

Outline of Presentation about Corporate Chaplaincy or Employee Support

When Life Happens – Help Is Available

The Truth Is:

- Personal and professional issues may negatively impact workplace performance
- Employees may feel uncomfortable talking with employers about personal issues
- When life happens, employees need someone they can turn to for support

The solution:

A Corporate Chaplain or Employee Support Person on the team in whom...

- employees have a resource person with years of practical life experience.
- employees have someone to talk comfortably with ...*really talk with, in total confidentiality.*
- **What is corporate chaplaincy?**

Corporate chaplaincy provides a local person to connect with employees where they work so when *Life Happens*, support is available.

The aim is to help your team grow in their effectiveness because they feel supported, bringing greater benefit to the workplace and the employer.

The Vision...

Encouraging employees with listening ears, a compassionate heart, and helpful hands.

The Mission...

- Connecting with employees where they work
- Providing as much encouragement and support as needed
- Becoming an extension of the employer's care
- Representation at hospitals and funerals when desired
- Equipping employees with helpful life-crisis skills
- Supporting employees in crisis so they can return to their responsibilities as quickly as possible

Issues which employees may face...

- Marriage Challenges
- Financial Difficulties
- Birth of or adoption of a baby
- Parenting Issues
- Job Stress
- Depression

- Chemical Dependency
- Grief and loss
- Hospitalization and rehab
- Caregiving for a family member

Corporate Chaplain offers...

- Regular, on-site proactive visits
- Participation in employee meetings as requested
- Funeral attendance for support
- Lead funeral / memorial services when requested
- Hospital and rehab visits for employees & families
- Optional customized seminars and workshops
- Referral to local professional counselors or other resources as needed

A Corporate Chaplaincy Program

DOES:

- Provide as much encouragement, support and direction as desired
- Allow employees to make decisions regarding the interaction
- Demonstrate to each employee that the employer cares about them in non-judgmental and tangible ways

A Corporate Chaplaincy Program

DOES NOT:

- Emphasize spirituality unless there is a request by the employee or family member

THEREFORE:

- Remains open and available to all employee's religious or non-religious orientations

HOWEVER, your Corporate Chaplain will pray for your company and your employees regularly and on request!

Outsourced Employee Assistance vs Corporate Chaplain Program

- Low utilization vs. high utilization
- Off-site crisis management vs regular, on-site visitation
- Non-relational vs relational approach
- Damage control vs preventative care
- Renter mentality (fixes only when serious problem) vs owner mentality (ongoing care & upkeep)

Outsourced Employee Assistance vs Corporate Chaplain Program

BOTTOM LINE

For employee care, a Corporate Chaplain offers:

On-site, proactive, relational model vs Off-site, reactive, non-relational model

How It Can Work

- Chaplain makes regular on-site visits, building positive relationships with employees.
- Chaplain distributes contact information to all employees for easy access and communication.
- Chaplain checks in with HR director and department directors to find out if there are any obvious issues... death, hospitalization, illness, caregiving, etc...

How It Can Work

- Chaplain will provide a quarterly report, if requested, to necessary management personnel outlining the number of issues, types of issues, but does not disclose names, locations, or departments. **Confidentiality is maintained!**
- Chaplain receives a monthly fee paid by the employer, based on the number of company employees, or a salary / retainer to be available to the company employees.

Possible benefits of such a program

- Reduced employee turnover and improved employee recruitment due to **increased loyalty**
- Improved morale on the job
- Decreased employee frustration by having someone to talk to in confidence
- On-going support and crisis response is available from someone employees know and trust

Others talk about corporate chaplaincy...

www.mlive.com/news/index.ssf/2008/03/chaplains_come_calling_in_the.html

www.frontlinechaplains.org/#!/services/c21w2

<http://mchapusa.com/benefits/roi/>

www.bloomberg.com/news/articles/2012-08-23/the-rise-of-the-corporate-chaplain