



## INTERNATIONAL SPIRIT AT WORK AWARD APPLICATION

**Name of Organization: Tyson Foods, Inc.**

### III. The Application

Applications require a written description of the organization and a description of how they meet the criteria (see below). Please type your responses to the items below into this MS Word Document. Applications must contain sufficient background information so Committee members can make informed choices. **Please limit the application to a maximum 12 pages in addition to this document (i.e. a total of 20 pages).** All applications must be submitted **by email** to the Committee Chair, Elisa Mallis, at **elisa@spiritatwork.org**.

The contact person cited on the application must make themselves available for questions should Committee members require more information.

#### Your application needs to include:

##### 1) Basic Data:

a) Name of Organization (can be a division of a larger organization):

Tyson Foods, Inc.

b) Date of founding:

1935

c) Number of employees

(Note: Small Business – 20-99 employees; Medium to Large Business – 100 or more employees):

107,000

d) Nature and scope of business:

Tyson Foods, Inc. [NYSE: TSN], founded in 1935 with headquarters in Springdale, Arkansas, is the world's largest processor and marketer of chicken, beef, and pork, the second-largest food production company in the Fortune 500 and a member of the S&P 500. The company produces a wide variety of protein-based and prepared food products and is the recognized market leader in the retail and foodservice markets it serves. Tyson provides products and service to customers throughout the United States and more than 80 countries.

e) Location(s):

The Tyson World HQ is located in Springdale, AR and they have 300 facilities and offices in the United States and around the world.

f) Website address (if applicable)

<http://www.tyson.com/>

**2. Contact Information**

a) Contact Person's Name:

Libby Lawson

b) Position:

VP Media & Community Relations

c) Phone:

(479) 290-3486

d) Email:

Libby.lawson@tyson.com

e) Cell phone:

479-236-7983

f) Mailing Address:

Tyson Foods, Inc.  
2210 W. Oaklawn Dr.  
Springdale, AR 72762-6999

Please provide full contact information for a back-up contact person in case we cannot make contact with you for any reason.

g) Backup Contact Person's Name:

Alan Tyson

h) Position:

Director, Chaplain Services

i) Phone:

(479) 290-8723

j) Email:

Alan.tyson@tyson.com

k) Cell phone:

(479) 871-7021

l) Mailing Address:

Tyson Foods, Inc.  
2210 West Oaklawn Dr.  
Springdale, AR 72762-6999

Note: It is essential that all this contact information be provided so that we can follow up with you.

### **3. A Brief Description of Your Organization:**

- a) What are the vision and mission; philosophy and core values of your organization?

#### **Core Values**

We are a company of people engaged in the production of food, seeking to pursue truth and integrity, and committed to creating value for our shareholders, our customers, and our people in the process.

#### **Who we are:**

We strive to be a company of diverse people working together to produce food.

We strive to be honorable people.

We strive to be a faith-friendly company.

#### **What we do:**

We feed our families, the nation, and the world with trusted food products.

We serve as stewards of the animals, land, and environment entrusted to us.

We strive to provide a safe work environment for our Team Members.

#### **How we do it:**

We strive to earn consistent and satisfactory profits for our shareholders and to invest in our people, products, and processes.

We strive to operate with integrity and trust in all we do.

We strive to honor God and be respectful of each other, our customers, and other stakeholders

- b) How does your organization define "Spirituality". How do you talk about the "vertical" and "horizontal" dimensions of spirituality? (Minimum of 500 words)

We do not have an official definition of "spirituality". In our core values the word "strive" has been used thoughtfully and deliberately. "We strive to be a faith-friendly company." and "We strive to honor God and be respectful of each other, our customers, and other stakeholders." We admit that we are not perfect in their regard but we work diligently to accomplish these goals.

This approach to spirituality allows each of our team members to decide for themselves what those terms mean to him or her. We have chosen to use the word "God" to refer to the supreme being or higher power that is acknowledged by most world religions.

While "God talk" or religious language is not a normal part of our culture it is not a foreign concept either. You will find some meetings that might be opened with a prayer or invocation.

We do try to make it normative that it is acceptable to talk about your faith. John Tyson, our Chairman of the Board, has frequently made the statement, "If you can come and talk about the football game on Monday morning why can't it also be acceptable to talk about your worship experience or scripture study that you had over the weekend?" We don't expect people to leave their faith or spiritual life in the parking lot when they come to work on Monday morning. We want to promote holistic living where people can integrate their work life with their faith, emotional, intellectual, spiritual and physical aspects of their lives.

