

Chaplaincy Handbook

Endorsement Policies and Procedures

Texas Baptist
Baptist General Convention of Texas (BGCT)

GENERAL GUIDELINES

This document serves as a guideline for the Texas Baptist (BGCT) Endorsing Council and as a guide for anyone interested in becoming a chaplain. It establishes the procedures for those applying for endorsement, and guidelines utilized by the endorsing council to approve endorsement.

NATURE OF CHAPLAINCY

Chaplains are ministers of the gospel, who God called to minister to people outside the walls of the church. They are normally volunteers or employees of an institution or agency, and serve the clients, employees, and families of the institution. Texas Baptist Chaplains are recognized Baptist ministers, sent forth from the local church to serve as an extension of Christ's ministry to all people.

The employing institutions normally establish the minimum requirements for their chaplains. Some organizations have strict educational and training requirements, while others may appoint a dedicated employee with little or no formal theological training to the "extra" duty of serving as the chaplain for their organization. In all situations the chaplain is expected to perform in a professional and dedicated manner.

REASONS FOR ENDORSEMENT

Most employing institutions require an ecclesiastical endorsement as a condition of employment. An endorsement by Texas Baptists affirms that the individual is a minister in good standing with Texas Baptists.

Some organizations may not require an endorsement, but the individual serving as a chaplain may request an endorsement. Even though the endorsement is not required, it communicates to the employer that the Texas Baptists Convention recognizes the individual as a minister and chaplain.

The endorsement also establishes a relationship with the Texas Baptist Chaplaincy Relations Office and is based on these four pillars: Integrity, Character, Responsibility and Accountability. It is the goal of Texas Baptist Chaplaincy to maintain a pastoral relationship with all endorsed chaplains. This is done through training events and by visits of the endorsers to chaplains at their places of work.

Endorsement is to a specific position. Any change in employment requires an update of endorsement.

GENERAL ENDORSEMENT REQUIREMENTS

While employing agencies set the minimum requirements for chaplains, Texas Baptists also have minimum requirements for endorsement. All chaplains endorsed by Texas Baptists must meet these requirements:

- Demonstrate a call to ministry – The applicant must demonstrate a call to the ministry. This involves not only the written communication, but actions showing a personal commitment to Christian ministry.
- Be a member of a church affiliated with the Baptist General Convention of Texas, or a church of like faith and order outside of Texas.
- Be licensed, ordained, or commissioned by a Baptist church or church of like faith and order. This recognizes the role of the local church in affirming the ministry of the applicant.
- Have theological beliefs compatible with Texas Baptists as represented in the 1963 Baptist Faith and Message.
<http://s3.amazonaws.com/texasbaptists/chaplaincy/1963-Baptist-Faith-and-Message.pdf>
- Have a theological training consistent with their projected employment – All chaplains are expected to have either some theological education or be currently in the process of pursuing a theological education or chaplain-specific training. A Master of Divinity degree is preferred, but not required.
- Meet requirements of employing agency – The Endorsing Council will not endorse a chaplain who does not meet the requirements of the employing agency.

Any exception to these general requirements must be approved by the Endorsing Council upon the recommendation of the Director of Texas Baptist Chaplaincy Relations. The forms required for endorsement are located on the web at:

<http://texasbaptists.org/ministries/chaplaincy-relations/calling-endorsement>

Chaplains are endorsed to the categories, with specialty areas in each category:

- Military Chaplains
- Health Care Chaplains
- Workplace Chaplains
- Correctional Chaplains
- Public Safety Chaplains
- Crisis Response Chaplains
- Life Style Ministry Chaplains

In order to maintain an endorsement, the chaplain must:

- Attend the Annual Texas Baptist Chaplains Conference – While attendance every year is desired, it is recognized that situations may prevent attendance every year. Attendance is expected at least once every three years.
- Submit required monthly reports.
- Maintain a life style consistent with the expectations of a Texas Baptist Minister.
- Support financially Texas Baptist Chaplaincy – All Texas Baptist Chaplains are required to give consistently to the ministry of Texas Baptist Chaplaincy. There is no required amount, and this should not take away from the regular tithe and offerings to the local church. [Click here to give to Texas Baptist Chaplaincy](#)
- Inform the Director of Texas Baptist Chaplaincy Relations of any significant changes in professional or personal status.
- Update any change of status in monthly report.
- Maintain relationship with local church.
- Find a mentor and be a mentor.

