



Ted Tromble  
*Chairman*

## **Chaplains Work and Care Committee (CWCC)**

Report to the 39th General Assembly



Mark Ingles  
*Chaplain Endorser*

### **Summary of Work, 2018-2019:**

1. The CWCC provided five Ecclesiastical Endorsements for both civilian and military chaplaincy, increasing the total number of chaplains to 60.
2. The CWCC observed the significant work increase of the Endorser citing the number of chaplains from 36 in 2012 to 60 in May 2019, with 6 more in the pipeline.
3. Due to the current and growing number of chaplains and related workload increase for the CWCC and Endorser, a recommendation is put forth for the CWCC to increase from six to nine members. This recommendation was originally presented at the 38<sup>th</sup> General Assembly and will be addressed again at the 39<sup>th</sup> General Assembly with expectation of approval.
4. The CWCC and Endorser revised multiple forms for Endorsement Application, improving the process into a much clearer format; results have been notable.
5. Accomplished a very effective Chaplain's Workshop with 38 chaplains in attendance. This was the first time a portion of the Workshop was open to all GA attendees. There was 110 in total attending the first half that was open GA-wide; numerous accolades were received.
6. Following the recommendation of the CWCC and Assisted Stated Clerk, the Endorser developed a salary proposal for his position that was approved by the NLT, ratified at the 2018 General Assembly, and implemented July 1, 2018.
7. The CWCC approved the Endorser proposal that new, married applicants for Civilian Chaplaincy Endorsement be required to take Prepare/Enrich as is currently required for military applicants. Further action at the Spring CWCC meeting agreed that not only would Prepare/Enrich be required for all married applicants (Civilian and Military) in the endorsement process but that a presentation put together by

the Endorser would be sent out to all married chaplains containing various marriage enrichment and maintenance opportunities.

8. The committee agreed to nominate for renewal Committee members, RE Bruce Alexander and TE Tim Foster to the 39<sup>th</sup> General Assembly to serve a 3-year term.
9. The expectation is that chaplains will receive a personal visit from the Endorser preferably every three years at a minimum. The Endorser accomplished 19 visits since the 38<sup>th</sup> General Assembly.
10. The Endorser represented the EPC, CWCC, and chaplains in associations with which the denomination has affiliation as well as at six professional conferences. The Fellowship of Christian Military Ministries (FCMM) was added this year.

### **Recommendations to the 2019 General Assembly:**

#### **1. Recommendation 39-06:**

The Chaplains Work and Care Committee is recommending to the 2019 General Assembly a change in the *Rules for Assembly* X 10-1L.1, increasing the committee members. (formerly **38-13**)

### **Personal Remarks from CWCC Chairman Ted Tromble, DMin, BCC:**

Just over two years ago, I received from my hospital system its highest award (and with it a humbling cash gift). It was for hours spent with a robust patient, his estranged wife, and their dysfunctional and conflicted blended family through his shocking and rapid demise. At the outset, it was questioned whether or not the patient would even be open to a chaplain visit, and so—as characteristic to all chaplain encounters—extreme respect and caution had to be exercised. (The Chaplain’s art form is the broaching of private matters in non-threatening ways to strangers, at vulnerable times in their lives.)

In the crucible of diagnosis, the estranged family members drew closely together. Old issues were debrided; joy and unity were celebrated. Though he hadn’t attended church since adolescence (excepting the baptisms of his children), his faith in Jesus Christ became precious to him, something he professed with gladness. While he said that he did not fear death, he clearly named the relationships with family and friends that he did not want to end. While he did not want to die, I sensed that he died in peace.

I am in awe of the gifts and skills of all members of the healthcare team. But I ask: “Who takes time for the deep hurts, old scars, unresolved issues, and frightening questions? Who offers hope in the midst of tragedy? Who takes time for the soul?” *It’s the daily work of chaplains.*



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**COMMITTEE REPORT**

## **Work of the Committee in 2018-2019:**

### **The Work of the Committee**

1. The military and many civilian institutions that utilize chaplains require that they be endorsed by their denominations. EPC-ordained ministers and candidates under care may receive denominational endorsement through the General Assembly's Chaplains Work and Care Committee (CWCC) and Chaplain Endorser. The CWCC currently consists of six members (with recommended increase to nine July 1, 2019), including both Teaching and Ruling Elders, along with the EPC Chaplain Endorser.