- c) How do you handle concerns about diversity of religions and what boundaries do you set around employees trying to convert each other, or in any way making others uncomfortable? To what degree do employees have a choice about participating in spirituality in the workplace activities? To what degree are employees able to express their own spirituality? Is there any form of spirituality that is excluded from the organization? (Minimum of 500 words)

We have a written policy around religious accommodation and our Employment Compliance Department monitors all requests for such accommodation. We have numerous plants with significant numbers of Muslim Team Members. We are generally able to adjust production schedules to that our Muslim Team Members can pray at their appointed times. Those locations have dedicated space in the plant for this required prayer time.

The guidance that is given to our plant chaplains about evangelization and witnessing is written in our Chaplains Standard Operating Procedures: "The workplace is not a platform for you to build your church or to proselytize church members away from other churches or faiths. Your clear identity in the plant should be as a Tyson Foods Chaplain and not as the pastor of your particular church.

Witnessing at work will not take place in front of groups of people. It should be done privately. Always, always, always ask permission before you begin to share your faith or the Gospel with a team member. If you are going to give them a tract, ask permission. "You know, I have something here that you might want to read."

As we interview perspective chaplains for our plants, we ensure that they are not so denominationally focused that they cannot minister to people of a different faith persuasion. We also want them to be respectful of all faiths and not so pushy that they will be forcing their faith and beliefs on the Team Members.

We do have some locations that have a prayer meeting or a devotional sharing before the shift begins. This is strictly a voluntary participation and we caution our managers and supervisors to make sure that no one feels coerced to attend.

We sponsor a National Day of Prayer event at the Corporate HQ and we also have period speakers or lunch-and-learn type events. Invitations are sent out by email to everyone but it is strictly on a volunteer basis to participate.

Chaplain Services has a home page on our Tyson intranet page in which a weekly devotional is posted ((both Christian and Muslim), and articles of interest are available on faith-at-work issues. People go to the site at their own initiative.

#### **4. Core Application:**

**The response to this section should be the heart of the application.** What policies, programs, or practices **explicitly promote or enable spirituality at work**? "At work" refers to your workforce. For the purpose of this award, the Committee is more interested in how your workforce is treated but we also want to hear about your customers and clients. Your application will not be sufficient if your practices do not include your employees. Explain the nature and scope of the organization's activities; when these practices were implemented and by whom; relevant background; public visibility; etc. Finally do you believe these programs will be sustainable over time? If so why?

a) Description of policies, programs or practices (minimum of 1000 words):

##### **Chaplain Services**

Tyson Foods has chosen to provide a chaplain at many of our locations as an extra benefit for its Team Members and their families. The chaplain is an ordained minister, endorsed by his or her church to serve as a chaplain. The chaplain is here to provide a ministry of pastoral care and counseling to anyone regardless of his or her religious or spiritual affiliation. The chaplain is available during times of illness, hospitalization, personal or family crisis, stress, grief, births, and weddings.

What Team Members share with the chaplain is confidential. There are exceptions to this confidentiality. Chaplains are not required to keep confidences when there is a clear and present danger to the lives or physical security of people. Chaplains are also required to report instances of harassment, sexual or otherwise, and illegal activity that could put our company in jeopardy. The chaplains will not press his or her beliefs on Team Members. The chaplain is present to provide guidance on individual and family concerns.

The chaplain makes regular visits to the workplace. The chaplain is interested in the mental, emotional, physical, and spiritual well-being of Team Members. When it is appropriate, the chaplain will visit with a Team Member at his or her workstation, or when the nature of concern is such that a private place is needed, a Team Member can request to see one of the chaplains in his or her office.

##### **Services offered by Tyson Chaplains:**

- Crisis Response to Traumatic Events – If a location experiences an industrial accident or a traumatic death on the job, we can bring in a team of chaplains to conduct Critical Incident Stress Debriefings to help those people affected by the event.
- The chaplain is on call 24 hours a day, 365 days a year, to respond to individual or family crisis or emergency situations.

- The chaplain makes weekly worksite visits, as well as hospital, home, and/or jail visits, when appropriate.
- The chaplain provides individual, as well as family, confidential pastoral care for problem issues including, but not limited to, marriage, divorce and remarriage, serious illness, death and dying, child rearing, as well as other personal issues.
- The chaplain will assist with funeral arrangements and will, if asked, conduct the service, as well as follow up with confidential pastoral grief care.
- The chaplain can assist with wedding arrangements and can, if asked, officiate at a wedding when pre-marital pastoral counseling is involved.

As of June 1, 2007 we have 125 chaplains that serve 240 locations (83 production plants) in the USA, Mexico and Canada. Those chaplains have pastoral contacts with 11,000 to 15,000 Team Members each month.

