



# The *2019* **OK Ethics Awards**



Promoting Integrity at Work  
[www.OKEthics.org](http://www.OKEthics.org)

# PINNACLE MEMBERS



# NAVIGATOR MEMBERS



# STAR MEMBERS



# HORIZON MEMBERS



# LEADING MEMBERS



# TRAILBLAZER MEMBERS



# FRONTIER MEMBERS



# NON-PROFIT FRONTIER MEMBERS



Membership as of 4/12/2019.

# THE OK ETHICS STORY

## THE IMPETUS:

In the Fall of 2003, a small group of business leaders, educators and attorneys gathered to discuss the misconduct that led to the downfall of industry giants like WorldCom, Enron and Arthur Anderson. **Consumer confidence and Wall Street were shaken.** At the time, few companies had ethics hotlines or intentional conversations within their organizations promoting integrity in the workplace. Something had to change.

## THE IMPACT:

The group began meeting monthly, with attendance doubling nearly every meeting! The grassroots effort in OKC reached high velocity during the summer of 2004, when Tulsa joined in for a strategic planning session in Stroud. They decided to formalize into a 501c6, initially known as The Oklahoma Business Ethics Consortium. Later, it was abbreviated to OK Ethics.

Quickly growing too large for small discussion groups, speakers dedicated to ethics were invited. **These included CEOs, university presidents, former governors, attorney generals, whistleblowers and authors.** (See page 8 for a sample list of past speakers.)

Thanks to the generous support of the members listed on these pages, OK Ethics continues to feature high-quality, thought-provoking presentations. Ratings for these events are consistently favorable; **98% of feedback indicates guests would “recommend participation in OK Ethics to a friend or coworker.”** The organization is still run almost entirely by volunteers who generously donate their time.

## THE PURPOSE:

In a nutshell, **OK Ethics’ intention is to continually encourage, inspire and equip leaders in their endeavors to foster a culture of ethical behavior.**

To that end, OK Ethics has hosted The OK Ethics Awards since 2006, in order to share best practices among businesses, nonprofits and educational institutions.

## THE FUTURE:

At the same time the Consortium was launched, the **OK Ethics Foundation was established to reinforce ethical behavior on high school and university campuses throughout the state.**

Growing fast, it was re-established as a separate 501c3 organization known as **The SEED Foundation** or The Student Education and Ethics Development Foundation. Dedicated volunteers **host students and offer opportunities for teachers** to share ideas on how to promote good character at school. (See page 10.)



**The Oklahoma Business Ethics Consortium is a non-profit organization for business leaders dedicated to promoting Oklahoma values of integrity in the workplace.**

***For more information, visit [OKEthics.org](http://OKEthics.org).***

# Why Join OK Ethics?

*It's the right thing to do...for you...for your employees...  
for your organization...for our community*



Photo by Brandon Clark.



## Aspire to Inspire

- Be present
- Set an example
- Share best practices
- Interaction with other leaders focused on integrity



## Continuous Learning

- Insightful programs
- Exposure to new ideas
- Practical concepts
- Top-notch speakers
- Enhance employee development



## Be the change you wish to see. Serve others. Volunteer.

Volunteers have propelled OK Ethics for the past fifteen years. Please join us in promoting Oklahoma values of integrity at work. Contact us at [okethics@okethics.com](mailto:okethics@okethics.com) to volunteer. Opportunities abound!



# 2019

## OK Ethics Executive Pilot Award THOMAS HILL

*OK Ethics is pleased to present this special honor to Thomas Hill, CEO of Kimray, for his strong commitment to cultivating an ethical workplace culture and for the humility, courage, and transparency he shows by telling his story of Recovering Leadership to inspire and equip others.*

Thomas is a regular attendee at OK Ethics events and has continued Kimray's strong legacy of promoting integrity at work by encouraging his team to participate, too.

It is worth mentioning that his father, Tom Hill, was OK Ethics' first Pilot Award recipient in 2010.

As the grandson of Kimray's founder, Thomas grew up in a high-performing family, which shaped his belief that people are worth what they can accomplish. This sent Thomas on a long and unfulfilling journey

of pursuing success by constantly doing bigger and better things at Kimray and in the community. Life eventually spun out of control, and Thomas hit rock bottom. Unfortunately, this meant Kimray hit rock bottom at the same time. However, the story does not end there.