Commitment of the Office of Texas Baptist Chaplaincy Relations

The Texas Baptist Chaplaincy commits to all endorsed chaplains that they will:

- Be available to provide pastoral support to endorsed chaplains and their families.
- Make visits to endorsed chaplains.
- Serve as an advocate for the chaplain.
- Pray for the ministry of all chaplains.
- Provide an annual conference and continuing education for chaplains.
- Stand with the chaplain and their family in times of distress or emergency.

SPECIAL SITUATIONS

Volunteer Chaplains – Texas Baptists previously endorsed individuals to be Volunteer Chaplains. This is no longer a special category of endorsement. All chaplains are endorsed to a specific position regardless of pay status. A volunteer serving as a Police Chaplain will not be endorsed as a Volunteer Chaplain, but as a Public Safety Chaplain serving in a specific police department.

There is no difference in the general requirements for chaplains regardless of pay status. Many times those in volunteer positions are ministers of local churches, who feel led to provide for a special need in their community. The specific requirements are set by the place, where the chaplain volunteers. Usually the educational and experience requirements for volunteers are not as rigorous as those in paid staff positions.

In some cases a devout church member may volunteer to serve as a chaplain at a hospital, prison, police department or other place of ministry. This person may be endorsed if their church recognizes them as a minister by licensing or ordaining them to the ministry, and the institution where they are serving recognizes them as a chaplain.

There are many others doing great ministry in chaplain settings. They often serve as religious volunteers supporting the ministry of the chaplain at the institution, but would not be considered as chaplains by their local church, the institution, or endorsed as a chaplain by the Texas Baptist Convention.

Loss of Endorsement – The endorsement ends when a chaplain is no longer employed by the agency for which the chaplain is endorsed. A chaplain must apply for an update to a new place of employment. If an endorsement is no longer required, the endorsement will be listed as “inactive” until an update is requested.

A chaplain may request the withdrawal of endorsement at any time. The endorsing council may also withdraw endorsement due to circumstances such as doctrinal stance, moral failure, or other substantial issues.

Separation and Divorce – Many families in American society are experiencing increased marital conflict and tensions. This sometimes leads to separation or divorce. In the event of family conflict or struggle, Texas Baptist Chaplaincy strongly encourages seeking early counsel, before separation or divorce is initiated. The Texas Baptist Chaplaincy Relations Office desires to play a supportive role with the chaplain and family involved. Texas Baptist Chaplaincy offers a divorce recovery program for the chaplain and the former spouse. The program offers counseling for the spouse and chaplain (and children, if necessary). Counseling for the spouse is optional, but counseling for the chaplain is expected.

On-Line Seminary Training – On-Line Seminary training is increasingly popular. There are advantages to on-line programs. The student does not have to give up current employment and relocate to another city or state. There are also advantages to resident seminary programs that cannot be duplicated by on-line programs. In a competitive work place environment, employers may consider a resident seminary degree to be of higher quality than an on-line degree. This preference may become more pronounced when selection boards select the “best qualified” chaplain from a large pool of chaplains for very few positions of employment. Those desiring to seek full time employment as chaplains are encouraged to consider attending resident seminaries.

Location – Endorsed Texas Baptist Chaplains are not limited geographically to Texas. Many endorsed Texas Baptist Chaplains move to various locations outside Texas to provide ministry in hospitals, confinement facilities, military assignments, and other situations. Chaplains serving outside of Texas may be endorsed by Texas Baptists for a variety of reasons.

Military Chaplains

The primary purpose of military chaplains is to ensure the constitutionally-mandated free exercise of religion to military personnel and their families stationed around the world in both peace time and under war-time conditions. Military Chaplaincy provides the Texas Baptists the opportunity to send ministers world-wide to provide spiritual care and support for all military personnel.

Chaplains serve in all branches of the military. Chaplains serve in the Army, Navy, Air Force, and Civil Air Patrol. The Navy provides the chaplains for the Marine Corps and US Coast Guard.

In addition to active duty chaplains, there are also chaplains in the Reserves and the National Guard.

Texas also fields a Texas State Guard that requires chaplains. These chaplains wear military uniforms, but are normally volunteers. They are paid only when activated by the state of Texas.



Army Chaplain Conducting Baptism

Military chaplains do all the roles of traditional ministers. They preach, counsel and conduct weddings and funerals. While there are chapels, the chapel is not the primary focus of the chaplains. Chaplains go where military personnel go.