The chaplains are a diverse group that represents some 31 different faith affiliations that include African Methodist Episcopal, Assemblies of God, 7 different groups of Baptist, Catholic, Church of Christ, Church of God, Nazarene, Evangelical Free, Independent Christian, Independent Evangelical, Life Links, 3 different groups of Lutherans, Mennonite, Non-Denominational, Pentecostal, Presbyterian, United Methodist, Victory Church and Wesleyan. We have had a Muslim Imam under contract in the past and currently we have one available as a consultant.

Not only are the chaplains diverse in terms of faith groups they are also diverse ethnically and by gender. As of June 1, 2007 our Chaplains Team looks like this:

- 48% - Caucasian
- 35% - Hispanic
- 14% - African American
- 3% - Asian
- 
- 87% - Male
- 13% - Female
- 
- 44% - Bilingual

### **Clergy Appreciation Days**

Both our Human Resources Department and our Community Relations Department encourage our plant locations to have a periodic Clergy Appreciation Day. Our Team Members are encouraged to invite their pastor/priest/rabbi/Imam to attend this event. The program at these events includes a plant tour and briefing about the customer base of the plant; the economic impact of the plant on the community; and an overview of our chaplaincy program. A meal is usually served and the Team Members join their clergy for this meal.

### **National Day of Prayer Observance**

Congress has designated the first Thursday in May is the National Day of Prayer. This past May we had a 7:00 a.m. observance in our Tyson World HQ auditorium and we had approximately 75 Team Members attend. Our guest speaker was Don Soderquist, retired COO and Co-Chairman of the Board of Wal-mart Stores. This was an ecumenical event in which Christian and Muslim Team Members led us in prayer for our nation and its leaders.

### **National Conference on Workplace Chaplaincy**

In 2005 & 2006 Tyson Foods collaborated with Dr. David Miller (author of God at Work) at the Yale Center for Faith and Culture to sponsor a National Conference on Workplace Chaplaincy. The conference was attended by executives and human resources people that were considering workplace chaplaincy, academic people from colleges and seminaries that train chaplains, individual chaplains interested in entering this field and the major providers of workplace chaplains in the USA (Corporate Chaplains of America, Marketplace Chaplains USA, and Workplace Chaplains USA). These conferences have been critical to developing a network of support for this growing segment of chaplaincy ministry. Plans are being made to have a third conference in 2008.

### **Inclusion & Engagement Speaker Series**

In April 2007, we had Dr. Sir Walter Mack, pastor, Union Baptist Church, Winston-Salem, NC, speak at a noon time forum of 175 people on "God, Faith, Values, Spirituality and Culture in the Workplace: Can They Live as One?" In February, we had a similar forum featuring Elizabeth Eckford, one of the Little Rock 9 that integrated Little Rock High School in 1957.

### **Compassionate Conversations**

Sponsored by Chaplain Services, Compassionate Conversations is a series of intimate discussions for and by Tyson Team Members to share personal stories of life altering change and experiences. People find remarkable ways for coping with very difficult life events and transitions. We benefit from the sharing of these stories and learn their resources and sources of support. Some of the topics we have covered recently include: Mom's in the Workplace; Dad's Make a Difference; Drug Proofing Your Kids; Parenting Special Needs Children; Experiencing Financial Freedom; Grief and the Holidays.

### **Public Visibility of These Programs**

The following articles have appeared in various media across the country:

- **When a Father Became a Dad.** This article appeared in the **Sioux City Journal**, Sioux City, IA on May 21, 2007. It features Chaplain Don Agostine, Tyson Chaplain at Cherokee, IA.  
<http://www.siouxcityjournal.com/articles/2007/05/20/news/top/84507476fe3f9c66862572df0066a7ac.txt>

