



*HMI Policies and Procedures*

Release 3.0

**HMI Chaplain's Handbook**

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Printed in Canada.

July 2012

HMI-gl04

*Ministry Centre:*

PO Box 7, Windsor Station, Suite 265,

1100 Ave. Des Canadiens de Montreal

Montreal, QC

H3B 2S2

Tel.: (514) 395-1717

Fax: (514) 394-9449

Email: [Donjr@hockeyministries.org](mailto:Donjr@hockeyministries.org)

Web Site: [www.hockeyministries.org](http://www.hockeyministries.org)

Facebook: Hockey Ministries International/Christian Hockey Camps International

Twitter: @\_HMI\_

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# 1. Introduction

## 1.1 Who Is Hockey Ministries International?

Hockey Ministries International was founded in 1977 to reach the hockey world for Christ.

- Operations in 7 countries: Canada, Czech Republic, Germany, Slovakia, Sweden, Switzerland and the United States.



- Since 1977, there have been over 53,000 registrants at Christian Hockey Camps International, where campers receive hockey instruction and are challenged with the life-changing message of Christ.

- The summer of 2012: 34 camps with over 1900 amateur hockey players.



- Chapel Programs for pros and amateurs: active in over 35 North American leagues and more than 240 teams with over 1500 players participating annually. Interest in chapels is indicated by the growing number of leagues and teams involved.



2003-04:	9 leagues, 73 chaplains
2004-05:	13 leagues, 125 chaplains
2005-06:	19 leagues, 165 chaplains
2006-07:	20 leagues, 205 chaplains
2007-08:	22 leagues, 215 chaplains
2008-09:	25 leagues, 220 chaplains
2009-10:	30 leagues, 225 chaplains
2010-11:	30 leagues, 230 chaplains
2011-12:	35 leagues, 240 chaplains

- Outreach breakfasts programs are strategically planned around League All-Star games and other athletic events.

- Conferences, tournaments and clinics for pro and amateur players.



- The organization is governed by a **Board of Directors**. The current board is made up of the following: Stuart Grimson (Nashville, TN); Paul Hendrickson (Boston, MA); Ralph Loader, Chairman (Montreal, QC); Paul McKechnie (Ottawa, ON); Dan Seekings (Ottawa, ON); Dr. William Shaw (Saint John, NB); Kar Yong (Montreal, QC).
- Hockey Ministries International is a charitable organization registered in both Canada and the United States with 501 (c) (3) status in the U.S.A. and is a member of the Canadian Council of Christian Charities. Receipts can be issued for income tax purposes to donors in either country. Spending of funds is confined to board approved programs and projects. Each restricted contribution designated towards a board approved program or project will be used as designated, with the understanding that when the need for such a program or project has been met, or cannot be completed for any reason determined by the board, the remaining restricted contributions designated for such program or project will be used where needed most.
- The ministry head office is in Montreal, Canada. There are 25 full and part time staff in various locations in Canada, the USA and Europe.
- Ministry Centre staff direct the operations of the ministry including regional staff members. Don Liesemer has been President since the inception of HMI in 1977.
- As a grass-roots and volunteer driven organization there are over 800 volunteers serving in camps, chapels, and other outreach programs as instructors, counselors, chaplains, committee and board members.



## 1.2 HMI's Vision Statement:

TO REACH THE WORLD OF HOCKEY: Every Player, Every Fan, Every Arena, Everywhere.

## 1.3 HMI's Priorities

**1. PROCLAMATION OF THE GOSPEL.** Hockey Ministries International is committed to faithful, compassionate and compelling proclamation of the gospel of Jesus Christ as of **primary** importance.

**2. PEOPLE.** Hockey Ministries International's primary mission is to help prepare people for eternity through a personal relationship with Jesus Christ.

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**3. PRAYER.** Hockey Ministries International believes that fervent prayer must always be a top priority in bringing honour and glory to God and seeking his enablement for our mission.

**4. PROGRAMS.** Hockey Ministries International is committed to striving for excellence in all of its programs and thus enhancing the effectiveness of our mission.

**5. PLANS.** Hockey Ministries International believes in strategic planning with an understanding that God directs and redirects our steps.

## 1.4 HMI's Goals

1. **REACH** hockey players and fans for Christ.
2. **ENCOURAGE** Christians in hockey to grow in their faith.
3. **ACTIVATE** Christians to reach the hockey community.
4. **CREATE** opportunities for players to serve Christ by using their unique platform to witness to others.
5. **HELP** the hockey community by providing care, counseling, positive role models and Christian values.

## 1.5 HMI's Mission Field: The World of Hockey.

TO KNOW HOCKEY IS TO UNDERSTAND THAT TO THE PEOPLE WHO PLAY, COACH, OFFICIATE AND PARENT, HOCKEY IS MORE THAN A SPORT—IT IS A CULTURE—A LIFESTYLE.

