

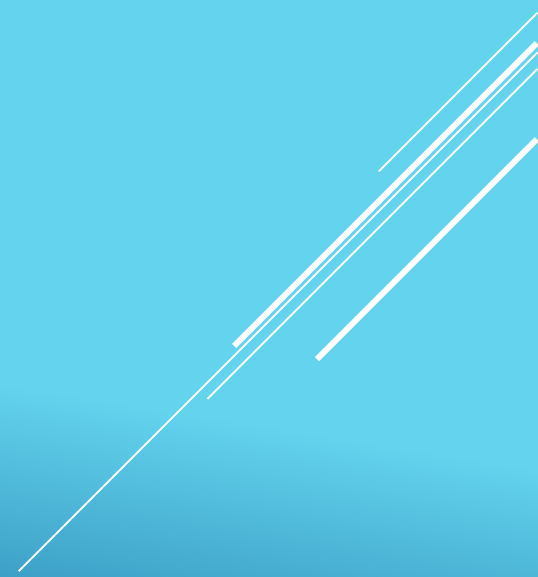
Guidelines For Implementing a Chaplaincy Program In A UAW Local



REGION 4



REGION 4 DIRECTOR
RONALD MCINROY





REGION 4
ASSISTANT
DIRECTOR
BRAD
DUTCHER





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EDUCATION
REPRESENTATIVE
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SCHWANDA

REGION 4
CHAPLAINCY
COORDINATOR
JOSEPH FLETCHER
JR





REGION 4
CHAPLAINCY
ASSISTANT
COORDINATOR
RANDALL WILLIS



UAW INTERNATIONAL PRESIDENT RAY CURRY





International UAW Leadership Chaplaincy

- UAW Vice President & Director
 - Assistant Director
 - Chaplaincy Coordinator
 - Chaplaincy Chairperson
 - Assistant chairperson
 - Secretary-Treasurer
 - Board Member
 - Board Member
- | | |
|------------------------------|------------|
| Chuck Browning | |
| William (Bill) Eaddy | |
| Jerry (I'm a Servant) Carson | |
| Elder Herb Taylor | Local 31 |
| Constance Bobbitt | Local 163 |
| Marshall Watkins Jr. | Local 2250 |
| Ken Thomas | Local 551 |
| Phillip Jackson | Local 900 |



UAW FORD VICE
PRESIDENT AND
DIRECTOR
**CHUCK
BROWNING**



Assistant Director
William "Bill" Eaddy



Chaplaincy
Coordinator
Jerry Carson



INTERNATIONAL
CHAPLAINCY
CHAIRMAN
ELDER HERB
TAYLOR

- 1) Organize a Chaplaincy Committee – representing people of faith.
- 2) Determine the type of program – Full-time, Part-time, and Volunteer.
- 3) Negotiating a chaplain position – which can be negotiated with management through local unions' collective bargaining agreement.
- 4) Establish standards and guidelines – standards and guidelines for the program should be written.
 - a) *Execute Mission Statement*
 - b) *Establish Chaplaincy Program – the purpose of the program, by-laws and qualifications.*

- 5) **Establish Community Coalition – with like minded churches and organizations who support organized labor.**
- 6) **Selection of a Chaplain – the most qualified person should be selected.**
- 7) **Evaluation – the chaplain should meet regularly with the chaplaincy committee to discuss the program and make appropriate changes and modifications.**

1) Organize a Chaplaincy Committee Representing People of Faith.

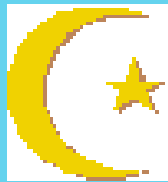
It is important to recognize people of other faith.



**Christian
Buddhism**



Judaism



Muslim/Islamic



Taoism




Hinduism



We have people of different faiths in the work place. As Chaplains we are to minister to people of all faiths and people who have no faith at all.

**EVERY CHAPLAIN IS A MINISTER.,
BUT EVERY MINISTER CANNOT BE A UAW CHAPLAIN.**

2) DETERMINE THE TYPE OF PROGRAM VOLUNTEER, FULL-TIME, AND PART-TIME.

- ▶ **Volunteer:** In plant working your normal job and willing to help as needed without remuneration.
 - ▶ **Part-time:** In plant working at your normal job and is on call as a Chaplain as needed.
Agreement is reached as to work schedule and chaplaincy services.
 - ▶ **Full-time:** In plant to do work of a Chaplain during your work shift or on call for after hours.
Employed with provisions for salary and fringe benefits.
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This can be negotiated with management through local unions' collective bargaining agreement.