The CWCC and Endorser are supported by the Assistant Stated Clerk and the Executive Assistant to the Assistant Stated Clerk. The CWCC and Endorser handle the application, interview, and endorsement process, closely reviewing the qualifications of each applicant for endorsement. If approved, the Chaplain Endorser forwards the EPC Ecclesiastical Endorsement to the Chief of Chaplains Office of the appropriate military branch for military institutional chaplains, or to the necessary agency for civilian institutional chaplains and those seeking Board Certification. In addition, the Committee provides Ecclesiastical Endorsement for seminary students entering the Military Chaplain Candidate Program for the various military branches. Lastly, the CWCC and Endorser provide approval for those who are seeking a chaplain position with an institution that does not require Endorsement but has received “endorsement” to serve in that role as an EPC Chaplain. At a minimum, all employed EPC Chaplains need to have EPC approval to serve as chaplains—whether Ecclesiastical Endorsement is required or not.

The Committee’s secondary (but just as important) function is to be an encourager, guide, and support to all chaplains endorsed or approved by the EPC, and to maintain regular contact with them. Each member of the committee is assigned a group of chaplains for which they are responsible in maintaining this personal contact. In addition, the CWCC and Endorser develop and implement policies and procedures for EPC chaplain ministry and provide pastoral care for chaplains and their families as opportunities allow.

2. Since the 38<sup>th</sup> General Assembly, the CWCC approved the following chaplaincy endorsements and approvals, related changes for chaplains, as well as other administrative actions, updates, and form revisions:

**TE Nick Tyler:** The CWCC approved Denominational Endorsement for Tyler to serve as an Active Duty Chaplain with the United States Army.



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**TE Joseph Carvajal:** The CWCC approved Ecclesiastical Endorsement for Carvajal for Board Certification with the Association of Professional Chaplains and Civilian Health Care Chaplaincy.

**Caitlin Vera:** The CWCC gave Ecclesiastical approval for Vera to enter the Chaplain Candidate Program with the United States Navy.

**TE Mark Ingles:** The CWCC agreed to recommend the current EPC Chaplain Endorser to the NLT to serve another 3-year term.

**RE Bruce Alexander and TE Tim Foster:** The CWCC agreed to recommend current CWCC members Alexander and Foster to the 39<sup>th</sup> General Assembly to serve a 3-year term.

**Kate Huddelson:** Huddelson has accepted a new call outside the EPC and relocated to Stony Brook, New York. She has withdrawn from the EPC Ordination process with the Presbytery of the Great Plains, as well as withdrawn seeking CWCC Ecclesiastical Endorsement.

**Marriage Enrichment Proposal:** The CWCC approved that new married applicants for Civilian Chaplaincy Endorsement be required to take Prepare/Enrich as is currently required for military applicants.

**By Common Consent:** The Committee agreed to table the proposal of requiring retake of Prepare/Enrich or similar every 5 years.

**Christopher Teague:** At this time, Teague has withdrawn from the Ecclesiastical Endorsement process for Military Chaplaincy through the Chaplain Work and Care Committee.

**TE Andrew Byers:** The CWCC approved Denominational Ecclesiastical Endorsement for Byers in the Veterans Administration Residency Program, and future positions God calls him to in Civilian Institutional Chaplaincy.

**TE Karen Bolte:** The CWCC authorized Ecclesiastical Endorsement for Bolte to pursue BCCI Certification.

**TE Vanessa Platek:** The CWCC authorized Denominational Ecclesiastical Endorsement for Platek as an Active Duty Chaplain with the U.S. Navy.

**TE Daniel Ko:** The CWCC approved Conditional Denominational Ecclesiastical Endorsement for Ko, pending his offer of a position as Chaplain with the Federal or State Bureau of Prisons.

- 3. Chaplains Annual Report:** Chaplains were sent the template for the Chaplain Annual Report Fall of 2018. Chaplains are required to submit their annual report of their ministry in 2018 by year-end.



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4. **Form Revisions:** The Military Chaplain Candidate written Reference Form was edited to improve clarity and ease of use.
5. **Full-Time Endorser Position Proposal:** At the Spring 2019 CWCC meeting and by Common Consent, the working team listed above would prepare a proposal for the Chaplain Endorser position to go full-time and present the draft proposal to the CWCC at the 2019 Fall meeting, and if approved, present to the National Leadership Team (NLT) at their January 2020 meeting.
6. **Current Number of Chaplains:** The current count of EPC Chaplains is 30 military, 13 civilian (endorsed), and 17 civilian (non-endorsed but requiring letter of approval), totaling 60 chaplains. We also have 1 chaplain candidate (see Attachment CWCC-A for list of chaplains). Additionally, there are 6 more applicants currently in process for Endorsement with several others expressing interest. As a matter of interest and concern, the above does not include the innumerable chaplains serving in volunteer positions but not officially under the care of the Endorser or the Chaplains Work and Care Committee. This issue is addressed in the following entry.
7. **Volunteer Chaplains:** Endorser Mark Ingles discussed with the Committee bringing presbytery chaplains serving in volunteer positions (i.e. First Responders such as Fire, Police, etc.) under care of the Endorser. Several other denominational Endorsers support their volunteer chaplains. The CWCC discussed this matter at length.