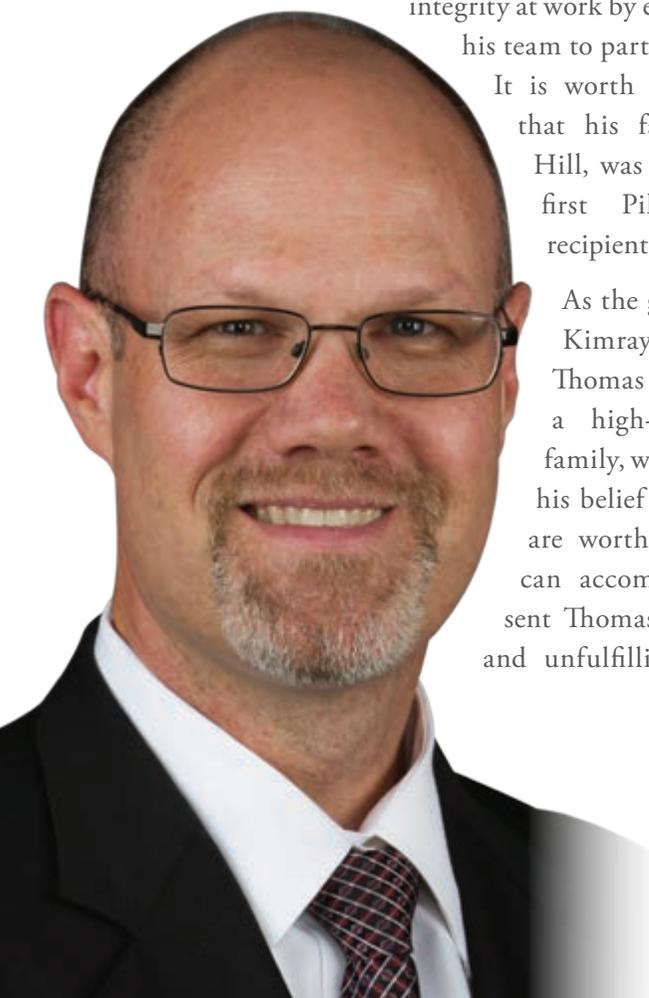
Through significant pain and loss, Thomas began the long and difficult road of recovery that transformed his life and leadership. Today, Thomas enjoys sharing his story with others who can benefit from the lessons he has learned. In 2018 he published a book titled "Recovering Leadership: Musings of an Addict Leader." He also writes weekly "Monday Musings" on life and leadership at [recoveringleadership.com](http://recoveringleadership.com).

Thomas currently serves as vice chair for Hope Is Alive ministry and personally mentors a group of men recovering from addiction. He also serves on the Oklahoma Partnership Project for Oklahoma executive committee working to develop a thriving, dynamic, and stable Oklahoma economy and quality of life for all of its citizens.

Thomas and his wife, Rebecca, both received their degrees from Oklahoma State University. They have been married more than 30 years and have six children.

### **About the OK Ethics Executive Pilot Award:**

Each year, the OK Ethics Board of Directors selects an individual who has demonstrated support of OK Ethics, epitomizes our Oklahoma values, and actively promotes integrity in our community. In doing so, we humbly recognize that positive outcomes are not created by people who are perfect, but by those who consistently and sincerely strive to do the right thing.



## Past Executive Pilot Award Recipients



**Dr. Nathan Mellor**  
*C3 Brands*



**Pierce Norton**  
*ONE Gas*



**Peter M. Dobelbower**  
*Hobby Lobby Stores, Inc.*



**Robyn Ewing**  
*The Williams Companies*



**Jim Priest**  
*Sunbeam Family Services*



**Jacque Fiegel**  
*Central Oklahoma Region  
for Prosperity Bank*



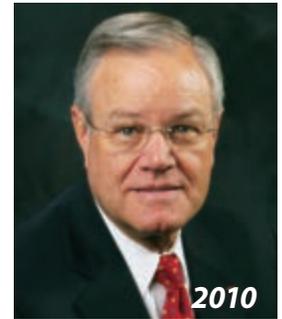
**Thomas Legan**  
*Central Oklahoma Region  
for Prosperity Bank*



**Larry Nichols**  
*Devon Energy*



**Ted Streuli**  
*The Journal Record*



**Tom Hill**  
*Kimray, Inc.*

## Past Community Impact Award Recipients

— 2018 —

*Nonprofit Category*



*Education Category*



**Oscar L. Parker Center for the Advancement  
of Ethical Standards in Business and Society**

*Cultural Impact Category*



— 2017 —

**Oklahoma Center for Character Education  
Sunbeam Family Services**

Better Business Bureau of Central Oklahoma  
Rotary Club of Tulsa  
Masonic Charity Foundation of Oklahoma  
Metro Technology Centers

— 2016 —

**Girl Scouts of Eastern Oklahoma  
Oklahoma FFA Foundation**

Boeing  
Citizen Potawatomi Nation Tribal Police Department  
Dove Science Academy  
John Marshall Mid-High  
Metro Technology Centers