(AMERICAN HOCKEY ADVERTISERS' SUPPLEMENT, NOV. 1998)

## 1.6 Statement of Faith

1. We believe in the verbal, plenary, inspiration of the Bible as originally given by God – His infallible, inerrant Word, our supreme authority in all matters of faith and conduct.
2. We believe in the one true God, the creator of heaven and earth, sovereign over all, eternally existent in three persons - Father, Son and Holy Spirit.
3. We believe in God the Son, God manifest in flesh, our Lord Jesus Christ, the world's only Saviour. We believe in His pre-incarnate existence, His virgin birth, His sinless life, His vicarious death, His burial and bodily resurrection, His ascension into heaven, His present mediatorial ministry, His imminent personal return in power and glory.
4. We believe in God the Holy Spirit, who convicts the world of sin, regenerates all believers, indwells them and enables them to live holy lives of witness to our Lord Jesus Christ.
5. We believe in the sinfulness of mankind, separated from God, subject to His eternal wrath and condemnation.

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6. We believe in the eternal salvation of every one who believes in the Lord Jesus Christ, a salvation provided freely by God's grace through the shed blood, the sacrificial death, and the bodily resurrection of our Lord Jesus Christ.
  7. We believe in the bodily resurrection of all the dead: believers to the full enjoyment of eternal life; unbelievers to the full condemnation of eternal death.
  8. We believe in the church, the body of Jesus Christ, composed of all who have believed in Him as Lord and Saviour.

## 1.7 The Chapel Program

HMI's hockey chapel program was established in 1978 to serve the spiritual needs of hockey players in the NHL. Since then it has grown to include chapels in 35 North American leagues, serving hundreds of hockey players.



## 1.8 Culture Shock: Chapels and the NHL

Chapels have been an accepted part of most pro sports organizations for many, many years. On a spiritual level, hockey has always been described as the last frontier. History shows that it has never been acceptable to have faith and play pro hockey. In the past, Christian hockey players have been ostracized and criticized for their faith.

Slowly, change is coming about. The following article appeared in Sports Spectrum magazine and gives a good account of the climate in which HMI works when trying to establish and run chapels.

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*The National Football League, Major League Baseball, and the National Basketball Association are as American as Terry Bradshaw, Joe DiMaggio, and Larry Bird. Homegrown and sometimes down-right down-home in their appeal, these leagues embrace matters of faith, rarely flinching when their players lift up the name of Jesus Christ or make other religious expressions.*

*The National Hockey League is an import from another culture, hockey being a European and Canadian mainstay that is now being embraced in such Southern US cities as Dallas, Raleigh, Nashville, and Atlanta. Faith is a quiet factor or a non-factor on most teams. Hockey players don't hold hands and sing "Kum ba yah."*

*The NFL, MLB, and the NBA tacitly or literally endorse the Christian chaplain programs in their leagues, with every team being served. The spiritual ice has melted slowly in the NHL, but it is softening. Approximately one-third of the teams have chapel programs. "We've gained a lot of credibility," says Hockey Ministries International's (HMI) Les Burluson, chaplain for the 2002 Stanley Cup finalist Carolina Hurricanes. "There are not the closed doors that there were in the past."*

*The difference is a study in culture, an education in how to minister to people in the name and power of Jesus Christ. This is not a story about how the NHL is too slow to catch on or doesn't care about its players-that's*

*not the case at all. We have here a textbook case of cross-cultural missions.*

*This is Middle America versus Eastern European culture. This is cultural Christianity-the too-comfortable-to-be-vibrant familiarity with Jesus-versus minimal spiritual orientation.*

*"A very small portion of the NHL population-though it's growing-is from the US," says Canadian-born 16-year veteran Stu Grimson. "The US largely professes Christianity. That is not the case in Canada and Europe. We're about 60 percent Canadian, 25 percent European, so the NHL is comprised of guys who don't have much of a reference point for Christianity. Not to say that makes them averse to it, but initially they might have a difficult time accommodating that. That is changing, however, and the chapel program is largely behind it."*

*When I was a chaplain for a NASCAR racing team, I could walk around the race shop all day, poking my head under the hoods of cars, commenting on a new paint job or the next race. It was "ministry by hanging around," a sort of intentional unintentionality that positioned me to minister when the occasion arose-and it did daily. It is like that in many NFL, NBA, and MLB locker rooms, but try that in the NHL and you may get cross-checked into the parking lot. Not because they hate you, but because God isn't part of the Canadian and European culture in the*

*comfortable, relational way that He is in, say, Atlanta.*

*"There are a lot of guys [visiting] in the locker rooms [in other leagues] with a sense of entitlement, and that just won't work in the NHL," Burluson says. "But the great thing about the NHL environment is that everybody's pretty honest; they don't sugarcoat anything."*

*If they want you, they say so. If they don't want you, they say so. But at the core of their being, NHL owners, league officials, executives, and coaches care about people, so they care about what their players want. In the summer of 2000, the NHL general managers gave Grimson and fellow player Kevin Haller-both representing Hockey Ministries International-program time at their annual meeting.*

*"They allowed us to speak to each and every GM, and to explain this was a player-driven interest," Grimson says. "And they essentially said over the course of that summer and fall that HMI would have the league's blessing. Where players come forward on their respective teams desiring a chapel program, they are pleased to accommodate. As we see more believers graduate into the NHL and come to faith [in Christ] in the NHL, you'll see more participation.*

*"I would say things have changed quite dramatically over the course of my career," says Grimson. "There was a real aversion to*



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things of a spiritual nature. This is certainly a sport that has adopted a more open mind where Christian athletes are concerned."