- **Spirituality Practice at Work.** **The CBS Early Show** on 4/19/2007 featured interviews with people of faith at Fort Motor Company and with Dr. David Miller, Executive Director of the Yale Center for Faith & Culture. Tyson Foods is mentioned as a Faith-Friendly Company. [http://www.cbsnews.com/sections/i\\_video/main500251.shtml?id=2703827n](http://www.cbsnews.com/sections/i_video/main500251.shtml?id=2703827n)
- **Tyson Foods Employees Can Obtain Pastoral Counseling.** This article was printed in the March 23, 2007 edition of **The Ponca City News**, Ponca City, OK. It features Tyson Chaplain Dick Robinson. <http://www.poncacitynews.com/templates/search/288509128908066.bsp>
- **Workplace Chaplains Discuss Growing Movement.** This article by Mardi Suhs appeared in the March 16, 2007 edition of **Cadillac News**, Cadillac, MI. It features the work of Workplace Chaplains, Inc., and Chaplain Alan Tyson, Director, Chaplain Services for Tyson Foods, Inc.
- **Faith in the Workplace: More Companies Recognize Spiritual Needs of Workers.** This article by Sarah Jeffords was printed in the March 5, 2007 edition of **Business First of Louisville**, Louisville, KY. It features Tyson Chaplain David Skidmore at our poultry plant in Corydon, IN. <http://louisville.bizjournals.com/louisville/stories/2007/03/05/story3.html>
- **Workplace-Based Chaplains Ease HR Burden.** This is an article by Mark Harbeke that appeared on their **Winning Workplaces** website on 2/5/07. [http://www.winningworkplaces.org/library/features/workplace-based\\_chaplains.php](http://www.winningworkplaces.org/library/features/workplace-based_chaplains.php)
- **Chaplains Join "Faith Friendly" Workplace.** The following is a **National Public Radio** broadcast that features our Tyson Chaplains at our pork plant in Perry, IA. <http://www.npr.org/templates/story/story.php?storyId=6777784>
- **Faith Takes Wing at Tyson.** This article by Deborah Gates was printed in **The Daily Times**, Salisbury, MD on August 6, 2006. It features Tyson Chaplain David Hackett at our poultry plant in Temperanceville, VA.
- **Hidden Hero – Sister Francis Rose Rivers, SSND.** This article was in the July, 2006 edition of the **Catholic Church Extension Society** and features Sister Francis Rivers, a Tyson Foods Chaplain at our poultry plant in Monett, MO. <http://catholicextension.org/heroes/contentview.asp?c=34293>
- **AT THE BOSSES' INVITATION, CHAPLAINS COME INTO WORKPLACE AND ONTO PAYROLL:** This is an article by Neela Banerjee that appeared in the **New York Times**, Dec. 4, 2006. Chaplain Ken Willis, Glen Allen, VA is featured in the article. It is an excellent article on workplace chaplaincy. [http://www.nytimes.com/2006/12/04/business/04chaplain.html?\\_r=1&oref=slogin](http://www.nytimes.com/2006/12/04/business/04chaplain.html?_r=1&oref=slogin)
- **Spirituality in America: God on the Job?** By David Gibson is an article that appeared in **The Ladies Home Journal**. It features Chaplain Chris Carver at the Tyson Poultry Plant in Monett, MO. [http://www.lhj.com/lhj/story.jhtml?storyid=/templatedata/lhj/story/data/LHJ092005GodonJob\\_09072005.xml](http://www.lhj.com/lhj/story.jhtml?storyid=/templatedata/lhj/story/data/LHJ092005GodonJob_09072005.xml)



### **Sustainability of Chaplain Services and Being "Faith Friendly"**

The Core Values of "striving to be Faith-Friendly" and "striving to honor God" are deeply ingrained within our company. It is a source of pride and aids in recruiting new talent to Tyson Foods.

Chaplain Services has grown throughout the company by attraction and not by mandate. None of our locations have been told "get with the program and request a chaplain." The location has to be willing to fund the cost of the program. We live in a very cost conscious environment so the complex or plant manager has to be convinced that there will be a return on investment.

Our CEO, Dick Bond, makes regular visits to our locations. On these occasions and at other public appearances he makes very positive comments about the impact of our chaplains and the benefit they bring to the company.

- b) What has been the effect of policies, programs, or practices on stakeholders? Stakeholders include employees, owners, customers or clients, suppliers, communities in which business has a presence, etc. ***A separate attachment with verbatim testimonials is allowed.*** Please email this attachment separately and limit to 4 pages (in addition to the maximum of 12 pages on the Application) (minimum of 1000 words):

The following comments have been received from our Managers and Team Members:

- I believe the Chaplain program is one of, if not the best benefit I have ever given my team members! I have had a great deal of feedback in my Communication Committee meetings with hourly team members, ALL of it positive. They are an asset to our complex, and have helped 100's of our team members in the short time we have had the program. They are very visible, and always seem to be utilized. We have also received many positive comments in the community and local newspaper. I would go to the highest level to keep this program, if I ever feared losing it. I would also recommend it to other complexes. I should also mention we had excellent morale and turnover prior to getting the Chaplains, I just wanted to help our folks, and we have. Thanks Mike Fiehler, Complex Human Resource Manager, Emporia, KS.
- In the three months that we have had the Chaplains in the Waterloo Complex they have been a great help for our facility to become more faith friendly. I have had nothing but positive comments from Team Members and community members about this progressive program. Our Chaplains have dealt with death and dying, pregnancy, faith, abuse and many other issues. They have been great counselors and friends; they are making a difference in our facility. David Duncan, HR Department, Waterloo, IA.
- The Chaplain program has benefited the Omaha Bacon Plant by giving the people a neutral party to discuss issues with that they may feel uncomfortable

talking to the H.R. department about. I have received many cards and thanks from team members. They are thanking us, the Company, for caring enough to have the Chaplain visit them at home or in the hospital. I see a much more unified workforce now because of the Chaplain program. I also have team members requesting that they talk to the Chaplain about issues that before prevented them from coming to work. Now, they come to work so that they can talk to the Chaplain. It encourages them to come to work because there is a person that can guide them and listen to them. It has been a great program for the Omaha Bacon Plant. Kristi Bickler, Human Resources Manager, Omaha, NE.

