



A CCCHAPS RESOURCE

Workforce Care That Goes Beyond a Hotline.

A field guide for HR & People leaders.

Most workforce wellness programs collect benefits and call it care. This brief lays out what relational, non-clinical chaplaincy adds to your existing stack — and how HR leaders quietly stand it up alongside an EAP without disrupting what already works.

ON-SITE

Across California

VIRTUAL

Nationwide

HYBRID

Built around your team

Serving organizations across California.
Nationwide virtual support available.



Five practical moves for HR leaders.

Practical, executive-friendly notes.

■ **Make care visible without making it loud.**

Introduce a chaplain through a 1-page note from leadership and a brief all-hands walkthrough — not a launch campaign. Trust builds through presence over time, not a rollout.

■ **Position chaplaincy alongside the EAP, not against it.**

An EAP is a hotline; a chaplain is a relationship. Frame them as complementary — chaplaincy handles the daily, relational layer that a phone-based clinical model cannot.

■ **Define confidentiality boundaries in writing.**

Spell out what stays private, what is reportable, and what aggregate, non-identifying patterns leadership receives. Publish this internally before the chaplain ever shows up.

■ **Plan for incidents before you need a plan.**

Sudden loss, layoffs, accidents, leadership transitions — script the first 24 hours of a human response now, while no one is in crisis.

■ **Measure what care actually improves.**

Skip vanity metrics. Track retention in the first 12 months, voluntary engagement with care, and qualitative leadership signal. That's the real ROI story.

Workforce care isn't a program. It's a posture — quietly woven into how your organization already operates.

BEGIN A CONVERSATION

Schedule a confidential consultation.

A 20-minute exploratory call. Confidential. Never a pitch.

ccchaps.com/request-consultation