The NHL-which still has no formal position on the presence of a chaplaincy program-is not only responding to the desires of its players but is also recognizing the on-ice effect of off-ice counsel.

"A lot of [GMs and executives] are looking at it from a player development perspective," Bursleson says. "I talked to one GM recently who said that they now try to recruit the total package. They want someone who is a well-developed individual off the ice, and that's part of what the chapel program does."

Make no mistake: Chaplaincy is becoming more accepted and effective in the NHL because HMI did it right. Their experience illustrates several truths about how to minister cross-culturally. A person who wants to reach out to people from another culture must...

\* Recognize cultural differences. Mention the "Romans Road" to most Canadians and Europeans, and they'll ask how was your vacation in Italy. Their culture doesn't know the Christian lingo and doesn't think like Christians do. The need for Christ is not virtually assumed in their culture as it

is in some areas of the US. To minister to a people-whether overseas or just in another part of the country or city-study their culture and adapt your methods accordingly. Remember, you can constantly change the package, but not the contents.

\* Be patient. Sure, HMI would have liked to see this kind of progress 20 years ago. But through 26 years they have worked patiently, and carefully, trusting that God would honor their efforts. If they had approached the NHL locker room with the "sense of entitlement" Bursleson spoke of in other leagues, HMI would likely be a defunct ministry.

\* Live by the guidelines provided. This reflects Christ and builds credibility. Have integrity. Be who you say you are. Do what you say you're going to do-and what you are told to do.

\* Serve first, minister second. Most would prefer a chance to openly and in detail explain the gospel, but it might be better to spend a lot of time serving in other ways before that opportunity is earned.

HMI's experience illustrates not only cross-cultural ministry principles but also chaplaincy ministry principles. Chaplaincy is a hot issue at every level of sports today, from the pros through college to youth leagues.

\* Maintain pure motives. The higher the level of competition, the easier the temptation to "minister" for the wrong reasons-to hang with the big boys in professional sports, for example. As one chaplain friend explained to me a few years ago, "If I put an ad in the paper saying, 'Chaplain needed for (fill in your favorite pro team),' I'd have hundreds of people calling to help. But what if I put in an ad saying, 'Someone needed to mentor a dozen men'?"

\* Be prepared. Do your homework about what ministries exist, if any, in the environment in which you want to minister. What league rules, if any, exist. Who has done similar ministry successfully, and how? What works when trying to reach out to athletes?

Hockey Ministries International has clearly shown the right motive and right method in reaching the NHL.

It served the league and its players and earned credibility, and now HMI is making both a temporal and an eternal impact.

Longtime sportswriter Victor Lee lives in Knoxville, Tennessee.

Taken from the February 2003 issue of *Sports Spectrum*, a Christian sports magazine. Used by permission. For subscription information call 1-800-283-8333.

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## 2. Overview of the Chapel Program

### 2.1 Introduction

**History:** HMI has been involved in hockey chapels since 1978. The organization is known in the hockey world. Players associated with HMI have had a very positive impact on the game. A significant number of players have come to Christ directly or indirectly through the chapel program.

**Precedence:** HMI has been sanctioned by the NHL, AHL, ECHL, CHL, WHL, SJHL, BCJHL and the minor pro players association, and is approaching other leagues to obtain official chapel status. We want to be responsible to the leagues where we have a presence and we need to speak with a united voice.

**Leadership:** Don Liesemer Jr. is the Vice President and Director of Chapel Programs. Several full-time HMI staff members function as league coordinators (see below for a list of league coordinators) and oversee the chapel ministry. HMI has a strong presence of former NHL players on staff as well. Former NHLer, Laurie Boschman and former Major League Baseball pitcher Tim Burke co-direct HMI's NHL chapel program. Laurie is in communication with and understands the mindset of General Managers, coaches and players. Along with Laurie, HMI has other full-time staff members who played in the NHL: Rob Globke and Alex Pirus, as well as other part-time and associate staff members who played in the NHL; Mark Osborne and Dean Prentice. HMI's other staff involved in chapels come from a variety of hockey and pastoral backgrounds, providing HMI with the sensitivity necessary to give leadership and set guidelines for the overall program.

**Vision:** HMI has a global vision for hockey outreach and the chapel program is part of an overall strategy. Our vision is to reach:

Every Player ♦ Every Fan ♦ Every Arena ♦ Everywhere

When you join the HMI chapel team, you join a team of 200 chaplains serving in 20 leagues in North America and in Europe.

