

Corporate  
Chaplains  

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OF AMERICA



# Corporate Chaplaincy

*"A Partnership for Care"*

Corporate Chaplains of America

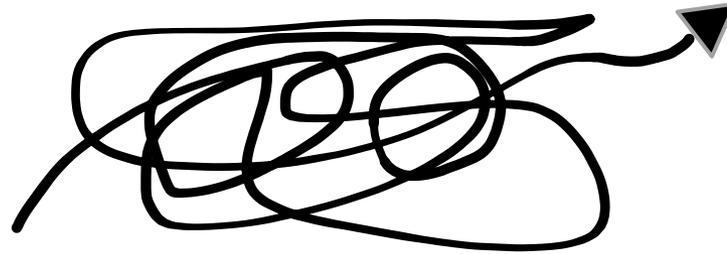
# Why does CCA exist?



People spend more time at work than in any other activity in their day bringing life issues with them everyday.

# Personal Problems in the Workplace

PROBLEM



SOLUTION



# Personal Problems in the Workplace



# Alcohol. Drugs. Addiction.



**Alcohol, #1 Drug Problem - US  
1 in 12 Adults (Abuse-Dependence)**

**Over 50% Consumed (US)  
Less Than 5% (World Population)**



# Anxiety. Depression. Suicide.



***Suicide Every 14 Minutes – US  
Depression Disorder – 1 in 10***

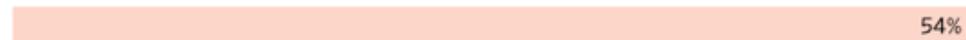


# The Most Anxious Generation Goes to Work

*The Wall Street Journal May 9, 2019*

Adults who report feeling anxious or nervous at least once in the past month

Gen Z



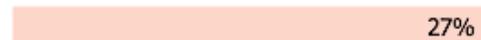
Millennials



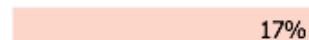
Gen X



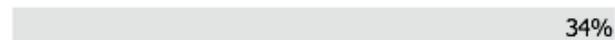
Boomers



73-year-olds and older

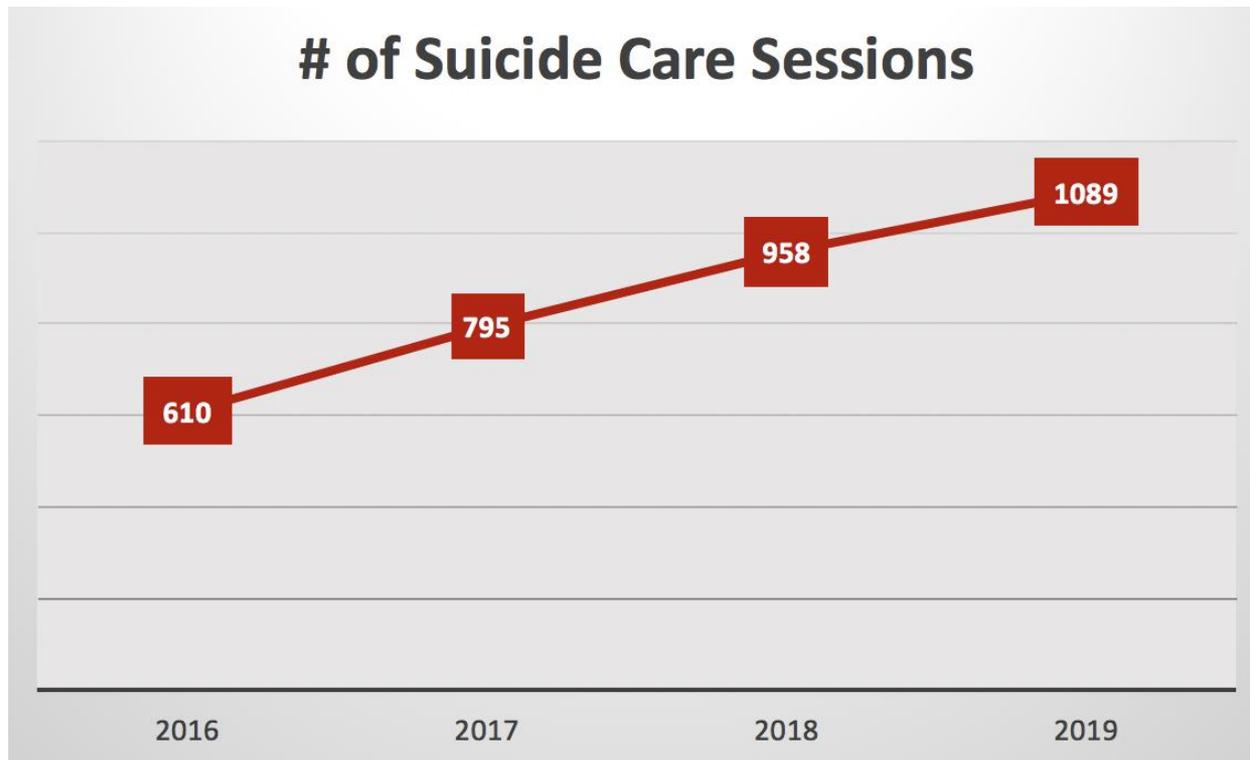


Overall



Source: American Psychological Association 2018 Stress in America survey of 3,458 adults 18 and over

