

Governing Values

We will operate with integrity and seek to build trust in all we do.

We will demonstrate confidentiality and protect the privacy of individuals.

We exhibit sensitivity regarding moral, cultural, social and religious standards of people. We will not impose our beliefs on others; although we may express them when invited to do so.

We care for all employees regardless of race, creed, color, marital status, sexual orientation or religious preference.

We strive to be honorable people and to act with honesty, integrity and respect. Our belief in the strength of the human spirit is core to our delivery.

We treat others with respect – and request the same.

WHAT CHAPLAINS WILL NOT DO:

1. Hinder employee's ability to accomplish assigned responsibilities.
2. Compel a discussion or relationship with any employee.
3. Moralize or criticize an employee's conduct.
4. Report content of discussions to management or other party (outside of legal obligations).
5. Endorse a specific place of worship or religion.
6. Make financial loans for any reason.

CONTACT US:

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**True North
Consulting Ltd.**

**Chaplain
Assistance Program
(C.A.P.)**



“Navigating Life”



Tangible Benefits of Corporate Chaplaincy

- Ability to investigate and address personal employee issues
- Improved Attitudes
- Lower Staff Turnover
- Higher Productivity
- Increased Loyalty & Commitment
- Decreased Absenteeism
- Positive impact on the bottom line



The fast pace, pressures, and distractions of daily life create personal stress so many employees are barely able to hang on. Six or seven day work week, home responsibilities, lack of sleep and feeling overwhelmed most of the time, all contribute personal conflicts. Often this affects job performance. Most individuals do not have anyone to turn to during these challenging times of life. Difficulties and personal challenges come to the workplace with individuals and cause low productivity, low morale, and high absenteeism. Utilizing the CAP can facilitate the identification of concerns and initiate personal actions to achieve its early resolution or referral which benefits all parties. This can save the company profitability usually lost through poor job performance.

Chaplain Assistance Program

PROGRAM BENEFITS:

1. Management and Employee Services:

We will assist supervisors with attraction and retention problems, conflict resolution and mediation, provide personal success coaching and corporate owner/manager coaching and consulting as requested.

2. Communication:

We can provide workshops and in-service training to improve communication skills, morale and working environment. Workshops can be held at the worksite – some additional fees may be required.

3. Chaplain Services:

We care for the employee and their immediate family. Such care includes discussions concerning, but not restricted to: marriage, divorce & remarriage, serious illness, death, grief recovery, child-rearing, care of aging parents.

Other personal issues may include AIDS and HIV related illness, drug and alcohol dependency, fears, financial issues, psychiatric problems, spousal and child abuse, family violence and stress management.

4. Chaplain Visits:

At employee's invitation, we make hospital, family home, nursing home, funeral home, and/or other neutral site visits when appropriate.

5. Referral Services:

We provide other professional services as deemed necessary and link employee or family member to necessary community services (e.g. AA, ALANON etc).

6. Resource Services:

We assist with obtaining other resources as requested by employees.

7. Wedding Services:

Upon request we can assist in preparation, preside at service, provide pre-marital conversations and follow up services with the couple.

8. Special Services:

We provide public prayer or inspirational remarks for ceremonies or special events as requested. We also provide critical incident debriefing and assistance following accidents or incidents of violence.

9. Incarceration Services:

We are available for employees and their immediate family members for visitation, emotional support and encouragement and transitioning.

10. End of Life Services:

We are available to perform on-site memorial services on request.

11. 24/7/365 Availability.

A Chaplain is available on-call 24 hours a day for crisis intervention and emergency situations. Our commitment is to respond by telephone within 60 minutes.



12. Worksite Visits/Rounds:

We are available to make brief weekly worksite visits in order to get to know employees and offer encouragement. If employee requests more time, we arrange a place and time for follow up meeting by phone, on a break, at lunch etc.

• **Counselling** - Individual, marriage, family and conflict. Various location options.

• **Chaplaincy** - Crisis Intervention, Ministry of Presence, Community representation, C.A.P.

• **Workshops** – Times of intensive learning with the opportunity to master and practice new skills.

• **Coaching** – A dynamic time used to focus on change, planning and goal setting.

• **Itinerant Speaking** – We are available to facilitate speaking engagements on a variety of current issues.

• **Justice** - We provide expertise in support and advocacy for persons involved in various legal proceedings.

**Coaching,
Counselling &
Chaplaincy
Services**