- I have been surprised with the level of success the Chaplaincy Program has had in our facility. Since this was our first experience with this type of service for our Team Members, our expectations were somewhat limited. Therefore, we will continue to grow and improve this program in the future.
- We really discovered a useful resource shortly after the program began, when one of our Team Members lost his life in an automobile accident. In the days following this tragedy, our Chaplain visited his family and really made a positive impact. I attended the funeral, along with several of the Team Members' friends from work, and met with his family afterwards. His mother and father expressed great appreciation for the visits as well as thanks for the help given. The father commented to me, "I worked 30 years for a major U.S. corporation and never experienced the compassion Tyson has displayed for my son. I wish all companies would do the same." The Chaplaincy Program works for us. Bill Woodward, Plant Manager, Hutchinson, KS.
- The Chaplain Services program has been a huge benefit to this facility. Shortly after we started the program, we had a team member commit suicide. Becky was there to help us through this tragedy. She has also helped many team members with personal problems and with family emergencies. The program has sent a message to the community and to our team members that Tyson cares about the wellbeing of its people. We feel very fortunate to have a Chaplain at this facility and hope we can continue to support this program. Terry Wodrich, Plant Manager, Concordia, MO.
- The Chaplain Service has been a value to our Team Members in Logansport in many different ways, even though we have had the program for a very short time. Team Members opened up to the program right from the beginning for many different needs. This includes critical areas such as spiritual, deaths, drug and alcohol, hospitalization of a loved one, personnel conversation. I would like to share one story with you that shows the awesome powerful effect this program has. We have a Team Member that works on the production floor. This Team Member always seemed to be in the middle of some controversy with himself or with others. As the riddle unfolded it was found out this Team Member was a leader of a Hispanic gang. We all know about peer pressure and the pressures that come with being a leader; in this situation it was being a leader in everything that we are against as a company and in society as a whole. After the last controversy we were able to use the Chaplaincy program. This Team Member talked to and sought out our Hispanic Chaplain. Since this contact took place with this great program our Team Member has turned into not just a positive Team Member but more importantly an individual who now respects himself as well as others. This Team Member has even started going to church services that the Chaplain congregates. This is one type of positive effect the Chaplain program has had on our company and on our Team Members. With this program, it adds to the daily activities that help us strive to be honorable people, to be a faith

- friendly company, and to be respectful of each other, our customers, and other stake holders. Jim Hook, Human Resources Manager, Logansport, IN.
- We are a small community of approximately 1800 citizens, and in our community we know and understand that at times our citizens may face tough issues at home, with children or with spouses, we know that they may have a family member with an illness or they may grieve over the loss of a loved one. We know and understand that at times our citizens may have a variety of personal issues that may affect them profoundly and affect their quality of life at work, at home, and in the communities they live. In August of 2003, we were authorized to hire chaplains for our plant. This is something that Tyson has embraced and is utilizing in many of their poultry facilities. Having come into the Tyson family via the IBP acquisition, I was not familiar with this program. When I became familiar with the tremendous gesture of human kindness and consideration, I welcomed it. We have had our Chaplains now for 8 months and what a difference it has made in many of our team members lives. It is completely confidential and we in management do not know the content of what is discussed with the Chaplains; however, we do in many cases here of the wonderful differences our Chaplains are making in many team members lives. As the plant manager, I am so very proud of the contribution and commitment that Tyson makes to its team members and communities with this gesture of human compassion and kindness. For me, having the opportunity to associate myself with a company that cares this much for its team and their families is an honor. Ray McGaugh, Plant Manager, Pasco, WA.
  - We are just getting started with the program. The employee feedback has been fantastic. The chaplains are just starting to get to know the people and the program has been spreading. We had a former Bosnian employee who committed suicide and most of his family works for us. All the chaplains attended the funeral along with 400 to 500 of the Bosnian community. This word has spread through the plant and the feedback has been very positive. Michael Grothe, Complex Manager, Emporia, KS.
  - I am a nurse at the Tyson Plant in Logansport, Indiana. I had the pleasure of meeting with Chaplin Gene when he first came to our plant. I have also referred several Team Members to him for personal, emotional, and spiritual support. He has yet to let anyone down. In my case, my oldest son had 2 stepchildren who had Cystic Fibrosis. Chaplin Gene would frequently stop and spend a few moments of his valuable time with me. He was very supportive when both boys passed away within 6 months of each other. Both had lived longer than most children with Cystic Fibrosis but they were both amazing young men. I am so thankful that I had the emotional support from Chaplin Gene that I could therefore provide support for my son and his wife. Thanks for having him here. Mary Ann Quaglio, R.N., Plant Nurse, Logansport, IN.
  - I will admit that when I first saw the program unfolding I was a little skeptical since I am not a Christian. However, when I saw how genuinely caring the Chaplains are and how, even for me, they are very approachable, I must admit I was very impressed. I had a son overseas in Iraq. Chaplain Larry was very helpful to me letting off some tension with him about my fears and beliefs. I was never pressured at anytime by either Chaplain about my personal beliefs but was listened to very openly. I realize my company water bucket is not real big, but with Chaplain Larry and Father Tony around it is always full of water. I have watched over the last couple of years how there are organized luncheons with Team Members that had similar crises and fears with each other. Extending the support group over a larger base I