**Action:** By Common Consent, the CWCC proposed that the target audience for these volunteer positions needs to be written up very specifically and a “Mission Statement” giving specifics and qualifications should be created. This will be further discussed in a subsequent meeting.

8. **Chaplains Work and Care Fund:** This Fund exists solely to support monetary awards to help defray the costs to attend the annual Chaplains Workshop and General Assembly, as well as to support Chaplains Workshop expenses. Most of our chaplains do not receive any financial support from the institution they work for and therefore have to bear the costs to attend. The Chaplains Fund helps to make it financially feasible. In place is a Chaplain Askings chart (2017 valuations) that gives suggested percentage donations from chaplains depending on their rank if military, their work (part-time/full-time), or their civilian chaplaincy income. Fund support participation is still lacking. The CWCC discussed how to encourage support of the Fund, including encouraging better response to Chaplain Askings, as well as expanding support from other sources such as presbyteries, churches, and other



individual participation—all of whom have connection with at least some of our EPC Chaplains. As with last year, this year the CWCC and Endorser (who will attempt to address as many presbyteries as possible in person) will be communicating with presbyteries and churches to encourage them to come alongside the chaplains in their midst and provide support as their budget allows.

### **38<sup>th</sup> General Assembly Chaplains Workshop**

**Chaplains Workshop:** The Chaplains Workshop, led by the EPC Endorser, was held prior to the 38<sup>th</sup> General Assembly. The Workshop was split between two parts, the first being a Becket Law presentation on Legal Support for chaplains, pastors, and churches. The second was a discussion about conflicts that can impact our calling.

The two-part legal presentation by Daniel Blomberg, Attorney & Special Counsel with Becket Law, included detailed information on federal laws that protect religious liberty, as well as discussing opportunities for enhancing the military chaplaincy's leadership in advancing religious freedom for all. This portion concluded with an extended Q&A time with Blomberg on the current opportunities and challenges facing our chaplains, ministers, and churches. The second half of the Workshop was presented by Mark Ingles and focused on various conflicts that can hinder and negatively affect our calling. The workshop concluded with an open forum time with Endorser Ingles, an opportunity for chaplains to share some stories from the field that got to be quite intense, and then concluding in prayer. The Workshop is particularly designed for encouragement and training. It is mandatory for Endorsed EPC chaplains to attend both the Chaplain's Workshop and General Assembly, and strongly encouraged for all other chaplains, as long as personal/mission requirements, work schedule, and financial issues do not conflict.

Because of the nature of the first half of the Workshop with Daniel Blomberg, that portion was added as a Leadership Institute offering and open to all GA attendees. The Workshop prior to the 39<sup>th</sup> General Assembly will be held on June 18, 2019, at Cherry Creek Presbyterian Church, in Englewood, Colorado. Both the morning and afternoon segments being offered as Leadership Institute offerings and open to all GA attendees.





**Recommendations to the 2019 General Assembly:**

**1. Recommendation 39-06: (formerly 38-13)**

The Chaplains Work and Care Committee asks for the following revision:

<b>Current Rules for Assembly X 10-1L.1</b>	<b>Proposed Rules for Assembly X 10-1L.1</b> Additions in <b><i>bold italics</i></b>
Membership: The Committee shall consist of six members, including at least three members with experience as Chaplains and at least two Ruling Elders.	Membership: The Committee shall consist of <del>six</del> <b><i>nine</i></b> members, including at least <del>three</del> <b><i>five</i></b> members with experience as Chaplains and at least <del>two</del> <b><i>three</i></b> Ruling Elders. <b><i>as nominations allow.</i></b>

Rationale:

Due to the rapidly growing number of chaplains being added to the rosters and the subsequent and significant increase in workload, the number of chaplain contacts for each CWCC member has grown—as well as the contact and support responsibility of the Endorser. With this continuing increase and the number of chaplain applicants already in process and more in the wings, it was proposed by the Chaplain Endorser and concurred by the CWCC and Assistant Stated Clerk to increase the Committee membership by 50% (three additional), bringing the CWCC to nine members. Three new members have been nominated, however nominations did not include an additional RE member as no RE nominations were received. We plan to address this as future members come on board. Some of these nominations also come from presbyteries that were not yet represented on the CWCC, thus providing more balance. Pending approval at GA, these nominees will become fully active in CWCC meetings following the 39<sup>th</sup> General Assembly. The nominees are:

- TE Jennifer Prechter, Presbytery of Florida and the Caribbean
- TE Brad Yorton, Presbytery of the Pacific Northwest
- TE Greg Holman, Presbytery of the Mid-Atlantic