Navy Chaplain Conducting Worship Service

This means military chaplains serve in a wide variety of places. Chaplains may work at a chapel at a military installation. They may also serve as a hospital or prison chaplain. Military chaplains serve in places like Korea, Germany, Japan, Iraq and Afghanistan. They serve on ships in the field and in garrison situations.

The military chaplains provides for the religious needs of all military members.

This does not mean that chaplains are compromise their own religious faith. Instead chaplains

are expected to be true to their faith, while respecting and providing for the religious needs of others. An example of this is providing for the worship needs of other faiths. A Baptist Chaplain cannot conduct a Jewish service, but the chaplain may arrange for a military member to attend a Jewish service.

The accommodation of religious traditions can be one of the most difficult areas for military chaplains. Chaplains must approach this area with great sensitivity and respect. Individuals who think they cannot work with people from various religious backgrounds, should not consider being a military chaplain.

Qualifications:

Military Chaplains have very stringent requirements, which include:

- Education Requirements –
Minimum of Master of Divinity (In-Resident Preferred)
- Practical Experience
- Age
- High physical standards
- Military training
- High personal standards



Air Force Chaplain Leading Prayer

The standards are set by military requirements. When more chaplains are needed, the military sometimes adjusts the standards and allows more waivers. The military usually accession more chaplains during war time, and then draws down the number following a conflict. The requirements do change. It is best to check with a Chaplain Military Recruiter to get the most current requirements.

OTHER ISSUES:

Chaplain Candidate Program: This program is designed for those in seminary, who desire to enter the military chaplaincy. The seminary student is commissioned as a First Lieutenant and is usually paid for two days drill a month, and two to four weeks training in the summer. Details of this program vary between the services. Those interested in military chaplaincy, and are enrolled in seminary or entering seminary, should contact a chaplain recruiter for more information.

Family Separation: The nature of military service results in family separation, both during training and deployments. Those considering military chaplaincy must consider this factor. If married, military chaplaincy needs to be a family decision.

Military Officer and Minister: A military chaplain is both a minister and a military officer. The chaplain is expected to maintain proper military bearing and the high standards of a military officer.

Websites for More Information on Military Chaplaincy:

Army Chaplaincy: www.goarmy.com/chaplain

Texas Army National Guard: www.txarng.com/chaplains

Air Force Chaplaincy: www.chaplaincorps.af.mil/jointheairforcechaplaincorps

Navy Chaplaincy: www.navy.com/careers/chaplain

Texas State Guard: www.txsg.state.tx.us

Civil Air Patrol Chaplaincy:

http://members.gocivilairpatrol.com/cap_national_hq/chaplain_corps/

Health Care Chaplains

Health Care Chaplains include chaplains working in the health care field, both in and out of the hospital setting. In addition to the role in the hospital, chaplains also serve in hospice, retirement homes, long-term care and assisted living facilities.

Hospital: A hospital chaplain provides around-the-clock spiritual guidance to hospital patients and staff. Hospital chaplains are available on request and give comfort to patients and their family members. To become a hospital chaplain, specific training is required to understand how to serve in a clinical setting.

Requirements for hospital chaplains are very extensive. In most situations requirements include a Master of Divinity Degree and Clinical Pastoral Education (CPE). Specialized positions in the hospital field require more training.



Hospital Chaplain Visiting Patient

Often the term PRN is used when referring to a hospital chaplain. This refers to a part-time or contracted, on-call chaplain, who responds as needed.

Hospice and Other Health Care Chaplains: The requirements for other health care chaplains are not as well established as with hospital chaplains, but the standards are increasing. Those desiring to make a career in these other areas should plan to get a minimum of a Master of Divinity degree and CPE training.

Hospice chaplain duties pertain to the end of life needs of not only dying patients, but also their families, caregivers, community, and even the interdisciplinary medical team.

Hospice is more than just providing medical interventions during the end of life. The goal of Hospice care is to enable patients to die with dignity, which includes meeting the spiritual needs and social needs of the patients and their families.

Some long-term care, assisted living facilities, and retirement homes employ chaplains. Like other health care chaplains, the primary responsibility of these chaplains is to care for the spiritual and emotional needs of the residents.

Clinical Pastoral Education (CPE): CPE is requirement for most health care chaplains, but is not limited exclusively to those planning to make the health care chaplaincy a career. Many ministers take this training to enhance their skills all ministry settings.

Clinical Pastoral Education is normally offered at various major medical centers. There are also CPE Residencies available, some of which offer a stipend.