believe helps all to feel more at ease to discuss their fears with Team Members who can also understand their own fears. In short I believe the Chaplaincy Program is a very positive asset for the Dakota Dunes Team Members. Steve Hough, Fresh Meats Accounting, Dakota Dunes, SD.

- Thank you very much for this morning's National Day of Prayer Service! It was a wonderful way to start today and it is especially wonderful that our place of work provided us with this opportunity. You were all very meaningful in your talks this morning and your messages of prayer and song make me wish I knew you all personally. I am blessed that I do know some of you. The message from Mr. Soderquist to be a messenger of caring and peace and to carry that message to everyone we meet makes me want to be a better person in everything I do. You have touched my heart. Thank you all and have a wonderful day. Judy McElroy, Community Relations, Dakota Dunes, SD.

- c) What has been the effect of policies, programs, or practices on nominee's business success? Please say how you feel these programs have helped you. For example: Has it contributed to growth? Has it improved employee retention? Please provide statistics whenever possible. (minimum of 1000 words)

In the near future we will be conducting a survey of our plant managers and human resource managers to get their feedback on the benefits and impact of our Chaplain Services on our Team Members. He have had lots of antidotal stories from these managers that the chaplains definitely have a very positive impact on Team Member morale and retention. Some people indicate that our Core Values is what perked their interest in working for our company.

- d) How has the organization been a model or inspiration for others companies in your industry or outside of it? For example, is your CEO often asked to speak at industry conferences and does he or she speak explicitly about spirituality? (minimum of 500 words)

John Tyson, Chairman of the Board, has spoken at the Christian Executive Leadership Conference at the Billy Graham Leadership Training Conference Center in North Carolina. He spoke about his own faith journey and about the development of the Core Values for our company. He also spoke of our Chaplain Program and why he wanted it as a Team Member benefit. He regularly speaks at other events.

Dick Bond, CEO, on a regular basis talks about our Core Values and he is very verbal about his support of our chaplain services program and the benefit that brings to our Team Members.

Our co-sponsoring the National Conferences on Workplace Chaplaincy has definitely brought attention to our Core Values and Chaplain Services Program. Executives from a window company in Canada attended one of our conferences and consulted with our director of chaplain services in establishing a chaplain's program for All Weather Windows.

When local companies (Simmons Foods and Bradford Camera) were looking at establishing chaplain programs within their organizations they, too, consulted with our director for ideas and policies.

We have had a chaplain from Great Britain attend one of our annual Chaplain's Training Conferences and he is using some of the lessons learned to implement workplace chaplaincy in England.

Chaplain Alan Tyson has been invited to speak at the Greater Omaha Safety Council on Chaplaincy as a unique employee benefit. He has also spoken at the annual Customer Appreciation Banquets for Workplace Chaplains, USA.

### **5. Stakeholder References**

A minimum of two references are recommended. Stakeholders may be owners, employees, suppliers, customers, strategic partners, community representatives, or environmental representatives, who are not leading your Spirit at Work initiative but can attest independently and genuinely to at least one of these:

- Vertical and horizontal dimensions of Spirituality demonstrated by the organization
- The explicitly spiritual project, policy or practice being acknowledged
- Any impact this person/group has observed resulting from the organization's Spirit at Work program, policies, practices, etc.

Please include name, contact information and the relationship to the applicant.

