

## **Corporate Chaplaincy workshop at 2016 Chaplaincy conference**

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**Definition from Wikipedia:** "Some businesses, large or small, employ chaplains for their staff and/or clientele. Services provided may include employee assistance and counseling services; wellness seminars; conflict management and mediation; leadership and management development; and trauma/serious incident response. In 2007, 4,000 corporate chaplains were reported to be working in the U.S., with the majority being employees of specialist chaplaincy companies such as Marketplace Chaplains USA and Corporate Chaplains of America."

Synonyms for corporate chaplaincy: Marketplace, Business, Industrial, Workplace

There are two basic ways of going about corporate chaplaincy:

**1) Work as an employee of one of the national companies that provide this service as a business to other businesses as an Employee Assistance Plan.** A list of companies is provided below.

### **Advantages:**

- Provides opportunity for pastor to get out in the marketplace and also supplement income (chaplains are paid by the hour)
- The "business" interface with client companies such as marketing, accounting, etc. is handled by the chaplaincy company. You are simply an employee (good and bad!)
- For some large companies with multiple sites, numerous shifts, and language groups it may be most beneficial to outsource this to a chaplaincy company.

### **Disadvantages:**

- You are an employee!
- You may find it frustrating since it is first and foremost a business. I was manager and oversaw about 20 part-time chaplains. I did not feel they were being treated fairly. I also had a very difficult boss the 8 months prior to my leaving! (He is no longer with the company) Note: I also had two bosses that remain friends to this day.
- At least when I worked for the chaplain service agency they had a very restrictive (and in my view very ungodly) provision of limiting any chaplain that worked for them (regardless of degree) from working in any type of corporate chaplaincy for two years after leaving them. Although Richard Hammer, an attorney specializing in church and clergy issues examined this provision and informed me it wouldn't hold up in court, it nevertheless placed a limit on me following my departure from the company.

**2) Work as an independent chaplain working directly for a company or companies** (This is the model we have developed)

### **Advantages:**

- You work directly for owner and management of company. No middle man
- My wife and I work together and make our visits together. We present as a couple
- Ministry is always local and you can customize the ministry according to your gifts and the needs of the company.
- The fee is generally based on number of employees and you can charge a lesser fee than if the company paid a national chaplain company and the fee comes to you directly. Of course you need to do the accounting. My companies pay me using a 1099 and then I use schedule C to deduct expenses such as travel, office, literature, etc. Even after expenses this has provided a reasonable income the last 6 or 7 years. Since I have another ministry (Daily Encouragement Net) which takes about 4 hours daily I am limited as to how many companies I can handle.

### **Disadvantages:**

You will need to do marketing, selling, accounting etc. I have developed an association with a business group in Lancaster called Convene that has become the contact for most of our companies.

My presentation here at the chaplain conference primarily concerns opportunities for a pastor or chaplain from another field to serve independently either part-time as a supplement to other ministry or full-time. However many of the points would still apply if you work for a chaplain service agency.

Corporate chaplaincy is named because you are in the corporate world. Funding differs from other forms of chaplaincy in that it is not from a government or institution nor do you raise funds as a missionary. Funding comes from a fee received from the company or in the case of an employee of a chaplaincy service company a salary or wage.

### **Expressions of corporate chaplaincy care include:**

- Visits to the company worksite
- Calls and visits to hospitals to see an employee or family member
- Conducting and attending funerals. Note: Due to the redefinition of marriage we no longer offer to conduct any weddings.
- Counseling
- Literature distribution
- Writing for company newsletters
- Praying or even speaking at company events (if requested)
- Bible studies on site

Issues that people have are probably the same as in any other form of ministry. You are working with both the church and the unchurched. However corporate chaplaincy has a feature we enjoy that is distinct from other forms of chaplaincy; long-term relationships in the most normal periods of life similar to pastoring.