— 2015 —

**General Tommy Franks  
Leadership Institute**

**Oklahoma Christian University**  
Dove Science Academy • Junior Achievement  
Global Gardens • Oklahoma FFA Foundation  
Oklahoma County Sheriff's Department  
Girl Scouts of Eastern Oklahoma  
Oklahoma Center for Non-Profits

— 2014 —

Champlin Broadcasting  
Dove Science Academy  
Girl Scouts of Eastern Oklahoma  
Girl Scouts of Western Oklahoma  
Global Gardens • Metro Technology Centers  
University of Oklahoma Integrity Council

— 2013 —

Dove Science Academy  
General Tommy Franks Leadership Institute  
Girl Scouts of Eastern Oklahoma  
Girl Scouts of Western Oklahoma  
Metro Technology Centers  
Oklahoma Center for Non-Profits  
SandRidge Energy/Public Strategies

— 2012 —

ONEOK

## Compass Award Honorees

*The OK Ethics Compass Awards Program was implemented in 2006 to encourage companies' efforts to promote Oklahoma values of integrity at work. The program was temporarily suspended due to the economic downturn in 2016 but companies have continued to benefit from the best practices shared by these organizations. Training videos and past award applications are available online at [www.OKEthics.org](http://www.OKEthics.org).*

*The rigorous criteria and scoring methods used in the Compass Awards process were based on the Malcolm Baldrige Quality Award standards, with a heavy focus on actions supporting systemic behavior to sustain ethical behavior.*

— 2015 —

Kimray, Inc.

— 2014 —

Hertz • WPX Energy

— 2013 —

OneOK • Linde

— 2012 —

MESA • OGE Energy Corp.

— 2011 —

Coppermark Bank • Devon Energy

— 2010 —

Express Employment Professionals  
Kimray, Inc.  
Retirement Investment Advisors, Inc.

— 2009 —

Chesapeake Energy  
Leader Communications Incorporated

— 2008 —

BKD LLP • Ideal Homes  
Principal Technologies, Inc.

— 2007 —

Bama Companies • Boeing  
Coppermark Bank • Nextep, Inc.

— 2006 —

Eide Bailly LLP • Valir Health

# OK ETHICS PRESENTERS

## BUSINESS:

### *BancFirst*

Gene Rainbolt

### *Boeing*

James Bell (CFO)

Nancy Anderson

### *C3 Brands*

Dr. Nathan Mellor

### *Devon Energy*

Dave Hager

Larry Nichols

John Richels

### *Kimray*

Tom Hill

Thomas Hill III

### *The Williams Companies*

Cathy Wiedenhoef

### *WPX Energy*

Clay Gaspar

Rick Muncrief

### *Former President of Reebok*

Dr. Marilyn Tam

## AUTHORS:

### *Author (Watergate)*

Chuck Colson

### *Entrepreneur Magazine's*

*"Ethics Coach"*

Gael O'Brien

### *The Ethics Guy*

Dr. Bruce Weinstein

### *Author (Same Kind of*

*Different as Me)*

Ron Hall

### *Author (Fish!)*

Harry Paul

### *Author*

Jim Stovall

### *Author*

Ted Hinson

### *9/11 Survivor & Author*

Michael Hingson

## JOURNALISM:

### *KFOR*

Kevin Ogle

### *KGOU*

Dick Pryor

### *The Tulsa World*

Susan Ellerbach

### *The Oklahoman*

Kelly Dyer-Fry

### *NBC Commentator & Dallas*

*Morning News Columnist*

Dave Lieber

## MILITARY:

### *U. S. Naval Academy*

Commander Arthur Gibb III,

USN, PhD

### *Secretary of*

*Veterans' Affairs*

General Rita Aragon

### *Oklahoma National Guard*

Brigadier General

Cynthia Tinkham



David Prater, OKC D.A. (left)  
Steve Ford, President Ford's Son (right)  
(2016 Speaker)



Rita Aragon  
Secretary of Veterans' Affairs  
(2011 Speaker)



Clifton Taulbert  
Author, Entrepreneur,  
Pulitzer Nominee  
(2018 Speaker)



David Holt, OKC Mayor (left)  
Thomas Hill III, Kimray, Inc. (right)  
(2018 Speaker)

