

The Corporate Spiritual Care Program (CSCP) is an Independent Ministry that places professional, trained chaplains in companies at the request of the CEO or Business Owners HR and Management Departments. Through the CSCP, companies can offer our program as an employee benefit, outsourcing stress management and employee care from a ministry that truly cares.

HOW WILL THE PROGRAM BE INTRODUCED TO MY EMPLOYEES?

Before a CSCP chaplain starts work with a client, an orientation meeting is held to explain the benefits of chaplaincy, including chaplain confidentiality. This meeting is similar in tone and function to other benefit orientation meetings, with a time for questions and answers. At the end of the orientation, employees will receive the chaplain's contact information.

HOW DO I DEAL WITH EMPLOYEES WHO MAY NOT WANT A CHAPLAIN?

At the orientation the employees learn that they, not the chaplain, make all decisions about interaction. In practice, virtually all employees eventually come to enjoy a good relationship with the chaplain simply because the chaplain is there for no other reason than to provide care, comfort and support to them.

HOW WILL THE CHAPLAIN CARE FOR MY EMPLOYEES?

Every week the chaplain may make a brief personal contact with each employee. While providing an uplifting moment of encouragement, the chaplain will build caring relationships with the employees. The employee can call his chaplain any time to help with personal crisis management. The result is that 70% of employees who have no crisis support network in place, will experience caring support as an extension of the company.

DOES THE CHAPLAIN PROVIDE LONG-TERM COUNSELING SERVICES?

While many chaplains hold degrees and licenses in counseling, your chaplain from CSCP will only provide certified pastoral counseling, which is not a substitute for professional counseling. We will provide care options for those who need professional counseling, by connecting them with a suitable counselor, either from the company's insurance network or from our own referral/resource network.

HOW WILL THE CHAPLAIN INTERACT WITH MY MANAGEMENT TEAM?

Your managers will find the chaplain to be an effective management resource. Dealing with employees' personal life issues can consume a skilled manager's time, who may not feel adequately trained to provide advice in most cases. The chaplain is a valuable, well-trained resource that your managers can call in to help employees deal with delicate personal situations, that employees bring to work from home. As part of our service, the company will receive a detailed report of the services chaplains provide. But, the reports to employers do not breach employee confidentiality.

DOES CSCP REQUIRE CHAPLAINS TO BE AFFILIATED WITH ANY SPECIFIC CHURCH OR DENOMINATION?

No. Our Chaplains are not required to be affiliated with any specific church, denomination or faith. But they **MUST** respect the universal beliefs of all individuals.

CAN A BUSINESS CHAPLAIN EFFECTIVELY CARE FOR EMPLOYEES FROM VARIED RELIGIOUS BACKGROUNDS?

Yes. Because a thorough understanding of the function of the workplace environment is essential, all CSCP chaplains are required to have business workplace experience. In addition, a well-rounded educational background, including interfaith religious, spiritual and multicultural environments.

HOW IS THE PROGRAM FUNDED?

Our fees are based on a sliding scale, determined on health and emotional coverage and need. Each organization's needs are different, and we are able to create a tailored program for your specifics.

IN A LITIGATION DRIVEN CULTURE, IS THERE A LEGAL CONCERN ATTACHED TO OFFERING A CHAPLAIN ASSISTANCE PROGRAM?

No. The CSCP's chaplains are very familiar and are frequently updated with and work within the parameters of the current administration departments, regarding the Guidelines for Religion/Spirituality in the Federal Workplace.

WHAT ARE THE BENEFITS OF OUTSOURCING CHAPLAINCY RATHER THAN HIRING MY OWN CHAPLAIN?

There are several benefits to outsourcing chaplain care. First, outsourcing is more cost effective than hiring a full-time staff person. Second, the CSCP's training and support network gives your company a wealth of resources in addition to your onsite chaplain. Third, CSCP has an outstanding track record of working with individuals/employees in all types of businesses and environments.

WHAT IS THE SMALLEST AND LARGEST SIZE COMPANY CSCP IS CAPABLE OF SERVING?

Companies as small as a few dozen employees and as large as 100 currently