It is distinct from military chaplaincy with frequent transfers of both chaplain and military personnel. It is distinct from healthcare and hospice due to generally limited time frame for ministry. Perhaps similar to correctional but incarceration is not a normal period of life!

**My story:** Out of Bible college (CBC) pastored for 25 years. By my mid-forties was ready for a change. I do miss preaching. (I do periodically preach at home church and as invited at others.) Have also served as interim pastor till our client companies grew to a point we could no longer do that. Do not miss church administration! Continue to provide pastoral care as a chaplain.

We have purposefully chosen to be no larger than companies we can personally handle. We have assisted other companies in setting up a chaplaincy program or referred them to a national company.

\* Regarding the 2 year limitation: This was probably done to keep any part-time chaplain from taking over a company and working directly for it or worse yet a manager or above position using their position and contacts in taking over a group of companies. This in my view would be wrong and unethical. However the provision was far broader than this and would limit someone from working for a company that had not had any association with the chaplaincy company or even in a region of the country where the chaplaincy company had no presence. In my case I do serve one company that did drop the service with the chaplaincy company awhile after I left and the owner approached me to hire me directly. All the other companies we serve never had any association with the chaplaincy company.

### **Some informative articles and materials**

Our chaplaincy website: Daily Encouragement Chaplains <http://www.dechaplains.org/>

Our Daily Encouragement website: <http://www.dailyencouragement.net/>

Two articles written about us in the Lancaster newspaper:

2003 [http://lancasteronline.com/business/comforting-words-in-the-workplace/article\\_014026a9-faf9-500e-99e1-25c8e50415ca.html](http://lancasteronline.com/business/comforting-words-in-the-workplace/article_014026a9-faf9-500e-99e1-25c8e50415ca.html)

2014 [http://lancasteronline.com/features/faith\\_values/workplace-chaplains-offer-employees-a-personal-touch/article\\_5797fa9a-03ba-11e4-895a-001a4bcf6878.html](http://lancasteronline.com/features/faith_values/workplace-chaplains-offer-employees-a-personal-touch/article_5797fa9a-03ba-11e4-895a-001a4bcf6878.html)

### **Misc. articles:**

Should You Hire a Workplace Chaplain?

<http://www.intheworkplace.com/apps/articles/default.asp?articleid=22241&columnid=1935>

Corporate chaplains - Praying for gain (An article from a liberal perspective)

<http://www.economist.com/node/9687820>

“My company hired a corporate chaplain to roam the office praying and handing out scriptures” (an interesting perspective of how some see us!)

<http://www.askamanager.org/2013/08/my-company-hired-a-corporate-chaplain-to-roam-the-office-praying-and-handing-out-scriptures.html>

Corporate Chaplains – An Excellent Employee Benefit

<http://blog.c12group.com/corporate-chaplains-excellent-employee-benefit>

Clergy are Finding a Calling in the Corporate Sector

<https://www1.cfnc.org/Plan/For A Career/Career Cluster Profile/Cluster Article.aspx?articleId=eDliXAP2FPAX0aHCrvOnt7bdi6F8QXAP3DPAXXAP3DPAX&cId=Ssi5wXAP2BPAXiXAP2FPAXPEAZqsP7RwccdwXAP3DPAXXAP3DPAX&sectionId=3>

Corporate Chaplain Services

<http://danmoran.org/corporate-chaplain-services.php>

Leadership Views on Corporate Chaplains: Business, Socio-Cultural, and Spiritual Justifications

<https://www.princeton.edu/faithandwork/research/workplace-chaplaincy/current-research/Leadership-Perspectives-on-Workplace-Chaplaincy.pdf>

**Companies that provide corporate chaplaincy services:**

Corporate Chaplains of America <http://chaplain.org/>

Capital Chaplains <http://capchaps.org/>

Marketplace Chaplains <http://mchapusa.com/>

Workplace Chaplains <http://www.workplacechaplains.us/>