Your Head: Heart-Centered Body-Wisdom Spirituality.

Music Therapy. A new special interest group, Music Therapy, debuts at the conference. The SIG will discuss how chaplains incorporate music as an additional tool for spiritual care in their work environment. Also new this year, an eight-hour Professional Development Intensive on Thursday, March 24 will be devoted to the use of music in multifaith chaplaincy titled “The Song of the Soul: Standards of Practice for the Mindful Use of Music in Multi-Faith Chaplaincy.”. Both the SIG and PDI will be led by Chaplain Jesse Paledofsky and Rev. Zia Shapiro.

Meet and Greet the Troops at DFW Airport. Join fellow conference participants as we meet and greet the troops to encourage and support our deployed military. Anywhere from 150 to 250 troops come through DFW Airport each day on their way home for a two-week R&R (rest and recuperation).

A Night in Grapevine. After a long day at the conference, stretch your legs and explore the city of Grapevine on our “free” night. APC will provide complimentary shuttle service to and from the Grapevine area.

Screening of Chaplains Under Fire. Gather with colleagues to watch this independent documentary that examines the world of military chaplains through the lens of the troops they serve in combat and the controversies at home. Before and after the film, the Conference Planning Committee will be collecting donations to the United Service Organization (USO).

Please encourage all APC members in your state to join you in Dallas, TX for the APC conference. The 2011 Conference Planning Committee has put together an exciting lineup of 90-minute workshops, Professional Development Intensives, plenary speakers, fun and educational excursions, worship opportunities, SIG meetings, music, meal events and more to make it the must-attend chaplaincy event of the year. I look forward to seeing you there!

Donna Kraar CMP is the APC conference and meetings manager. She may be contacted at donna@professionalchaplains.org.

Focus on Advocacy: Advocacy Education  
by Bobby Hendricks BCC

The Commission on Advocacy’s chair of Advocacy Education is Chaplain Janet McCormack DMin BCC of Denver, CO. Dr. McCormack began professional chaplaincy in 1978 as one of the first female Air Force Chaplains. She served the Air Force for 22 years. Jan’s calling and career pathway in chaplaincy extends to
health care, prison ministry, police chaplaincy, business/industrial, crisis/disaster, and NASCAR and drag racing. Her passion for chaplaincy leads one to think that she could establish chaplaincy just about anywhere groups of people gather. For the past 12 years, she has taught chaplaincy at the graduate school level at Denver Seminary, having created a chaplaincy degree specialization for a pre-master's certificate program, MA and MDiv degree programs, and a DMin specialization. In 2010, she received ACPE accreditation for Denver Seminary as its own CPE center and approval for training on the supervisory level.

Chaplain McCormack refers to the Association of Professional Chaplains as the “gold standard” for professional chaplains organizations. Her work with the APC has included, but is not limited to, a presentation at the SCC Summit’ 09 conference on “The Rich Diversity of Chaplaincy Outside of Healthcare Settings,” serving as the APC Colorado State Continuing Education Chair, concurrently developing a quarterly training program for chaplains, membership with an APC/NACC/NAJC/ACPE professional chaplains’ peer support group and a second term on the Commission on Advocacy.

Jan carries out the work of advocacy in a number of ways. She has consulted for numerous denominational chaplaincy groups, recently for the Baptist General Convention of Texas, and for target groups in sports, police and workplace chaplaincy. She has consulted to military chiefs of chaplains and worked as a trainer/responder to the Billy Graham Evangelistic Training Center and Rapid Response Team. Continuing her expertise in crisis chaplaincy, she led the International Critical Incident Stress Foundation's first “specialized” CISMT, whose mission is to respond to incidents affecting higher education and religious institutions. Dr. McCormack co-authored the text, *The Work of the Chaplain*, and her latest project is to be on the *Chaplains* advisory board of Journey Films, along with other APC and professional chaplaincy representatives. Journey Films is working to produce and market a public television series, *Chaplains* in the next two years. Jan urges APC state and national leaders to be “proactive and responsive to the challenges of an ever increasing diverse and pluralistically changing country and world, especially in our economic downturn.” She sees the need to “educate institutional and political leaders on the diversity and value of professional chaplains” as well as to “advocate for our chaplain positions and chaplains in the field.”

*Robert Hendricks BCC is director of chaplaincy services at San Antonio State Supported Living Center in San Antonio, TX. He serves as Commission on Advocacy chair and may be contacted at robert.hendricks@dads.state.tx.us.*

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**Musings from Mississippi**

*by Jeffery Murphy BCC*

In addition to my chaplaincy work, I am also currently serving as a supply preacher at First Christian Church (Disciples of Christ), Vicksburg, MS. The Sunday after Christmas, my wife Carol and I awoke to a rare treat – snow in central Mississippi. The road conditions remained good and, during the 45-minute drive from Jackson to Vicksburg, we were able to watch the woods become lightly dusted with snow. Since it rarely snows in our part of the country, the sight was stunningly beautiful to us. The drive that morning slowed us down long enough to appreciate the beauty.

Our work as chaplains is often grueling and emotionally draining. Often we see people when they are facing the worst trials of their lives. Sometimes, we may neglect to savor the small gifts that come along to remind us that there is abundant sweetness and beauty in life. Our busy schedules, particularly as chaplain leaders, can keep us from slowing down long enough to notice these blessings. What are the small gifts that remind you of the value of what we do as chaplains? What small gifts remind us of the divine presence and blessings in life? Do you really slow down often enough to relish the everyday beauty in nature or in the arts or in the expressions of appreciation from those we serve?

It is my hope in this New Year that you all will receive the precious gifts life offers to us. Celebrate the work you do, and celebrate those times of Sabbath when we break from our work. The gifts you offer truly are precious and valuable.
Rev. Jeffery Murphy BCC is a chaplain at University of Mississippi Medical Center. He serves on the APC Membership Services Council as the coordinator of state representatives and may be contacted at jnmurphy@hospadmin.umsmed.edu.

APC News You Can Use

In this edition: Standards of Practice for Professional Chaplains in Long-Term Care by Jon Overvold BCC

APC News You Can Use is now ready for viewing on the APC Web site under the Publications/Leaders Link tab. State representatives are asked to take a moment to pass it along to members in their state or region. While Leaders Link is designed to equip you as a local leader with leadership tips and resources, APC News You Can Use is written with a general audience in mind and its purpose it to serve as a resource that you can share with colleagues in your area.

To send APC News You Can Use to others, open the link above. While its location may vary, all versions of Adobe Acrobat Reader contain the option of e-mailing a document while the file is open. You may find an E-mail icon on your tool bar or you may have to click Page on your toolbar to see the option to e-mail the page. Once the e-mail screen pops up, you can copy the e-mail address of the recipient or your distribution list into this e-mail. You may also save the APC News You Can Use file to your own computer and then e-mail it as an attachment to colleagues in your local area. If you decide to send it at a later date, remember to first check Web site for updated documents.

To ensure that you are always sending correct and timely information, please download a current copy of APC News You Can Use from the APC Web site. Certain pages may be revised and updated as needed and topics that are no longer current will be removed.

Contact Us

Leaders Link is published quarterly by the Association of Professional Chaplains to provide news and information for local and regional leaders. All comments are welcome.

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