



CCCHAPS · LEADERSHIP RESOURCE

Workplace Chaplaincy Across Industries

The core of workplace chaplaincy is the same in every workforce. What changes is delivery. This brief shows how the same principles adapt across common industries.

The Constants

- Presence — a familiar person, at a predictable rhythm.
- Listening — voluntary, unhurried, non-clinical.
- Confidentiality — within appropriate ethical, safety, legal, and organizational-policy limits.
- Belief-neutral care — respectful of every faith and non-faith.
- Appropriate referral — coordination with HR, EAP, and clinical resources when a situation calls for one.

How Delivery Adapts

- **Automotive / dealerships:** visits patterned to service, sales, parts, and finance rhythms; quiet spaces for 1:1s.
- **Restaurants and hospitality:** visits during natural low points between service; reachable off-site by phone or text; extra care about anonymity in tight teams.
- **Construction and skilled trades:** brief, jobsite-respectful visits; framed as an extra human resource, alongside — not inside — the safety program.
- **Healthcare and hospice:** quiet presence with the staff, not the patient; shift- and unit-matched cadence.
- **Senior living and board-and-care:** support for the caregiving staff who carry a great deal of what residents and families are going through.
- **Professional / office environments:** visible without being intrusive; private rooms; confidentiality stated explicitly rather than assumed.
- **Remote and blended workplaces:** confidential availability by phone or through available remote-support options where an organization's care arrangement includes them.

What Does Not Change Across Industries

Chaplains are non-clinical, confidential, respectful, and outside the reporting line in every environment. The pattern of presence changes; the role does not.

Not Every Industry Receives an Identical Model

A Care Team Package is shaped around each organization — its workforce, hours, locations, and existing support picture. The starting point is a conversation about your operation, not a template.

BEGIN A CONVERSATION

Explore how relationship-based care could fit your workforce.

An exploratory conversation, not a pitch. No obligation.

ccchaps.com/for-organizations