Websites for More Information on Health Care Chaplaincy:

Association of Clinical Pastoral Education (ACPE): www.acpe.edu

Association of Professional Chaplains (APC): www.professionalchaplains.org

College of Pastoral Supervision and Psychotherapy (CPSP): www.pastoralreport.com

Health Care Chaplaincy: www.healthcarechaplaincy.org

Pediatric Chaplains Network: www.pediatricchaplains.org

Workplace Chaplains

Workplace chaplains have a long and rich tradition of service. Chaplains serve in many different office and industrial settings.

Chaplains in the workplace provide for the emotional and spiritual needs of the employees. When chaplains are utilized in the workplace, the employer communicates interest in the employees as a human being. The chaplain helps employees deal with the demands of the workplace environment, including layoffs, and changes in management and policy.

The requirements of the chaplain vary according to the employer, but the chaplain is normally expected to have a Master of Divinity Degree or equivalent. Specialized training to deal with suicide and other situations is often expected.

In the 1980s organizations formed with the intent of providing chaplains in the workplace. The most prominent of these organizations was and continues to be Market Place Ministries, but there are many Workplace Chaplains not associated with Market Place Ministries. Some organizations provide focus on ministry in certain types of workplace situations. These include ministry to the oil production industry, port ministry and others.



Workplace Chaplain

Corporations normally hire the chaplain and the postings for employment are normally thru the standard hiring procedures of the company. This often makes the opportunities available thru “word of mouth”. Networking with chaplains, working in these areas, can be very helpful in discovering opportunities. Website searches can also be very valuable in finding opportunities of service.

Websites for More Information on Workplace Chaplaincy:

Market Place Ministries: marketplaceministries.com

Oil Patch Christian Fellowship: oilfieldchristianfellowship.com

Texas Port Ministry: texasportministry.org

Corporate Chaplains of America: www.chaplain.org

Correctional Chaplains

Providing for the spiritual care of those in prison reflects a strong biblical tradition. Correctional chaplains provide specialized ministry to those incarcerated in correctional facilities. They serve in many local, county, state and federal facilities.

While the focus of Correctional Chaplains is to provide care for the emotional and spiritual needs of prisoners, they also minister to the needs of those working in the confinement facilities and care for the families. Tasks include administering, supervising, and coordinating a program of spiritual welfare and religious guidance in a correctional setting.



Correctional Chaplain Providing Comfort

The recent emergence of private, contracted confinement facilities presents both new opportunities and challenges for those desiring to serve as Correctional Chaplains. Those desiring to serve at the private facilities must contact the private organization operating the prison.

The minimum qualifications of Correctional Chaplains vary according to the type of confinement facility.

Local and County Facilities: Chaplains at local confinement facilities are usually volunteers. The local facilities set their own requirements, and they are often minimal. Formal theological education and ordination are often not required. A background check is expected. Those desiring to provide ministry in these situations must consult with the local authorities for requirements.

State Facilities: Chaplains at state prisons are required to have a theological degree, including at least 75 semester hours of college. Experience is often credited for some educational requirements. After employment, two units of Clinical Pastoral Education are required for promotion.

Federal Bureau of Prisons: Requirements for those desiring to work at federal correction facilities are more comprehensive:

- Age: Less than 37 years old at time of application.
- Suitability: Employment, financial and criminal history.
- Physical standards: Pass drug and physical abilities test.
- Education requirements: Master of Divinity or equivalent, one unit of Clinical Pastoral Education and one year of CPE Residency, ordination, plus ecclesiastical endorsement.

Websites for More Information on Correctional Chaplaincy:

Texas Department of Criminal Justice Chaplaincy Program:

www.tdcj.state.tx.us/divisions/rpd/rpd_chaplaincy

Federal Prison Chaplains: www.bop.gov/jobs/positions/?p=Chaplain

Public Safety

First Responder Chaplains include Law Enforcement, Fire Department, and Border Patrol Chaplains. First Responder Chaplains minister to the men and women, who serve as first responders, and in some cases to the victims or survivors of crime and disaster.

Most First Responder Chaplains are volunteers, but some larger police and fire departments have paid positions. In many cases the position of chaplain is an “extra duty” for an officer. The officer may have little formal chaplain training, but is recognized by others as a person of faith and helpful to others in times of crisis. Most of these positions do not require an endorsement, but an endorsement is recommended for all these chaplains.

While many of these are volunteer positions and require little formal training, all chaplains in these positions are encouraged to seek additional theological and crisis intervention training.