# Life-Changing Care in the Workplace



# Relationships. Family. Parenting.



***US Divorce Rate - Highest Of  
Any Nation In The World***

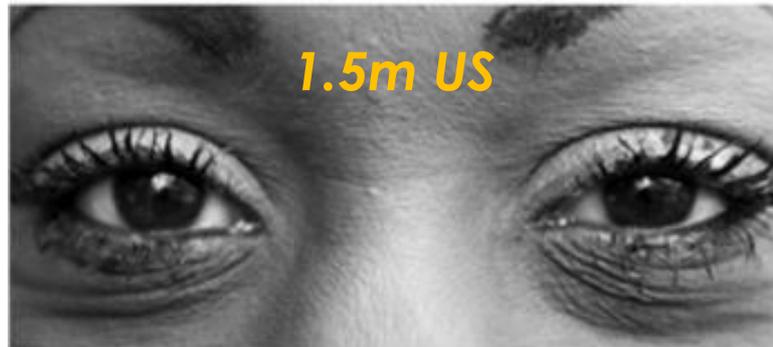


***Family Challenges  
Single Moms, Single Dads***

***1-4 Kids raised by single moms***

# Internet Addiction. Abuse.

**\$4.9 Billion / \$2.8 (US)**



# Financial. Elderly Care.



## Financial Hardships

Credit Card – \$16K

Auto Loan – \$29K

Other Loans – \$50K



## Senior Living

# Crisis. Significant Life Events.



***Serious Illness  
Terminal Illness***



***Dying, Death, Grief***

# Crisis Care in the Workplace

- ▶ Chaplaincy and Employee Assistance Programs (EAPs) are complementary.
- ▶ Proactive: Chaplaincy is relational and provides incremental care to possibly resolve a problem before it escalates.
- ▶ Responsive: The Chaplain can make the employee aware of no-cost and low-cost resources available through the EAP.
- ▶ The Chaplain partners with the HR Dept to care for employees.



# Crisis Care in the Workplace

- The Chaplain helps employees facing layoffs or plant closures. The relational equity a Chaplain builds provides support while the employee considers next steps.
- Outplacement services, training/education, resume building, interview skills, online employment bulletin boards, etc.



# Crisis Care in the Workplace

## ➤ Suicide Prevention Warning Signs

- Feelings of hopelessness, irritability, or no reason to live.
- Extreme mood swings, isolation, increased drug or alcohol use.
- Changes in sleeping and eating patterns.
- Feeling exhausted and lethargic.
- Trouble thinking clearly and staying on task.
- Believing others will be better off if they are no longer around.



# Crisis Care in the Workplace

## ➤ Non-Threatening Conversation Starters

- "You don't seem like yourself today. How are you doing?"
- "It seems like something's up. I'm here for you if you feel like talking."
- "I'm worried about you. If you tell me what's up, maybe I can help. Or we can figure something out together."
- "Sometimes, people facing what you're going through consider suicide. Have you thought about suicide?"



# Crisis Care in the Workplace

- Sometimes suicide prevention is successful.
- Other times the Chaplain helps the survivors process their grief.



# Crisis Care in the Workplace

## Co. and Chaplain Unified Response

- The Chaplain met the owner and other employees at the job site where the death occurred.
- The HR Director notified every employee with a personal phone call (not mass email or text)
- The Chaplain made phone calls to several employees who were especially close to the deceased
- Employees were invited to gather at the office to honor the memory of the deceased. The Chaplain began with words of comfort and then opened the floor to those who wanted to share memories and stories about the deceased.
- The Chaplain went to a conference room for those who wanted to visit privately.
- The Chaplain did rounds to distribute grief materials which lead to more meaningful conversations.



# Crisis Care in the Workplace

## Co. and Chaplain Unified Response

- The company set up a fund for employees to contribute to a financial gift for the surviving spouse and two children.
- The Chaplain offered to officiate the funeral service if the family needed him to do so.
- The HR Director notified employees once the funeral arrangements were made.
- The HR Director reminded employees of the EAP resources available, and the Suicide Prevention LifeLine (800.273-8255).
- The owner arranged for a grief counselor to be on-site and continuing care will be provided by the Chaplain through weekly rounds and availability on call as needed.



# Life-Changing Care in the Workplace



# Organizational Impact

- ✓ Stronger Company Culture
- ✓ Decreased Hiring & Training Costs
- ✓ Loyalty
- ✓ Improved Safety
- ✓ Improved Morale
- ✓ Increased Productivity
- ✓ Lower Absenteeism



Thank you!

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