*Over 50,000 registrants have attended OK Ethics events since 2004.*

**COMMUNITY:**

*Building Community  
Institute*

Clifton Taulbert

*Oklahoma Medical  
Research Foundation*

Dr. Stephen Prescott

**OCAST**

Michael Carolina

*OKC District Attorney*

David Prater

*Salt & Light*

*Leadership Team*

Wes Lane

**GOVERNMENT:**

*Former Lieutenant Governors*

Mary Fallin

Jari Askins

Todd Lamb

George Nigh

*Attorneys General*

Mike Turpen

Larry Derryberry

Susan Loving

*Tulsa Mayors*

G.T. Bynum

Kathy Taylor

*OKC Mayor*

David Holt

*Former OKC Mayor*

Mick Cornett

**SPORTS:**

*OKC Thunder*

Sam Presti

Pete Winemiller

*Former Olympian &*

*NFL Player*

Johnny Quinn

**EDUCATION:**

*University of Oklahoma*

Joe Castiglione

Coach Sherri Coale

*Oklahoma State University*

Burns Hargis

*Oklahoma City University*

Tom McDaniel

Dr. Vince Orza

*University of Central*

*Oklahoma*

Dr. Don Betz

**OTHERS:**

*President Gerald Ford's son*

Steve Ford

*CoveyLink & Smart Trust*

Stephen M. R. Covey

*Worldcom Whistleblower*

Cynthia Cooper

*Worldcom Controller*

David Myers

*Over 90% of attendees  
responding to polls  
indicate that the  
programs have an  
impact on their  
thinking and most  
rate the quality  
of events as excellent.*



**Stephen MR Covey**  
Author  
(2012 Speaker)



**Cynthia Cooper**  
WorldCom Whistleblower  
(2014 Speaker)



**Mike Hingson**  
9/11 Survivor; Author  
(2014 Speaker)



**Dr. Loren Gresham, President, SNU**  
**Clarence Jones, Dr. M.L.King's Speech writer**  
(2015 Speaker)



**G.T. Bynum**  
Tulsa Mayor  
(2017 Speaker)

# OUTREACH



## OK ETHICS HAS A LONG HISTORY OF COMMUNITY ENGAGEMENT:

- OK Ethics supports over 40 (qualified) nonprofit organizations by providing them with free Frontier memberships.
- OK Ethics highlights the achievements of The S.E.E.D. Foundation in promoting ethics bowls for high school and university students.
- OK Ethics supports diversity and inclusion by featuring speakers and programs that bring unity to the community.



Operating as an independent 501c3 organization, The S.E.E.D. Foundation (AKA The Student Education and Ethics Development Foundation) was formed at the same time as OK Ethics was initiated. S.E.E.D.'s focus is outreach to students on high school and university campuses across the state.

Since that time, nearly 800 students have participated in the Statewide Student Ethics Bowl for university students. They have dominated the Texas Regional Ethics Bowl for several years and finished in the top five places nationally at least three times.

Supported by the Masonic Charity Foundation of Oklahoma, The S.E.E.D Foundation hosted its first high school ethics bowl in 2016. By 2018, the Oklahoma region was recognized as the largest in the nation.

*For more information or to volunteer, contact [prez@studentethicsbowl.org](mailto:prez@studentethicsbowl.org) or call (405) 823-1299.*



## STUDENT & NONPROFIT ENGAGEMENT

With a desire to continually uplift the community, OK Ethics routinely offers donated seats to students and nonprofit members whenever these become available. Beneficiaries include Christian Heritage Academy, Dove Science Academy, Metro Technology Centers,

ECU, SNU, TU, OBU, UCO, OCU, OU and many other schools. Additionally, donated seats have been shared with many nonprofits including the BBB, YWCA, the Oklahoma Center for Nonprofits and countless others.

### AS DR. DAVID HOUGHTON OF OBU INDICATED IN A RECENT LETTER OF APPRECIATION TO ONE OF OK ETHICS' CORPORATE DONORS:

*“Seeing the room packed with business professionals was a strong affirmation that ethics matters to Oklahomans.”*



Poster of the first OK Ethics Student Chapter established in the fall of 2006. (Photo courtesy OCU.)

# THE DR. DAVID B. CARMICHAEL LEADERSHIP AWARD

Established in 2019, this OK Ethics award honors an Oklahoma City University professor who was responsible for starting the first student ethics chapter in Oklahoma. This award is intended to promulgate Dr. Carmichael’s efforts in mentoring and promoting professionals, ages 25–35 years, who have demonstrated a strong propensity toward ethical leadership. To be eligible for consideration, candidates must be employed by his/her current employer for at least two years prior to the date of the Awards Program.

# AWARD RECIPIENTS 2019



**Jamie O'Brien**  
Strata Leadership

Jamie O'Brien, Managing Director for the Institute of Emerging Leaders, is responsible for the creation and ongoing success of the Institute that she now leads. An Oklahoma Christian University graduate, Jamie has served OK Ethics as a faithful volunteer since 2011. Dr. Nathan Mellor, CEO of C3, indicated that her involvement in OK Ethics was one of the main reasons he felt she would be a strong addition to their team when he hired her in 2015. Jamie helps others succeed by continually serving as a mentor to many students today.