Law Enforcement Chaplains: Each law enforcement agency establishes its own requirements for chaplains. The International Council of Police Chaplains gives recommended standards for Police Chaplains.

Those desiring to be Law Enforcement Chaplains must consult with individual agencies for qualifications and method of application for positions.

Fire Department Chaplains: Similar to law enforcement agencies, each fire department also establishes its own requirements for chaplains. The Federation of Fire Chaplains brings together individuals and groups interested in providing effective chaplaincies for fire service organizations.

Anyone interested in serving as a Fire Department Chaplain must consult with the individual fire departments for their requirements.

Border Patrol Chaplains: There is not a separate Chaplaincy for the Border Patrol. All chaplains serving with the Border Patrol are Border Patrol Officers, who have assumed



Border Patrol Chaplain and NASCAR Event

the additional responsibility of chaplain. There is no requirement for theological or chaplain specific training. They are recognized by their peers to be individuals of faith, and a dependable person to turn to in a time of crisis.

Websites for More Information on Public Safety Chaplaincy:

The International Council of Police Chaplains: www.icpc4cops.org

The Federation of Fire Chaplains: firechaplains.org

Crisis Response Chaplains

Crisis Response Chaplains are trained and prepared to respond to minister to those impacted by disasters. These chaplains are often ministers, who also serve in other positions of ministry, and have additional specialized training in crisis ministry.

Chaplains already endorsed in another position do not require an additional endorsement as a Crisis Response Chaplain. They essentially have an additional skill set, enabling them to serve as Crisis Response Chaplains. They must also be credentialed by an organization such as the Texas Crisis Resiliency Team or Texas Baptist Men.

Those who are not currently endorsed as a chaplain must apply for an endorsement, and meet the qualifications of all chaplains seeking endorsement. This is required of all ministers desiring to serve as Crisis Response Chaplains. Ministers of local churches, who have trauma training, are encouraged to apply for endorsement.

All Crisis Response Chaplains must:

- Take the Disaster Spiritual Care and Traumatic Stress Team Training or recognized equivalent training.
- Take appropriate FEMA courses (ICS 100, 200, 700 and 800).
- Participate in continuing education related to Crisis Response.

The Texas Baptist Chaplaincy Relations Office organizes Crisis Response Chaplains under the Texas Crisis Resiliency Team. More information is located at the website for the Texas Crisis Resiliency Team.

Texas Baptist Men: Texas Baptist Men deploy disaster response teams to many disaster sites. It is the goal of Texas Baptist Men to have a chaplain with every deploying team. Texas Baptist Chaplaincy supports the Texas Baptist Men in their very valuable ministry.



Chaplain with Texas Baptist Men Feeding Unit

There are not enough endorsed Texas Baptist Chaplains to provide chaplains to all teams, but endorsed Texas Baptist Chaplains are highly encouraged to support Texas Baptist Men Disaster Response Teams. In order to do this, the Chaplains must also receive the required training from the Texas Baptist Men.

The Chaplain provides ministry both to the deploying disaster response team and to the survivors of the disaster. Ministry opportunities include providing devotionals for the team, assisting with personal crisis of team members, and praying and providing emotional support to disaster survivors.

Texas Baptist Men and the Southern Baptist Disaster Relief provide a training program for those desiring to assist with the emotional and spiritual needs of those in disasters. These trained individuals provide very valuable ministry and are referred to as “Disaster Chaplains”. As a minimum, these chaplains must:

- Take the “Yellow Cap” Training.
- Take the Texas Baptist Men Specialized Chaplaincy Training

These individual may or may not be endorsed Chaplains. In order to be endorsed as a Texas Baptist Chaplain, the individual must meet the additional endorsement requirements of a Texas Baptist Chaplain.

Websites for More Information on Crisis Response Chaplains:

Texas Crisis Resiliency Team: texascrisisresiliencyteam.org

Texas Baptist Men Disaster Relief: www.texasbaptistmen.org

Life Style Ministry Chaplains

Life Style Ministry Chaplains exemplify the idea of providing Christian ministry outside the walls of the church. Chaplains in these positions may include pastoral counselors, life coaches, motorcycle chaplains, resort chaplains, sports chaplains, and campus chaplains. This is not an exhaustive list. Other ministry opportunities will continue to develop. Ministers in these locations may find it advantageous to be endorsed as a chaplain. In some positions, the endorsement will be required in order to serve.