This season, HMI will be involved in chapel programs in the following leagues:

- National Hockey League (**Laurie Boschman, Tim Burke**)
- American Hockey League (**Rick Mitera**)
- Central Hockey League (**Stacey Bauman**)
- East Coast Hockey League (**Tim Donelli**)
- Division I and Division III U.S. College hockey (**Rob Globke**)
- Ontario Hockey League (**Jamie Ramer, Mark Osborne, Paul Allen**)
- OHA (**Jamie Ramer**)
- British Columbia Junior Hockey League (**Don Richmond**)
- Southern Professional Hockey League (**Don Liesemer Jr.**)
- Quebec Major Junior Hockey League: (**Bruce Smith**)

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- CIS (**John Bechtold**)
  - NAHL (**Rob Globke**)
  - ACAC (**John Bechtold**)
  - USHL (**Rob Globke**)
  - Western Hockey League: (**John Bechtold**)
  - Manitoba Junior Hockey League: (**Karl Friesen & John McDonald**)
  - Saskatchewan Junior Hockey League: (**John Bechtold**)
  - Alberta Junior Hockey League: (**John Bechtold**)
  - Europe: (**Don Liesemer Jr.**)

HMI also maintains a presence in Europe. Our staff overseas are reaching players who may eventually play in North America. Our prayer is that together, all of these programs will culminate into a program that relies on teamwork to reach out to the whole hockey community.

**BENEFITS:** By being under the HMI umbrella, chapel leaders gain the following:

**Accountability:** With teamwork comes accountability. Working together means that we can support each other, and to be accountable for our actions. Each chapel leader is accountable to their league chapel coordinator, ensuring that each leader is supported in their role.

**Credibility:** After over 35 years of ministry to the hockey world, HMI has developed a substantial amount of credibility in the hockey world.

**Endorsements:** The HMI chapel program has been endorsed and embraced by a significant number of leagues including but not limited to: NHL,AHL,ECHL,CHL,WHL etc...for more about your specific league, contact your league coordinator.

**Resources:** Our goal is to provide resources to help our chaplains be effective in ministry. One of the primary tools we provide is the HMI Chaplain's website is available to all HMI Chaplain's and offers several resources including a collection of chapel outlines submitted by other hockey chaplains to provide ideas for hockey chapels. See your league coordinator about access to this site.

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## 2.2 How a Chapel Program Works

Chapels are open to all personnel involved with the team, on a voluntary basis. HMI's hockey chapels are non-denominational and non-sectarian. HMI provides the speakers, while players often help with organization and promotion of the program within the team setting. Attendance is entirely voluntary and chapels are held at mutually convenient times and locations.

There is a constant emphasis on relevance and brevity and sensitivity to team time constraints. A typical hockey chapel includes:

1. A brief 15-20 minute devotional.
2. It can also include inspirational talk by a guest sports-oriented speaker who is familiar with the thinking, problems, and lifestyles of pro athletes. (This can also be done by speakerphone, contact HMI headquarters for suggestions 514-395-1717, extension 223)
3. A prayer.
4. An occasional personal life story.

### 2.2.1 Some General Topics Discussed at Chapels (see chapel bank on chaplain's website for specific examples, or contact your league coordinator for help developing your own.)

- Adversity
- Anxiety
- Choices
- General
- Gospel
- Holidays
- Prayer
- Relationships
- Serving
- Spiritual Growth
- The Bible

#### Biblical Leadership and Life Skills

- David: Shepherd, Warrior and King.
- Jesus: How He Lived.
- What makes a good leader?

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- Does prayer work?

### **2.3 Benefits of Chapels From A Player's Perspective:**

Chapel programs have been effective in providing:

- A deeper desire to perform with excellence
- Insight in handling success
- A deeper motivation to win
- Insight (meaning, purpose) for personal growth development
- A fuller appreciation of life's spiritual dimension
- A keener awareness of family values
- A greater understanding of community needs.

### **2.4 Support Network**

HMI supports Chapel leaders in the following ways:

- Sets policies and provides guidelines on how to conduct chapels.
- Advises Chapel Leaders of player movement via a tracking system.
- Maintains a bank of devotions to which all leaders have access.
- Organizes prayer groups for leaders who wish to have their teams prayed for.
- Regional chaplain gatherings.
- Speakerphone guest speakers for chapels, available upon request.
- Liaison to the League and other League Coordinators.

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### 3. The Role of an HMI Chaplain

An HMI hockey chaplain is an individual who is in place to serve a specific Hockey Club as an ambassador for Christ and for HMI in the following ways:

- An HMI Chaplain is a safe spiritual and emotional resource person for players, personnel and the families involved with a Hockey Club regardless of one's personal Church or Non-Church perspective.
- An HMI Chaplain is also there to serve those players and personnel who have a personal faith perspective with a Biblically based Chapel Program from a non-denominational perspective.
- HMI Chaplains and the accompanying Chapel Program are supplied with the understanding that attendance or involvement is completely voluntary and confidences are kept with sensitivity.
- Chaplains and HMI are separate economically in that HMI and its volunteers do not solicit finances from the teams, players or the leagues. This separation works to ensure that the Chaplains are able to remain as objective as possible in all situations.
- HMI Chaplain candidates are made to work through a multi-stage application process including references, criminal record and child abuse registry checks.
- The work of HMI is done on a team-by-team basis and is implemented formally only as teams are comfortable with the presence of a Chaplain.