**Bridget Poputa-Clean**  
Prosperity Bank

Bridget Poputa-Clean, Senior Sales Management Coordinator for Prosperity Bank, began her involvement with OK Ethics when she attended Oklahoma City University. Bridget first participated as a student in the ethics bowls, but has continued to mentor others by serving as a judge for the annual S.E.E.D Foundation initiatives. In her letter of recommendation, Prosperity’s Chairman Jacque Fiegel said: “Bridget leads many community, charitable and employee-related initiatives and is often the company’s strongest cheerleader.”



**Chris Zach**  
BKD, LLP

Chris Zach is the Marketing Manager for BKD, LLP in OKC, Tulsa and Enid. For some time, Chris has served as the liaison for coordinating BKD’s participation in OK Ethics events, in addition to the many other community organizations in which he is involved. As BKD’s Managing Partner, T. Carley Williams CPA, put it: “Chris, by nature, is a server and connector. He thrives on building up others for success, whether it is his colleagues, local charitable organizations or others in need.”

# 2019 OK Ethics Awards Selection Team



## Susan Blair

A loyal OK Ethics Navigator member, this is Susan Blair's fourth year to serve on the OK Ethics Awards Selection Team. She recently retired as the chief financial officer for the Citizen Potawatomi Nation, the largest employer in Pottawatomie County, after serving the Nation for 30 years and leading their accounting department from a three-member team to a 30-member team. During that time, she was involved in supporting the Nation's growth from 100 employees to over 2,200. Under her leadership, the Nation has received the Government Finance Officers Association's

Award for Excellence in Financial Reporting for 30 years in a row.

Ms. Blair attended both the University of North Texas and the University of Oklahoma. She has a bachelor's degree in psychology and is a certified public accountant.



## Dr. Melissa Brevetti

Joining the Selection Team in 2019, Dr. Brevetti brings a wide range of insight and experience. She has taught in private and public schools serving students in urban and parochial settings, English language learning, homeless, gifted/talented and special needs. She has also taught and directed curriculum and policy in higher education and is the Director of Clinical Partnerships at Langston University.

In addition, she has written an ethics curriculum for a NASA grant, published a children's book of Eastern philosophy and authored an international research book on moral formation across lifetimes.

Her research areas include moral development and virtue ethics in education, as well as dozens of articles on inclusive and multicultural practices. With her background in curriculum and teaching, she also serves on the International AdvancED Accreditation Team of professional educators for on-site reviews of P-12 school systems and as a national representative for the Council for the Accreditation of Educator Preparation (CAEP). She is a recipient of the Outstanding Young Educator award, 10 for 10 Making a Difference award and the Ten Outstanding Young Americans (TOYA) award.



## Cary Hill

New to the Selection Team this year, we are pleased to welcome Cary Hill, CEO of MESA, a leading provider of corrosion control and pipeline integrity solutions for the nation's energy pipeline and storage infrastructure. MESA is a two-time recipient of the Baldrige Award (2012 & 2006), the nation's highest honor for organizational performance excellence.

In his executive capacity, Cary supports the 250 members of the MESA Family across the country who strive daily

to provide its customers with world-class SAFETY, an exceptional customer experience and world-class performance.

Cary also serves his home state of Oklahoma as the Executive Director of the Oklahoma Quality Foundation, which is a catalyst for building better organizations across the state using the Baldrige Framework.



## Kitt Letcher

Kitt Letcher is the president and CEO of the Better Business Bureau® (BBB) of Central Oklahoma, a private, nonprofit Oklahoma corporation that serves central and western Oklahoma. BBB is a source of unbiased information for both businesses and consumers. The organization helps people find and recommend businesses, brands and charities they can trust.

Kitt is a veteran member of the Community Impact Award Selection Team, serving as chairperson of the OK Ethics Award Selection Team in 2016 and hosting annual awards selection meetings.

A graduate from the University of Tulsa, Kitt has a Bachelor of Science in business administration with a major in marketing.

## Conflict of Interest Process

To ensure the integrity of the award process, each Selection Team member is asked to sign a conflict of interest statement. Careful discernment is used in determining whether or not a member of the team may be permitted to vote on an organization's application. To that end, OK Ethics requests that participants recuse themselves from voting if they have significant interest, or if their families have any control or interest, in the nominees' organizations. The Selection Team acts independently from the OK Ethics Board in that it does not seek approval of these selections prior to the announcement of award honorees.

### Bertha Robinson

Bertha Robinson is the Executive Officer, Grants and Special Projects at Metro Technology Centers. Her thirty five (35) years in education has given her an opportunity to be involved in key issues such as human resources, inclusion and diversity.

Ms. Robinson earned a Masters Degree at Langston University in Urban Education with additional coursework in Educational Leadership, a Bachelor of Business Administration at the University of Central Oklahoma and an Associate Degree in Business Administration at Northern Oklahoma College.