Noel White, Group VP – Fresh Meats Operations  
Tyson Foods, Inc.  
800 Stevens Port Dr.  
Dakota Dunes, SD 57049  
(605) 235-3081

Dan Brooks, SVP, Fresh Meats  
Tyson Foods, Inc.  
800 Stevens Port Dr.  
Dakota Dunes, SD 57049  
(605) 235-3948

Bill Lovette, Sr. Group VP, Poultry & Prepared Foods  
Tyson Foods, Inc.  
2210 West Oaklawn Dr.  
Springdale, AR 73762-6999  
(479) 290-4530

Donnie King, Gp VP, Poultry Operations  
Tyson Foods, Inc.  
2210 West Oaklawn Dr.  
Springdale, AR 72762-6999  
(479) 290-7293

### **6. Sources of additional information on the applicant:**

Here you may mention documents which you attached to the email containing this application but which are not part of this 12 page application. You may also list websites that can be accessed by the committee if needed.

<http://www.tyson.com/Corporate/AboutTyson/>

At this website you will find information about the Tyson Code of Conduct; Team Members Bill of Rights; Core Values; Tyson Cares About the Environment; and a download of Giving Thanks at Mealttime.

## **IV. Submitting an Application**

Applications shall include the information requested above (see Items #1- 6) and can be submitted via email to: [elisa@spiritatwork.org](mailto:elisa@spiritatwork.org)

The Committee members reside on multiple continents and cannot share paper documents. For this reason only electronic submissions will be accepted. Additional support material, such as copies of the Mission Statement, descriptions of specific programs, or articles about the spiritual practices of the organization must also be submitted electronically.

## **V. Receiving the Award**

Organizations receiving the Award must be willing to contribute to some of the activities that promote and raise awareness off the award, such as:

- Agreeing to attend the 2007 International Spirit at Work Awards conference to receive the award and to offer a workshop presentation on their programs and/or practices. The 2007 Conference will be held at Simpsonwood Conference Center, Atlanta, Georgia, USA on October 19-21<sup>st</sup>, 2007. You must attend the conference and offer a workshop in order to receive the Award and to be considered an ISAW Honoree.
- Providing a 1 page overview of your best practices for our Program Book and a 10 page overview of best practices for the attendees of the award ceremony and for the websites of the sponsoring organizations
- Signing a release form that grants permission for your case study to be included in ISAW publications
- Signing a release form that allows us to videotape and audiotape your presentations.
- Willingness to be contacted by researchers, journalists, and like-minded organizations to share what you are doing
- Agreeing that your application can be made available to future applicants and to journalists and researchers who are writing positive stories or work about spirituality in the workplace.

## **VI. Application and Award Schedule**

**Due Date for nominations is May 1, 2007** for the 2007 awards. The application form needs to be submitted in English. Decisions will be communicated to all applicants by the end of July. At the present time, we do not have enough funding to allow us to pay travel for honorees. However, we will waive the conference fee and pay the retreat expenses for one representative from each of the organizations honored. Award recipients will be profiled in co-organizers publications and on their

websites and at their conferences. In addition to a few former award recipients, the Selection Committee of the ISAW Awards is currently composed of members from following non-profit organizations:

- **The Association for Spirit at Work:** "The professional association for people involved with spirituality in the workplace" [www.spiritatwork.org](http://www.spiritatwork.org).
- **The World Business Academy:** "Rekindling the human spirit in business." [www.worldbusiness.org](http://www.worldbusiness.org)
- **The European Baha'i Business Forum:** "Enhancing the well-being and prosperity of humankind." [www.ebbf.org](http://www.ebbf.org)

## VII. Who was Willis Harman?

This award was inspired by the work of Willis Harman, PhD (1919-1997) who was a visionary thinker, futurist and social scientist who continuously articulated the possibility for humankind to transcend the limits of out-moded thinking. He was the author of several books including *Creative Work: The Constructive Role of Business in a Transforming Society* (with John Hormann), *An Incomplete Guide to the Future*, and *Global Mind Change*. He was co-editor of *The New Business of Business: Sharing Responsibility for a Positive Global Future* (with Maya Porter). He was also co-founder of the World Business Academy (1988), president of Institute of Noetic Sciences from 1973 until late 1996, a social scientist and futurist with SRI International in the late 1960s and early 1970s, and a professor at Stanford University prior to these other affiliations. This award honors organizations who are living examples of Willis Harman's vision that business will play a major role in transforming social consciousness.

### **For further information contact:**

Elisa Mallis

Chair, Selection Committee, 2007 International Spirit at Work Award

[elisa@spiritatwork.org](mailto:elisa@spiritatwork.org).

## VIII. ISAW Application - Frequently asked questions

### **Q: Can my organization apply if it is faith-based?**

A: You may apply as long as you are not promoting any one faith tradition. Honorees must respect all faith traditions and not use any Spirit At Work initiatives as a way to convert others to their preferred faith.