#### 3.1 Keys to Being a Successful Chaplain

1. Make sure you have the necessary qualifications:

- ◆ **Cooperation:** Full acceptance of HMI Goals, Statement of Faith, Philosophy & Strategy and the Team Chapel Coordinator's Qualifications and Responsibilities.
- ◆ **Consistency:** A positive Christian testimony in the church and in the community and an ability to follow through with commitments in ministry, consistently showing up on time for chapel times. Complete reports and stay in touch with League Chapel Coordinator.
- ◆ **Communication:** A commitment to communicate to your league coordinator via online reports, email etc.;
- ◆ **Character:**
  - Devotion to Christ
  - Compassion
  - Attitude of self-sacrifice and endurance
  - Heart for service
  - Humility
  - Gift of hospitality
  - Team spirit

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- ◆ **Competence:** Training and experience in organizing/conducting chapels, Bible studies, one-to-one discipleship.
    - Able to be a spiritual safety-net
    - Able to demonstrate a spiritual concern without imposing faith on unwilling listeners.
    - Able to lead a player to true faith in Christ.
    - Able to get along with club personnel
    - Able to function comfortably in a secular setting
    - Able to provide spiritual input and pastoral care
    - Able to act confidently and be totally trustworthy
    - Is non-threatening and non-confrontational
    - Is prepared to suggest other avenues of support when needed
    - Appreciation of the life and culture of hockey players and a willingness to learn more.
    - Able to provide support and encouragement to players when:
      - ◆ Injured
      - ◆ Personal problems arise (family, relationships, financial etc.)
      - ◆ Affected by loneliness
      - ◆ Game is not going so well.

2. Fulfill the Main Responsibilities of an HMI Team Chaplain

- ◆ Work under the supervision of the League Chapel Coordinator in developing a plan for your team and providing regular reports as required.
- ◆ Develop good working relationships with your local team management (manager, coach, front-office personnel, trainers, etc.). Be sensitive to their needs, likes and dislikes. Stay out of the way.
- ◆ Seek opportunities to serve all players in special times of need: injury, bereavement, failure, conflict, trade or retirement. Use cards, letters, Scripture, books, visits.
- ◆ Plan team chapels with coaches and players on your team.
- ◆ Be available for counseling and providing guidelines as required.

3. Work closely with and under the supervision of your League Chapel Coordinator

He is experienced. He understands and knows hockey. Heed his counsel and advice. Keep him informed by completing regular reports. If you have questions and are unsure of any activity ask your coordinator. As an HMI staff member, his role is to assist you.

4. Be sensitive in your relationship to players, **both chapel attendees & non-chapel attendees and team personnel.**

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Don't put undue pressure on players. They are on the team and have a job to do. Their first priority is to perform well. Christian players know the dynamics of the team. The timing regarding chapels and meetings with the team must be left to their discretion. Be sensitive to this.

- ◆ Work on developing a good relationship with the whole team.
- ◆ Provide a service to the team that no one else can.
- ◆ Demonstrate Biblical standards.
- ◆ Demonstrate impeccable/professional etiquette.
- ◆ When players are disappointed or discouraged:
  - Listen twice as much as you talk
  - Be supportive
  - Give wise counsel but don't play the role of coach
  - Pray together
  - Be a friend
- 5. Avoid:
  - ◆ Asking for money
  - ◆ Discussing salaries
  - ◆ Asking for tickets, autographs, jerseys etc.
  - ◆ Imposing oneself on the hockey player
  - ◆ Using them to fulfill one's own interest
  - ◆ Using them to fulfill church leaders personal interest
  - ◆ Bragging about being associated with them
  - ◆ Leaving restaurant or other bills for them to pay
  - ◆ Visiting too frequently at the arena
  - ◆ Visiting too frequently at their homes
  - ◆ Borrowing items or automobiles
  - ◆ Imposing yourself or the Gospel.
  - ◆ Inviting yourself to events or meetings.
  - ◆ Introducing them in ways that bring attention or glory to oneself
  - ◆ Coming with hidden agendas
  - ◆ Exploiting the celebrity image
  - ◆ Giving out their addresses and numbers
  - ◆ Bringing guests to meet the players
  - ◆ Taking photographs of players or asking to be in a photo with the player



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## 6. Be thoughtful at the arena

In developing a positive relationship with players and management your behavior at the arena is crucial. This is where you are seen. To a large degree you are measured by your performance at the rink. Keep in mind that this is the place of work.