Coupled with her professional endeavors, Ms. Robinson participates in community activities and is a loyal founding member of Progressive Baptist Church in Oklahoma City serving as announcement clerk and teacher for adult and primary classes.

Ms. Robinson has served as a Board member for the Oklahoma Quality Foundation, staff member for the Metro Tech Foundation, Oklahoma and National Baldrige Examiner and provides leadership for the High School Ethics Bowl Team. She is also a recipient of the highest award at Metro Technology Centers: MetroQuest for Excellence Award.



### Brigadier General Cynthia Tinkham

Appointed to the Selection Team in 2019, General Cynthia K. Tinkham is the Assistant Adjutant General – Army, Oklahoma National Guard. She advises and assists The Adjutant General on the preparation of Oklahoma Army National Guard units for Homeland Defense and mobilization. She has oversight of training, administration, logistics and personnel actions. She directs the immediate staff and provides guidance to the staff and subordinate commanders.

General Tinkham also facilitates command staff decisions pertaining to force development, planning, strength maintenance and task force operations. She advises The Adjutant General concerning any issue or matter that affects

the Oklahoma Army National Guard, its citizen Soldiers and their families.

General Tinkham commissioned in 1991 through the Oklahoma Military Department Officer Candidate School, Oklahoma City. In previous assignments, she has served 189th Regiment (RTI) Commander, Director of Manpower & Personnel/ J1, and Director of Personnel/G1.

She was deployed to Afghanistan in 2009 as Executive Officer of the 1-45th Agriculture Business Development Team. Prior to receiving her commission, General Tinkham served for 2 years as an Enlisted Soldier in the Oklahoma Army National Guard.



### Bill Turner

Bill Turner is the Vice President Human Resources for Valir Health. Valir Health is a Star member of OK Ethics Consortium. In 2006, his company was the first to be honored an OK Ethics Compass Award recipient.

Mr. Turner has more than 30 years of Human Resource Management experience, 25 years within the healthcare environment. Previously Mr. Turner held the position of Director Human Resources for Deaconess Hospital, Executive Director for Home Care and Hospital Management, and Chief Operations Officer for Oklahoma Dental Centers.

Mr. Turner, holds a Bachelor's in Management of Human Resources as well as a Master's in Business Administration from University of Phoenix and is SHRM-CP certified by the Society for Human Resource Management. He is a member of the Society for Human Resource Management, the Oklahoma City Human Resource Society, the Oklahoma Healthcare Human Resource Association, the American Society for Healthcare Human Resources Administration and a member of the Professional Advisory Committee for the MBA program at Mid America Christian University and holds a Board of Directors seat for Metropolitan Health Care Group.



### Oscar Womack, Jr.

Oscar Womack, Jr. owns Coherent Contracts, LLC, and specializes in providing federal contracts management consulting services. He is a certified professional contracts manager (CPCM), a certified purchasing manager (C.P.M.), and a certified management consultant (CMC). He is a retired lieutenant colonel from the U.S. Air Force, where he focused on systems acquisition management.

A fellow of the National Contract Management Association, Mr. Womack has served as an examiner for the Oklahoma Quality Award Foundation and a judge for the Oklahoma

Governor's Cup Collegiate Business Plan Competition. Oscar is the 2016 recipient of the Small Business Administration's Minority Champion Award for not only the state of Oklahoma but for all of SBA's five-state Region VI.

Oscar holds a bachelor's degree from Hobart College in Geneva, New York and an MBA from the George Washington University in Washington, DC, the city of his birth and childhood.



## Community Impact Award: Business Category



**Tulsa-based WPX Energy, Inc. is hallmarked by their gritty determination to get things done, remain steadfastly engaged and follow through. Their CEO emphasizes the spirit of what's called the Code of the West which prioritizes acting with courage, taking pride in your work, finishing what you start, doing what has to be done and keeping promises.**



They believe in collaboration, creating structure and programs that encourage community service and charitable giving, while providing employees with the freedom to plug in at a place or places of their choosing. In fact, the vast majority of WPX's civic engagement is employee led vs. company directed. This approach has expanded the impact made across the communities where they work. Overall, WPX's partnership with employees provided financial support to more than 300 nonprofit organizations. Their employees are engaged in serving at five Tulsa schools.

Measuring the integrity of their programs is best quantified by the actions taken internally. In 2018, they spent considerable time and efforts to revamp their approach to charitable giving. They sought an audit of the functions by an independent third-party to ensure accuracy and maximize the benefit that nonprofits were receiving. The audit resulted in recommendations to improve data. When an error involving an over-statement was discovered in 2018, the company not only immediately reported it to the affected charity, but they helped offset the shortfall through a one-time corporate gift.

Courage, humility and collaboration are the cornerstones of WPX's commitment to integrity.