Texas Baptist Chaplaincy supports Baptist ministers as they continue to look for new opportunities for Christian ministry. These ministries are seen as the church reaching out to minister to people in their life experiences. Texas Baptists support these ministers as they share the Christian Gospel in new and challenging locales.



Biker Chaplain Leading Prayer

Pastoral Counselors: Pastoral Counselors are professionally trained and generally licensed counselors, who work in pastoral-care-related positions. They may work as “ministers of counseling” or “family life pastors” for a church, they may do their counseling in a para-church organization or they may be in private practice so long as their counseling is seen as a ministry. Some pastoral counselors may have seminary training followed by specialized psychological training; others may have no seminary education and simply be professionally trained and move directly into a counseling ministry as long as their training meets the State-mandated requirements for licensure or exemption. (Current State of Texas law requires a pastoral counselor to be licensed [LPC, LMFT, LMSW, LCDC, *etc.*] or be a licensed and ordained minister doing counseling with his/her parishioners.)

Like all other chaplain endorsements, pastoral counselors are endorsed to a specific position or job and any change in that job will require an update or additional endorsement.

Christian Life Coaches: Life Coaching is a rapidly developing area. A life coach functions much like a management consultant for everyday life. A coach advises clients on how to achieve personal goals. Coaching can take place in person or on the telephone.

Several Baptist associations and Texas Baptist Chaplaincy Relations have utilized the training associated with Coaching for Clergy. This training focuses on assisting ministers during the transitions of their ministry.

There are a variety of training opportunities for those desiring to serve as a coach. Not all of this training is certified training. The International Coach Federation offers certification for training. Anyone looking at coaching training should ensure the training is accredited.

In some cases, coaching can develop into a career. When this is Christian focused and done as a Christian minister, the coach can be endorsed as a Texas Baptist Chaplain. The individual must meet all the requirements for endorsement.

Christian Resort Ministries: Chaplains provide ministry in various resort settings. A large area of ministry focus is at recreational vehicle (RV) parks and campgrounds. Christian Resort Ministries (CRM) International is the largest organization focusing on resort ministries. Chaplains are available to provide a variety of programs at campgrounds from Christian programming, church services, youth activities, children's vacation Bible school and work projects.

The board of directors of CRM International established credentials for chaplains based upon their ministry assignments. Chaplains, who lead worship services at the RV parks are required to have ordination from their denomination. There are also additional training requirements for lay chaplains. Texas Baptist Chaplaincy Relations Office has assisted CRM International by partnering with them. Texas Baptists Chaplaincy provides training using the Hands on Ministry Course, National Organization for Victim Assistance (NOVA) training, and Applied Suicide Intervention Skills Training (ASIST).

Campus and University Ministries: Campus ministers from various religious organizations such as the Baptist Student Ministries and the Wesley Foundation provide ministry to students, staff and faculty at various colleges and universities. Campus ministers are usually employed by religious organizations. They usually have a minimum of a Master of Divinity Degree and are required to be endorsed by their respective denomination.

The University Chaplain serves a unique administrative role that distinguishes the Chaplain from a campus/student minister. These chaplains provide ministry to trustees, administration, faculty, staff, and students at various colleges and universities. They may be employed by the educational institution or by religious organizations. Their duties usually involve coordinating university chapel services, overseeing the spiritual life of the institution, providing pastoral care to employees, and serving as a source of spiritual guidance in university matters. University Chaplains must have a minimum of a Master of Divinity Degree and should be endorsed by their respective denomination.

Websites for More Information on Lifestyle Chaplaincy:

Texas Licensed Pastoral Counselor: www.dshs.state.tx.us/counselor

Texas Licensed Marriage and Family Therapist: www.dshs.state.tx.us/mft

Texas Licensed Master Social Worker: www.dshs.state.tx.us/socialwork

Christian Counselors of Texas: www.cctx.org

International Coach Federation: www.coachfederation.org

Coaching for Clergy: <http://coaching4clergy.com>

Motorcycle Chaplains: <http://bikerchaplain.com>

Christian Resort Ministries International: www.crmintl.org/about-us/chaplains

Collegiate Ministries: <http://texasbaptists.org/ministries/collegiate>

Texas Raceway Ministries: www.racewayministries.com

Chaplaincy Relations Contact Information

Website: www.texasbaptists.org/chaplaincy

Email: chaplaincy@texasbaptists.org

Endorsement Applicants: 214-828-5277

Endorser Phone: 214-828-5381

Fax: 214-8258-5261