- ◆ **Dress appropriately:** Watch what the players and staff wear and dress accordingly. Practices will be more casual.
- ◆ **Frequency:** One visit to the arena per week is probably sufficient. Don't wear out your welcome.
- ◆ **The Locker Room:** This is the player's domain, the team's room. They have worked hard and earned the privilege to be there. This is their private office, their place of refuge. Please don't break the trust by entering the locker room. While one player may ask you to come in there may be others who don't appreciate your entering their private world.
- ◆ **Wait outside the locker room:** Be patient. Players eventually come out of the room. Pray while you wait.
- ◆ **During Practice:** Sit up in stands well away from the ice surface or player's bench. Be unobtrusive. Don't call out to the players or interfere with them in any way. Coaches do not appreciate anyone distracting players at practice. If you sense the coaches do not want you there for one reason or another leave immediately. Wait outside.

## 7. Be well prepared and creative in leading chapels and Bible studies. The following are some rules to follow.

- ◆ **Doctrine:**
  - ◆ Teach solid, basic Biblical doctrine and principles that can be applied in a practical way.
  - ◆ Focus on the unifying message of Christ. Promote unity.
  - ◆ Avoid controversial issues such as:
    - promoting charismatic issues or demonstrations.
    - attacking charismatic issues or demonstrations.
    - making unreliable claims by faith – for victories/ goals etc.
    - discussing end-time prophecies

### 3.2 Basic Tips for Leading a Chapel Service or Bible Study

**Bring Your Bible and Use It:** your Bible or a small New Testament is appropriate and should be referred to and taught. While you'll probably not want to read a long passage of Scripture or turn to several references, you should read or quote the key verses in your message.

**Don't Promote Ministries or Causes:** In the introduction, the men will find out what you do. Don't feel a need to elaborate or draw attention to that part of your life. What you do is significant; but this is not the time or place to dwell on it.

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**Treat the Players as People:** Treat this audience like you would any other audience. Be sincere, kind, and courteous; but don't surrender the truths of God's word. Don't cheer or root against any team or player in chapel services. You do not need to psych up the players for the game. Our goal is to lift up Jesus Christ. We need to fulfill our responsibilities and let the players take care of their responsibilities on the ice.

**Don't Seek Favors:** Cameras and tape recorders are not permitted in chapel services.

**Don't Do Your Own Thing:** Follow the requests of the league and the team and the league chapel coordinator. Be on time at the arena. *Do not run overtime on your message.* Don't go in the areas of the arena where you shouldn't be. Do not take liberties.

**Don't Bring Guests into Chapel Services:** We want to respect the invitation from the hockey club to limit outside visitors. The chapel coordinator and the speaker should be the only non-team participants at the chapel.

**Maintain Confidentiality.**

**Refrain From Emphasizing One's Personal Burdens or Problems.**

### **3.3 How to Get a Team Chapel Started**

Starting a new Chapel Program usually comes about in one of two ways:

- Someone from the team's organization approaches you.
- HMI approaches the team.
- **\*BE SURE TO WORK ALONGSIDE THE CHAPEL LEAGUE COORDINATOR FOR YOUR LEAGUE THROUGH THIS WHOLE PROCESS.\***

#### **3.3.1 If Christian Contact Exists**

If a Christian contact from the team's organization approaches you and expresses an interest in having a chapel, a few things need to happen first:

1. One or more players needs to approach the coach/GM/team management personnel to say that they are interested in having a chapel program and that there is an organization called HMI that is trained and prepared to lead it. Management needs to hear from team players that a chapel is something THEY want.
2. If management is agreeable to the chapel concept, call and make plans to do the HMI Chapel Presentation. The presentation should last about 15 minutes and should explain what the Chapel Program is all about.
3. Management then has the option to say whether or not they endorse the Chapel Program for the team.
  - a. **IF THE CHAPEL PROGRAM IS NOT A "GO":** conduct chapels outside of the arena at a neutral location, assuming there is player interest. Please proceed with extreme caution keeping in mind the sensitivities of the team.

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- b. **IF THE CHAPEL PROGRAM IS A “GO”:** make the HMI Chapel Presentation to the team to see who would be interested in attending.
  4. If the chapel program is a “go”, decide on a schedule that is suitable to everyone and begin regular chapels with interested parties!

\* NOTE            If management is not agreeable to the chapel concept, the chapels cannot be conducted on-site. You need to meet with interested players away from the rink.

### **3.3.2 Christian Contact Doesn’t Exist**

If there are no Christian players on the team, or no Christian contacts within the organization, you must take a different approach to introducing the Chapel Program.

1. **IF THE LEAGUE HAS ENDORSED THE CHAPEL PROGRAM:** HMI is given permission to approach each team within your league to determine if there is interest in having a Chapel Program. All communication should go through the player rep.
  - a. If there is interest, refer to the previous section for instructions on how to proceed.
  - b. If there is no interest, organize a local prayer cell group to pray that God would open doors with the team.
2. **IF THE LEAGUE HAS NOT ENDORSED THE CHAPEL PROGRAM:** Get a list of names of coaches/management personnel affiliated with the team. Find out if anyone in the HMI network of contacts is familiar with anyone on the list.
  - a. If so, try to use that connection to establish a relationship and seek opportunities to present the HMI Chapel Program.
  - b. If not, write a letter to the GM, introducing HMI and the Chapel Program, and explain your intentions. Follow up with a phone call after 1 week. Discuss any concerns the GM may have and try to confirm a time when you can meet to introduce yourself and set a time to do the HMI Chapel Presentation.