Make Chaplaincy a standing Committee in your Local

3)NEGOTIATING A CHAPLAIN POSITION



Standards and guidelines for the program should be written

a) Execute Mission Statement

b) Establish Chaplaincy Program – the purpose of the program, by-laws and qualifications.

4) ESTABLISH STANDARDS AND GUIDELINES



MISSION STATEMENT (EXAMPLE)

PROVERBS 3:5 & 6 - TRUST IN THE LORD WITH ALL THINE HEART; AND LEAN NOT UNTO THINE OWN UNDERSTANDING; IN ALL THY WAYS ACKNOWLEDGE HIM, AND HE SHALL DIRECT THY PATHS.

- ▶ AS A CHAPLAIN IN THE UAW, I COMMIT MYSELF TO MINISTER TO THE NEEDS OF THE MEMBERSHIP OF LOCAL #1268 AND THEIR FAMILIES, AS WELL AS OUR COMMUNITY.
- ▶ I WILL MAKE MYSELF AVAILABLE TO MEET THE NEEDS OF THE "TOTAL MAN", (SPIRIT, SOUL AND BODY). I WILL SERVE WITH HONESTY, FAITHFULNESS AND INTEGRITY, CONSIDERING OTHER PEOPLE'S NEEDS BEFORE I CONSIDER MY OWN.
- ▶ WITH GOD'S HELP, I WILL ASSIST OTHERS BY BEING A FRIEND TO ALL INCLUDING THOSE WHO ARE FRIENDLESS. I WILL BE PATIENT AND LISTEN ATTENTIVELY, NOT JUDGING NOR SEEKING JUDGMENT OR FAULT: INSTEAD, I WILL ENDEAVOR TO COMFORT AND ENCOURAGE THOSE WITH NEEDS.
- ▶ I RECOGNIZE MY LIMITATIONS, SO WITH GOD'S WISDOM, I WILL DIRECT THOSE WHO NEED OTHER SERVICES TO PEOPLE WITHIN OUR UAW BENEFITS GROUP.
- ▶ ALL COMMUNICATION BETWEEN THE WORKERS AND THE CHAPLAIN WILL BE HELD **IN STRICT CONFIDENCE (WITH IN THE LAW)**. NO INFORMATION WILL BE SHARED WITH ANY MEMBER OR OFFICER OF THE LOCAL OR WITH MANAGEMENT WITHOUT THE CONSENT OF THE WORKER

THE PURPOSE OF THIS PROGRAM IS TO SUPPORT PEOPLE IN THE WORKPLACE FOR THEIR BEST INTEREST, WELL-BEING AND TO ADMINISTER SPIRITUAL GUIDANCE IN TIME OF NEED ON A VOLUNTARY BASIS.

CHAPLAINCY SERVICES:

- ▶ **FUNERALS AND RELATED MINISTRIES**
- ▶ **HOSPITAL VISITATION**
- ▶ **CRISIS INTERVENTION**
- ▶ **REFER FOR SPECIAL NEEDS**
- ▶ **PRAYER**
- ▶ **INVOCATIONSIBENEDICTIONS**
- ▶ **PLANT VISITATION**
- ▶ **JAIL VISITATION**
- ▶ **MEMORIAL BIBLE DELIVERY**

THE CHAPLAIN PROVIDES SERVICES AS REQUESTED AND IS NOT INTENDED TO REPLACE THE WORKER'S NORMAL CLERGY CONTACT.

WE ARE HERE TO SERVE YOU IN ANY WAY WE CAN. HOWEVER. WE CAN ONLY DO THIS IF WE ARE CONTACTED IN A TIMELY MANNER

EVERY CHAPLAIN IS A MINISTER., BUT EVERY MINISTER CANNOT BE A UAW CHAPLAIN.

IN ADDITION TO SPECIAL TRAINING AND EXPERIENCE, THE UAW CHAPLAIN MUST BE ABLE TO WORK IN A SETTING WHERE THE UNEXPECTED IS TO BE EXPECTED.