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**COMMITTEE REPORT**

**Committee Members:**

TE Ted Tromble (Chairman), Presbytery of the Rivers and Lakes  
TE Karen Bolte, Presbytery of the Pacific Southwest  
TE David Snyder, Presbytery of the Mid-Atlantic  
RE Bruce Alexander, Presbytery of the Mid-Atlantic  
TE Tim Foster, Presbytery of the Central South  
RE Richard Swedberg, Presbytery of the West  
TE Mark Ingles (Chaplain Endorser), Presbytery of the West

**Committee Meeting Dates:**

July 23, 2018—Video Conference  
August 24, 2018—Video Conference  
October 22-23, 2018—Orlando, FL  
February 4, 2019—Video Conference  
March 4-5, 2019—Denver, CO  
May 2, 2019—Video Conference  
May 10, 2019—Video Conference

Respectfully submitted,

Ted Tromble  
Chairman

Mark S. Ingles  
Chaplain Endorser

June 2019



**Military Chaplains  
(Endorsed)**

**Air Force Active Duty**

Chaplain (Capt) Graham Baily  
Chaplain (Capt) David Horton  
Chaplain (MAJ) Jason Kim  
Chaplain (MAJ) Ronald "Russ" Ragon  
Chaplain (Capt) Portman "PJ" Werner

**Air National Guard**

Chaplain (1LT) Bill Jack "BJ" Newman  
Chaplain (LTC) John Torres  
Chaplain (LTC) Joseph "Marty" Fields

**Army Active Duty**

Chaplain (CPT) Patrick E. Cobb  
Chaplain (MAJ) Scott Kennaugh  
Chaplain (COL) Timothy Mallard  
Chaplain (LTC) Jeffrey McKinney  
Chaplain (LTC) David Snyder  
Chaplain Nicholas C. Tyler

**Army Reserve**

Chaplain (1LT) Bryan Knedgen  
Chaplain (CPT) Aaron Laenger  
Chaplain (CPT) John Richards  
Chaplain (2LT) Daniel Kim

**Army National Guard**

Chaplain (CPT) Jared Dilley

**Navy Active Duty**

Chaplain (LT) Robert Price

**Navy Reserve**

Chaplain (LCDR) Timothy Foster  
Chaplain (LCDR) Brian Hill  
Chaplain (LT) Joshua Schatzle

**Veterans Administration**

Chaplain Jason Riggs

**Civil Air Patrol**

Chaplain (MAJ) William Pawson  
Chaplain (LTC) John B. Rhodes  
Chaplain (Capt) Ian Lamont

**Civilian Chaplains  
(Endorsed)**

Rev. Karen Bolte, *Sutter Care at Home, Hospice*  
Rev. Bob Claus, *On Call Banner Desert Medical Center (Seeking Board Certification with Association of Professional Chaplains)*  
Rev. Helen Franssell, *Capital Caring*  
Rev. Michael Guthrie, *Presbyterian St. Luke's Medical Center*  
Rev. Milton Hines, *Sentara Williamsburg Regional Medical Center*  
Rev. Ron Pierce, *Mobile (Alabama) Co. Sheriff Office and Mobile Federal Bureau of Investigation (FBI)*  
Rev. Jennifer Prechter, *Arnold Palmer Medical Center*  
Rev. Scott Rash, *Liberty Hospital*  
Rev. Ted Tromble, *Aurora BayCare Medical Center*  
Rev. Michael Wichman, *CoreCivic*

**Civilian Chaplains  
(Non-Endorsed)**

Rev. Robert Barrett, *Hospice of the Valley*  
Rev. John Bower, *Hospice Chaplain*  
Rev. David Chambers, *Family Hospice and Palliative Care*  
Rev. Bruce Clydesdale, *Sunday Breakfast Rescue Mission*  
Rev. Bruce Gimbel, *Jericho Road Ministries, Inc.*  
Rev. Brad Kinney, *Cross Training Ministries*  
Rev. Scott Lawry, *Amedisys Hospice*  
Rev. David Noble, *Marketplace Chaplains (Plano, TX)*  
Rev. Doug Overall, *Good Samaritan Society - Loveland Village*  
Rev. Dana Perreard, *University of Dubuque*

**Civilian Chaplains  
(Non-Endorsed) Cont.**

Rev. Jim Robinson, *Crossroads Hospice of Kansas City*

Rev. Daniel Situka, *Vitas Health Care Corp.*

Rev. Scott Steltzer, *Summer's Best Two Weeks Camp*

Rev. Dan Stewart, *Ware Presbyterian Village/  
Presbyterian Senior Living, Inc.*

Rev. Matthew Sullivan, *The Covenant School*

Rev. Dan Weidman, *Without a Call*

**Military Chaplain  
Candidates**

Andrew Byers

Rev. James Harris III