### **3.4 Crisis and Grief Services**

In everyone’s life there are times of sorrow, grief and tragedy. When these common challenges enter one’s life, traditionally one turns to their Pastor, Priest, Rabbi or Counselor.

For players living away from home, many times the HMI chaplain is serving in that role. Chaplains serving with Hockey Ministries work to be available whenever needed. In many cases this is simply as a listening ear and a safe resource. In extreme cases, it is as the acting clergyman in the officiating of a funeral. (please note that if you are not ordained or need help with a specific situation, take the necessary steps to get a pastor involved or contact HMI for assistance.)

There are realities that we all face when confronted by a tragedy and one’s faith is often the anchor that keeps one through a storm. For those who do not have a personal faith the chaplain is still available regardless of an individual’s non-church perspective.

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### **3.5 Time Commitment**

This is a volunteer agreement. The time commitment is different for everyone, here is how the time is spent:

- 1.) Doing Chapel
- 2.) Message preparation/Study time
- 3.) Admin and communication with the team and the league chapel coordinator via reports
- 4.) Prayer for the team
- 5.) Relationships, coffee, discipleship
- 6.) Games are optional

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#### 4. The First Presentation of the Chapel Program to the Team

(NO MORE THAN 5 - 10 MINUTES)

- “Thank players and coach for allowing you the opportunity to explain the HMI chapel program.”
- “My name is \_\_\_\_\_ and I’ve agreed to serve as your chaplain.”  
(Give a BRIEF background on yourself)
- “Hundreds of major and minor league athletes across North America are participating in chapel programs. Every team in Major League Baseball, minor league baseball, the National Football League, and the National Basketball Association has a chaplain and chapel program. And although it’s a new concept to hockey it is becoming more and more common every season.”
- “Hockey Ministries International was founded in 1977 and for over 35 years has been meeting the spiritual needs of hockey players and their families.”
- “HMI chapel programs are happening in more than 35 hockey leagues on 240 hockey teams in North America including the NHL, AHL, ECHL, CHL, NCAA, WHL, OHL and various other hockey leagues.”

*\*Give some brief info about chapels in your specific league and your specific team...talk to your League Coordinator or Chapel Director Don Liesemer Jr at the HMI Ministry Centre for help on this.*

- “What happens at a chapel? The chapel usually takes place at a location here in the arena but outside the locker room, and at a time selected by the players and approved by the coach. Chapels can be held one day a week on a non-game day before or after practice, or on a game day after the morning skate. Chapels are casual, informal, and about 15 minutes in length, where the chaplain will share something from the Bible relevant to the life of an athlete (i.e. How to deal with adversity, how to deal with anxiety, discipline, teamwork, motivation, courage, excellence and other life issues) to name a few. Following the message, the chaplain will usually conclude with a brief prayer. “
- “The HMI chapel program is non-denominational. Whether you come from a protestant background, catholic background, or no religious background, the HMI chapel program is designed for you.”
- “Attendance at the HMI chapel program is voluntary, and we hope you will consider attending.”
- “We will be offering our first chapel on \_\_\_\_\_”(Give day, time, and place)
- “Even if you never attend chapel, I am here to serve you as a safe spiritual and emotional resource, so please let me know how I can help. I am completely confidential so anything you say to me will not end up being repeated to another player, the coach, or anyone else. I want good things for you, not just as a hockey

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player, but as a person...I want the best for you on and off the ice, so please let me know how I can help.”

*\*Give each person present at the presentation a card with your email and mobile number on it so they can contact you in the future. Give them permission and let them know you are there to serve them anytime.*

- “Thank you for your attention. I hope you have a great season. Please let me know if there is anything I can for you. I will be outside if you have any questions or feedback for me. Thank you.”

*\*Wait outside for 10 minutes after the presentation to field any questions or talk to anyone who might approach you.*

Other points to keep in mind regarding the presentation:

There’s a constant emphasis on relevance and brevity, the average session running for about 15-20 minutes.

Attendance is entirely voluntary; and chapels are held at mutually convenient times and locations, designed not to interfere with any team activities.

Chapels are designed to meet players where they are at - no matter what their religious background may or may not be.

1. If a pro athlete is with you, have him give a brief talk.
2. Try to work out a time and location for first chapel before the meeting and announce it to the players.
3. Suggest a specific time for the first chapel.
4. Stay around the arena or locker area after the meeting/practice in case some players would rather approach you later.

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## 4.1 Chaplain's Application Form

Complete this form if you wish to make an application for the position of Chapel Leader. Mail the completed form to the attention of *Hockey Ministries International, PO Box 7, 1100 Ave. Des Canadiens de Montreal, Suite 265, Montreal, QC, Canada, H3B 2S2.*

Alternatively, fax the form to (514) 394-9449, or email it to the Ministry Centre at [donjr@hockeyministries.org](mailto:donjr@hockeyministries.org).