THE FOLLOWING QUALIFICATIONS SHOULD BE MET BY THE CHAPLAIN:

- ▶ PERSONAL QUALIFICATIONS
- ▶ SUPPORT THE POLICIES AND PROCEDURES OF THE UAW
- ▶ BE A MEMBER IN GOOD STANDING OF THE LOCAL AND ATTEND LOCAL MEMBERSHIP MEETINGS
- ▶ INTEGRITY AND TRUSTWORTHINESS
- ▶ RESPECT FOR PEOPLE AND A DESIRE TO SERVE THE MEMBERSHIP
- ▶ COMMITMENT TO GOD BEYOND PIETY AND DOCTRINAL BELIEFS
- ▶ EMOTIONAL, SOCIAL,. PHYSICAL, MENTAL AND SPIRITUAL STABILITY
- ▶ RELATE EASILY TO OTHERS
- ▶ ACCEPTS OTHERS: NON-JUDGEMENTAL

Connect with like minded Churches and Organizations who Support Organized Labor.

Develop relationship with Ministers, Fire, Police, Hospital other organizations who have Chaplains in your Community .

Network with different Community Organizations to open doors that other wise would be closed. Examples, United Way, Salvataion Army ect.

5) ESTABLISH COMMUNITY COALITION



The Chaplains must learn and understand UAW policy in order to be an effective resource in the workplace. We must also be morally sound and beyond reproach.

Chaplains must accept the responsibility of reaching out to those who are in need.
We must live realistically in the present as we learn from the past and prepare for the future.



**COMPASSION FOR OUR MEMBERSHIP
ARTICLE 41**

Section 1. It shall be the duty of each member to conscientiously seek to understand and exemplify by practice the intent and purpose of her/his obligation as a member of this International Union.


Section 2. It shall be the duty of each member to render aid and assistance to brother or sister members in cases of illness, death or distress, and in every way acquit her/himself as a loyal and devoted member of the International Union.

Section 3. It shall be the duty of each member to participate in all local, state, provincial and federal elections through registration and balloting.


THE CHAPLAINCY PROGRAM WILL NOT

- 1) START CHURCHES IN THE WORK PLACE
- 2) PROMOTE SELF, ENDORSE DOCTRINE OR DENOMINATIONS,
- 3) DISPLACE PROGRAMS ALREADY INPLACE
- 4) DO NOT DO THE JOB OF ESSP OR EAP REPRESENTATIVE
- 5) UNDERMINE UNION OR MANAGEMENT
- 6) IMPOSE THEIR BELIEFS ON OTHERS
- 7) SEEK TO PERSUADE WORKERS TO ACCEPT A PARTICULAR RELIGIOUS OR POLITICAL BELIEF
- 8) BECOME INVOLVED IN THE GRIEVANCE PROCESS.

HOW DO I PREPARE MYSELF TO SERVE?

- ▶ **Daily prayer**
 - ▶ **Be led of God**
 - ▶ **Develop a relationship with leadership and UAW brothers and sisters**
 - ▶ **Stay alert, keep your eyes and ears open**
- 

PRAYER BY WALTER REUTHER

- **FATHER OF ALL MEN, GIVE US THE WISDOM TO KNOW WHAT IS RIGHT AND THE STRENGTH TO DO WHAT IS RIGHT.**
 - **UNITE ALL PEOPLE IN THE SOLIDARITY OF HUMAN BROTHERHOOD AND ENRICH THEM WITH THE SPLENDOR OF HUMAN DIVERSITY.**
 - **LIGHT THE WAY SO TRUTH MAY GUIDE US AND WE MAY FIND OUR WAY THROUGH THE DANGERS AND DIFFICULTIES OF HATRED, MISUNDERSTANDING AND WAR.**
- 

THERE IS NO GREATER CALLING THAN
TO SERVE YOUR FELLOW MAN.

THERE IS NO GREATER CONTRIBUTION
THAN TO HELP THE WEAK.

THERE IS NO GREATER SATISFACTION
THAN TO HAVE DONE IT WELL

WALTER REUTHER
QUOTE

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**GOD CREATED EACH OF US WITH A UNIQUE
PERSONALITY AND UNIQUE STRENGTHS OF
CHARACTER.**

**THESE DISTINCTIONS ALLOW US TO ACCOMPLISH
TASKS ACCORDING TO THE LORD'S PLAN.**



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Any Questions?????????

- ▶ What's our next step

Any Questions?????????

THANKS FOR THE OPPORTUNITY