## Community Impact Award: Education Category



CHRISTIAN  
HERITAGE  
ACADEMY



**“Above all else, guard your heart,  
for everything you do flows from it.”**

*This Proverb is the basis for Christian Heritage Academy’s core values  
and it serves as a standard for all its academic, athletic and activity standards.*



While other schools may be trash-talking their opponents, students at CHA are feeding dinner to the opposing team, running the chains for inner-city schools that do not have patrons to run them and even attending rival's home games when they have no fans to cheer for them. Students clean up after both home and away games. They demonstrate care for others in all that they do.

### Other hallmarks of CHA's success include:

- **Unique teacher training** that requires a four-year mentorship and training program for new teachers. They are trained in ethical classroom behavior, Christian worldview and pedagogy. On Wednesdays, classes are dismissed at 12:35 and faculty engages in professional development activities until 3:50. Topics encompass curriculum development which include how to engage students in reasoning.
- **Rhetoric is an important skill taught at CHA.** Every day, students engage in current cultural topic discussions in the classroom. They are trained to reason biblically on ethical issues, participate in *Justice for All* events on college campuses and The S.E.E.D Foundations Statewide High School Ethics Challenge.
- **Students are recognized for character by classroom teachers and school administrators.** End-of-year awards are given for character qualities and Christian citizenship.

Graduates are leaders within our state as well as the nation, serving in the legislature, schools, churches, media/arts, law firms and businesses. Their graduates are leaders in multiple spheres of society.

## Community Impact Award: Education Category



### Metro Technology Centers Preparing for Life

**M**etro Tech has been an active supporter of OK Ethics for many years, consistently providing monthly agendas for the Oklahoma City Chapter. Also, it is the only Oklahoma Career Technology Center High School Ethics Team in the state. Their commitment to integrity encompasses a wide gamut from being 100% compliant with regulatory, financial audits, risk management, environmental and safety requirements. **The entire staff and students receive ethics training and internal meeting agendas including the Character Trait of the Month.**



*“To the community, Metro Tech is a leader, partner, convener, host and friend. They work with corporations, with individual, with nonprofits, with for-profits, with commercial and domestic enterprises, seeking to help each entity and each person be the best that they can be. Their impact on the community is almost immeasurable and can best be seen by the countless students and community members who, because of their interaction with Metro Tech, make a difference. Many come to MetroTech seeking direction and/or a job and leave with a purpose and a career path. Graduates of this prestigious institution are now leaders not only throughout Oklahoma City but the State and often the Nation.*

*...They bring together the diverse and often help to determine a focus; a common purpose where needed.*

*They are THE major gathering place in Northeast Oklahoma City, welcoming one and all.”*

— Karen Waddell  
President/CEO, Lynn Institute

*“MTC has demonstrated a continuous record of excellence for ethical behavior in all its endeavors. Faculty and staff are committed to maintaining the highest standards of personal conduct, engaging employees, students and stakeholders through coaching, mentoring and leadership while promoting honesty, integrity, responsibility, scholarship, citizenship, leadership and a strong work ethic.”*

— Senator George E. Young, Sr.  
Oklahoma Legislative Black  
Caucus Chair



## Community Impact Award: Nonprofit Category



An OKC-based nonprofit, ReMerge's mission is to help non-violent, high-risk, high-need pregnant women and mothers facing incarceration so that they have the opportunity to become productive citizens. Not a small task, considering that Oklahoma has led the nation in the

incarceration of women for the past twenty-seven years. ReMerge breaks the cycle of incarceration and poverty by valuing the power of treatment as a means to hope and recovery and to value collaboration as the only way to truly achieve change within the community.

The mothers in the Re-Merge program attend therapy and classes that highlight the importance of living with integrity, honesty and strong moral character. Moral Reconciliation Therapy is an evidence-based model designed to address criminogenic thinking and increase moral reasoning.

Every family also completes a sixteen week, evidence-based course called *Celebrating Families* that works with the entire family to increase knowledge about addiction and healthy community to strengthen the family bonds.

The ReMerge program consists of four phases and takes between 15 to 24 months to complete. By Phase Three, participants are more active in their community. This phase is about demonstrating skills and recovery, allowing the women to practice what they have learned. By Phase Four, almost all of the participants are either in school or working full-time.

ReMerge can serve about fifty mothers at a time. Since the implementation of the program in 2011, **ReMerge has had 122 graduates, positively impacting their lives, but also the lives of their 310 children** in the hope of breaking the intergenerational cycle of incarceration. **They have a 67% completion rate and a low 6% recidivism rate.**

According to Oklahoma Supreme Court Justice Noma Gurich, **their efforts have saved taxpayers over \$14 million dollars.** More than that, ReMerge graduates remain actively involved in helping others stay out of the criminal justice system.