Name .....

Address .....

City, Prov/State ..... Postal/Zip Code .....

Country .....

Telephone (Home) ..... (Work) .....

Cell ..... Pager .....

Email ..... Fax .....

### Family & Church Information:

Marital Status:     Never Married     Married     Divorced     Widowed

If applicable, please indicate:

Spouse's Name .....

Children's Name(s) & Age(s) .....

.....

.....

Church Denomination .....

Church Membership .....

### Position Applied For:

Name of position and region .....

### Work Experience (including conversion):

Present Occupation ..... Number of Years .....

Present Employer ..... Number of Years .....

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**Christian Experience (including conversion):**

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**Ministry Experience:**

General: .....

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Sports Ministry: .....

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Other: .....

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**Goals and Objectives for Being a Chapel Leader:**

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**Do you agree with the Policies and Procedures for Team Chapel Leaders and the philosophy behind the chapel program? Please comment.**

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**Having read through the qualifications for an HMI Chapel Leader, do you feel you're qualified? Please comment.**

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**Are there any qualifications that you struggle with?**

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**Have you ever been involved in or accused of sexual abuse? If yes, please comment.**

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**Is there anything in your history and/or experience that might inhibit or jeopardize you having a positive ministry as a Team Chapel Leader? Please explain.**

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**As a Team Chapel Leader, what areas would you like to emphasize?**

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**What are your spiritual gifts?**

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**Do you agree with the HMI Statement of Faith?**

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**Is there any part of the HMI Statement of Faith which gives you difficulty?**

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**Is there anything else that you wish to comment on at this time?**

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**Signature & Release:**

I declare that the above application form has been completed accurately and that no false information has been given.

I release this information to Hockey Ministries International (HMI) and authorize them to use it, in order to perform reference checks. I understand that HMI will not disclose this information to third parties, without my consent.

I understand that if my character or morals should be inappropriate and/or criminal at any time during my tenure, HMI will be entitled to terminate my service, without any prior notice, regardless of any verbal agreements or written statements made by HMI, prior to, at, or following the date of service.

Name (Please print.) ..... Date .....

Signature .....

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## Chaplain's Reference Form

Please mail the completed form directly to the attention of *Hockey Ministries International, PO Box 7, 1100 Ave. Des Canadiens de Montreal, Suite 265, Montreal, QC, Canada, H3B 2S2.*

Alternatively, fax the form to (514) 394-9449, or email it to the Ministry Centre at [donjr@hockeyministries.org](mailto:donjr@hockeyministries.org).

Candidate's Name .....

Reference Name .....

Address .....

City, Prov/State ..... Postal/Zip Code .....

Country .....

Telephone (Home) ..... (Work) .....

Email ..... Fax .....

### How do you know the candidate?

I am his/her:    Pastor    Employer    Friend    Other (Specify.) .....

### Please provide a brief character reference for this person.

.....  
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.....

### Signature & Release:

I declare that the above form has been completed accurately and that no false information has been given. I release this information to Hockey Ministries International (HMI) and authorize them to use it, in order to perform reference checks on the candidate.

I understand that HMI will not disclose this information to third parties, without my consent.

Name (Please print.) ..... Date .....

Signature .....

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## 5. Feedback Sheet

This document is updated as new versions of this guide are released. Please help us provide you with documentation that meets your needs by completing this form. Send the completed form to the attention of *Hockey Ministries International, PO Box 7, 1100 Ave. Des Canadiens de Montreal, Suite 265, Montreal, QC, Canada, H3B 2S2.*

Alternatively, fax the form to (514) 394-9449, or email it to the Ministry Centre at donjr@hockeyministries.org.

Guide Name:.....

Guide Version Number: .....

Manual Title: .....

### How long have you used this guide?

- Less than 1 month                       Less than 6 months  
 Less than 1 year                       1 to 2 years                       More than 2 years

### Is this manual effective?

	Yes	No
The manual is well organized.	<input type="checkbox"/>	<input type="checkbox"/>
Information is clear and easy to find.	<input type="checkbox"/>	<input type="checkbox"/>
The examples are clear and useful.	<input type="checkbox"/>	<input type="checkbox"/>
The design ( <i>page size, typeface</i> ) is effective.	<input type="checkbox"/>	<input type="checkbox"/>

### Is the level of description appropriate?

- Writing quality:     Very good     Good     Average     Poor  
Clarity:             Very clear     Average     Hard to understand  
Level:               Too detailed     Appropriate     Oversimplified

**If you have any specific comments or suggestions or if you have found specific inaccuracies, please report these below. In the case of inaccuracies, please indicate the relevant page number.**

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## 6. Revision History

This section includes a description of the changes that were made

Date	Revision Number	Description of Changes
September 5, 2007	1.0	Ported HMI Chaplain's Handbook to new template.