### **Q: Can my organization apply if it is based on the spiritual teaching of one person or is a religious organization such as a church?**

A. No, we're sorry. We are looking for organizations that will serve as acceptable models to the broadest type of business organizations, and we believe that an organization that focuses on the teachings of one spiritual leader or is promoting one particular religion may not be easily accepted by mainstream organizations as a model. At the same time, we recognize that these kinds of organizations are often on the leading edge of spiritual practices in the workplace.

### **Q: What kinds of organizations can apply?**

A: For-profit, not-for-profit, educational, or governmental organizations may apply. Privately held companies may apply. Publicly held companies may apply.

Universities may apply. Basically any group of 20 or more full-time, paid employees (or full-time equivalent) who meet the criteria listed in the application form can apply.

**Q: Can I count volunteers as part of my employee count?**

A: Generally not, and here is why: Work is generally to make a living and pay the bills. Therefore this kind of work is done in return for pay. Work-for-pay creates the potential for inconsiderate treatment of workers who may feel trapped. We are trying to promote change in the workplace so that our time at work is nourishing to our Spirit. Volunteers who are mistreated can easily leave. Thus our focus is on paid employees. However, if you have a special circumstance, contact us so we can consider your eligibility.

**Q: My entire organization at large is not yet involved with Spirit at Work initiatives, but my Division has a great program. Can we apply?**

A: Yes, as long as your Division has at least 20 full-time employees, has been in existence for 5 years or more (3 for small organizations), and has a reasonable degree of autonomy (decision-making authority) in regard to this project.

**Q: Our project has been a pilot project within our larger organization. Can a pilot project apply?**

A: Yes as long as your organization meets the other criteria and the leadership of your organization has approved this pilot.

**Q: Do some types of organizations or organizations in particular countries/regions have an advantage?**

A: Some types of organizations or organizations in particular countries/regions may be thought to have an advantage, both through having more experience of practicing spirituality in the workplace and where English is their first language. However, we have developed an approach that allows for all applications to be fairly considered in both the business and cultural context from which they are presented.

**Q: Are there any restrictions on the types of organizations that can apply?**

A: No – any organization can apply, with the exception listed above, and they have more than 20 employees. We do not exclude from consideration any organization based on their product or service. If an organization's product or service could be considered harmful to society as decided by the Selection Committee, then there will be an obligation for the organization to demonstrate that their overall vision/mission/values are aligned with compassion for the concerns and needs of every stakeholder – including but not limited to employees, the environment and the community.

**Q: What could cause my organization to not be selected for an award?**

A: If you do not meet the criteria specified in this application OR If the Committee feels there is any inappropriate behavior in the organization, such as attempts to convert employees or unethical behavior OR If the Committee feels that the greater purpose of the International Spirit at Work Award is not served by naming your organization as an honoree

**Q: Can my organization be a sponsor (donate money or services) to the award in the same year as we apply for an award?**

A: We would welcome your support but we're afraid we cannot accept donations in the same year as an application. If you have already donated in the same year, your contribution will be refunded. We want to avoid any conflict of interest – or even an appearance of a conflict of interest. Most of our donations for the



awards and for the conference come from ISAW Alumni, so if you have received the award in the past, we welcome your support through donations or services.

**Q: Does my organization have to be present at the conference to receive the award?**

A: Yes – since it represents a visible commitment of senior management to the Spirit at Work initiative. A photographer will be present, and possibly representatives of the press, so the Award Ceremony is a good opportunity for the organization to gain favorable recognition.

**Q: Can I see some applications from prior honorees to get an idea of what other organizations have done?**

A: Yes, several previous award recipients have made their applications available. Check the website [www.spiritatwork.org](http://www.spiritatwork.org) to see if they are posted. If they are not yet there, contact Elisa Mallis at [elisa@spiritatwork.org](mailto:elisa@spiritatwork.org) to request some sample applications.

**Q: Do I have to model my application after previous year's applications?**

A: No. We want to encourage a creative and authentic description of the uniqueness of your organization's policies, procedures, or practices that nurture the human spirit. We want you to tell your own story in your own words. However, you may consult previous applications to be inspired by the way Award honorees have filled out the application

**Q: Can I get some help as I am working on my application? I have some questions and I want to be sure I present the information you need.**

A: We are happy to help you complete the application process. However this is not necessary to be successful as an applicant. We will contact all applicants to clarify items in the application – so getting help in advance is available but optional. Contact the Chairperson and a Committee member will be assigned to help you through the application process. If you have a noteworthy program or practice we WANT you to apply! Let us help!

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