

Workplace  
Chaplain U.S.  
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**Our Mission:**

Partnering with client companies to provide care, counsel and crisis management services to their employees from a Christian perspective.

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# CHAPLAINS @ WORK

## Workplace Chaplains U.S.

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### A Season for Love

I just read an article (on Valentine's Day) discussing whether the experience of love supports the fact that we are more than just physical beings, having a deeper reality called a soul.

Many of us would argue that our sense of "self," our ability to choose between several possible options in any given situation (including the choice that may contradict the concept of "survival of the fittest"), our ability to synthesize ideas and create something we have never seen before, and even our almost universal concept of a higher power that we

call God — would all suggest that we are more than mere physical beings; more than just a complex conglomerate of atoms and chemicals.

The reality that we call "love" seems to require a sense of self that is incomplete without others, a sense of a special connection with and concern for certain others, and even the willingness to sacrifice self for the sake of these special others.

You can try to explain all of that (as the pure naturalists do) by speculating about an evolutionary advantage in deep attach-

ments over simple mating instincts for survival of the species, etc.; but even that does not explain our universal awareness of a moral code and a God who gives the moral code.

We as Christians have an easier time explaining all of this — especially in this time of year that we celebrate Easter.

We simply understand that a loving God created us similar to, but distinct from the animal world, with a thing called a "soul" that makes us like Him — able to love, create, imagine, plan and dream.

(“A Season...”cont'd p. 2)

### Marketing continues despite “hard times”

The work of expanding our service into new areas never ends. We are committed to seeing more companies and their employees benefit from the presence of WC staff as our nation's economy faces hard times.

We know the folks who inhabit the workplaces we serve and it is true that now, during difficult times, more than ever they need the “care, counsel, and crisis management” services we provide.

During the fall quarter of 2007 we had several marketing calls that look as if they will produce new clients in the year ahead. We also faced the disappointment of a couple of companies which appeared to be close to signing contracts with us backing off and deciding to wait at this time.

Workplace Chaplains has always said we want the companies God wants us to have on board. So we are trusting

that as we prepare for new clients by recruiting and training new chaplains, exploring new markets and using the leverage of current clients that we will be ready for the increase God will bring.

Marketing for WC is a little like the reality we face in seeking to do personal evangelism. We know beyond a doubt that the “product” we have will benefit the potential

(Marketing...Cont'd—P. 2)

## Marketing (Cont'd)

“convert” however sometimes a relationship and trust need to be built before a friend trusts us enough to step over the line of faith. So to in the relationships we are building even now with companies and their key personnel, it's relational or friendship evangelism that will eventually win them over (also understanding the need for God to work). We understand that a “sales” approach (think door-to-door evangelism) may pick up a client or two, but a relational approach will form the client company/chaplain relationship which results in long term sustainability and commitment.

If you know of business owners or companies in your area that might have an interest in providing their employees with 24/7 chaplain care please let me know.

**Rich Langton**  
**Director of Mission Advancement**

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## Love (Cont'd)

He then not only commanded us to love, but taught us how to love by 1) giving us the freedom to accept or reject Him, and 2) sacrificing His Son in order to save us from the consequences of our own choice to reject Him.

Now, we as chaplains have the opportunity to enter the workplace with this message that God loves you, no matter what you have done, how you look, what you have been told, or what has happened to you.

We don't always do this directly or verbally, but we represent this message in all we do — especially when we show up at a hospital, funeral home, or jail cell to pay a visit in a time of need. But it isn't only chaplains that have this wonderful message to share.

Every Christian is called to represent the message of God's love to a hurting world. Because we have been “loved with an ever-

lasting love,” (Jer. 31:3) we have an unending supply of love to give to those who are suffering in a world of “un-love.”

Nothing is more essential or appealing to the human heart. Nothing has more power to change the world than this message of unconditional love.

Make it your goal to represent that message in new and exciting ways this Easter season.

“Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It is not rude, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always perseveres.”(1 Cor 13:4-7 NIV)

**Ron Klimp**  
**Executive Director**

## Corporate chaplains' non-missionary mission

Ask any company that employs a chaplain what exactly the chaplain does, and you're likely to hear that despite their many purposes, chaplains aren't missionaries in the workplace. Rather, they are strictly an optional source of help for employees handling difficult crises at home or even within the office. Although chaplains aren't necessarily counselors, they spend much of their time simply listening to employees' problems and offering comfort and support. Among their various functions, corporate chaplains may visit employees in the hospital, offer marriage and family care, provide stress management, and even conduct weddings and funerals.

## Confidentiality policies build confidence in chaplains

Regardless of whether a chaplain works for an employer through an in-house program or through a chaplain hiring service, he will abide by a strict code of conduct and confidentiality policy, which may alleviate employers' concerns about religious discrimination claims.

At Tyson [Foods, Inc.], chaplains maintain the confidentiality of their conversations with employees with only four strict exceptions. Those exceptions include information involving sexual harassment, abuse, danger to someone else at the company, or danger to the company itself. While the chaplains sometimes face tough dilemmas regarding those policies, their main goal is to put employees' needs first.

Despite the seemingly thin line chaplains may appear to walk at times, the success of chaplain programs has been outstanding in the view of both employers and of companies like Corporate Chaplains of America. On its website, CCA claims that employers can take comfort in the impressive fact that no corporation in the history of workplace chaplaincy has suffered legal problems as a result of offering chaplain services to its employees.

Excerpted in HRheros.com from [Arkansas Employment Law Letter](#) and written by an attorney at the law firm of [Jack Nelson Jones Fink Jiles & Gregory, P.A.](#)