Thanks for making a difference in our community, ReMerge!



# 2019 Community Impact Award – Honorable Mentions

## About the Community Impact Awards

The OK Ethics Community Impact Awards Program was implemented in 2012, inspired by the OK Ethics Compass Awards process that began in 2006 and was based on Malcolm Baldrige criteria. The Selection Team at that time was headed by Mike Strong, former director of Oklahoma Quality Award Foundation, and Edith Steele, former director of the Oklahoma Accountancy Board. We are grateful for their wisdom and leadership in spearheading this initiative.

It has been realized that special recognition should be given to organizations, including nonprofits, that were making a positive impact, specifically in promoting Oklahoma values of integrity in our communities.

ONEOK was the first recipient of this award, based on their significant contribution toward funding an endowed chair position at the University of Tulsa. As of 2018, OK Ethics has recognized about 50 organizations for their outstanding efforts.

## Community Impact Finalists — Business Category



## Community Impact Finalists — Nonprofit Category



## Community Impact Finalists — Education Category



Refer to page 7 for a list of past honorees.

*“Life’s most persistent and urgent question is,  
What are you doing for others?”*

— MARTIN LUTHER KING, JR.

## BOARD OF DIRECTORS

*OK Ethics is guided by these dedicated and conscientious leaders who graciously serve the business communities in Oklahoma City and Tulsa.*



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## HALL OF FAME

### *Director Emeritus Members*

*We honor these individuals who have contributed so much to the success of OK Ethics. As non-voting emeritus members, we still rely on their wisdom, organizational knowledge, commitment to OK Ethics Guiding Principles and historical perspectives.*

**Janice Dobbs**  
*Director Emeritus, Founding Member*  
Devon Energy Corporation (Retired)

**Lynn Flinn**  
*Founder, Tulsa Chapter*  
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**Rob Martinek**  
*Director Emeritus*  
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Chicago Title

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*Director Emeritus; Past President*  
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**Kellian Schneider**  
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# Mission

Through the efforts of passionate, committed members, the Oklahoma Business Ethics Consortium strives to establish Oklahoma as a state known for high personal and corporate ethical standards. The Consortium provides a forum of support to the Oklahoma business community so that ethical standards and integrity in the workplace can be discussed, defined and reinforced.

# Vision

To be recognized as a statewide and national forum for promoting business ethics.

# Guiding Principles

## I. Responsibility to Self and Others:

### Service:

- Passion for promoting ethics and integrity
- Encouraging the promotion of ethical behavior through personal actions and sharing ideas and resources
- Responsibility and accountability for fulfilling the mission of the Consortium.

### Collaboration:

- Achievement of common goals through the promotion of ethical, mutually beneficial relationships
- Service to the Consortium over promotion of self-interest
- Cooperation emphasized over competition in promoting ethical business conduct
- Members collaborate by being constructively engaged in discussions regarding ethics
- Seeking consensus in interactive discussions regarding ethical matters.

### Respect:

- Members may become aware of confidential information shared by others in an effort to determine an ethical course of action. We ask members to be sensitive in

recognizing and respecting the efforts made toward achieving ethical behavior. In that vein, public disclosure of this information is discouraged.

- We respect other members and the process by:
  - Exhibiting listening skills and actively listening to discussions
  - Being open to other points of view and outcomes
- We are an inclusive organization and demonstrate this by welcoming members who are in different stages of learning as applied to ethical behavior.

## II. Lead with Integrity

### Dependability:

- Members are asked to demonstrate their support of this initiative by consistently attending meetings.

### Initiative:

- Recruiting other members who have demonstrated a desire to promote ethical behavior in their organizations.
- Recognizing what needs to be done to help promote the Mission of the Consortium and taking action to assist in that effort.

### Honor:

- Members are asked to honor the Consortium through the practice of integrity and ethical behavior in their business dealings.
- We express gratefulness to our hosts, sponsors, speakers and to those whose volunteer service makes OK Ethics a stronger organization.
- Realizing that each of us is in a mode of continual learning, we demonstrate humility, care and compassion when sharing our thoughts and knowledge.

### Courage:

- Speak the truth with confidence and encourage others to do the same.

## III. Inspire Trust

- We serve and promote the cause of truth with integrity, objectivity and fairness to all persons.
- We hold ourselves accountable by consistently honoring our word.
- We extend trust abundantly to those who have earned it.
- Trust, once earned, will not be taken for granted, manipulated or abused.

*These principles were inspired by lessons from Character First, as well as author Stephen M. R. Covey.*

**Be the difference — Join Now**  
**[www.OKEthics.org](http://www.OKEthics.org)**

*Each company's award application may be found on our website.*

Program Design Provided by:

the  
Creative  
Guy