



Mental Health in the Workplace

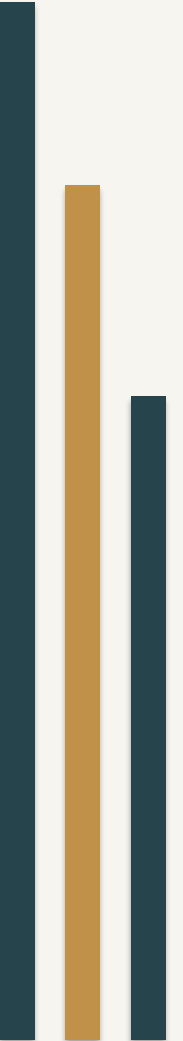
Marketplace Chaplains





Aaron Foster, Executive Director of Operations for
Marketplace Chaplains

**Marketplace
Chaplains**



The Business Case for Caring for the Whole Person



We're not expected to solve every personal problem our employees bring through the door.



But we are responsible for creating workplaces where people know they matter and where they have somewhere to turn when life becomes difficult.

What Employees Bring to Work



Do they have somewhere to go for help?



You don't have to be able to fix the problem but offering a trusted resource can be critical to an employee's well-being.

Chaplain Care and the Manufacturing Connection

Maintaining production, quality, and care, when critical life moments occur.



Terry Gwaltney is a powerhouse communicator whose straight-shooting, engaging style connects with leaders, entrepreneurs, and teams across the country. You won't find a more passionate speaker to ignite a crowd, a more insightful mentor to break down the keys to lasting success, or a more experienced leader to inspire a winning culture. We're grateful for our partnership with Terry and the Integrity Roofing team!

The Owner's Perspective

01 **We realized we were in a new era.**

Instead of work-life balance, we needed to focus on work-life integration.

02 **Our employees are people before they are employees.**

What happens in their personal lives eventually finds its way into the workplace.

Why we chose chaplain care

1. We wanted our employees to know they matter.

Our people are more than a name on a payroll or a number on a production report. They are parents, spouses, sons, daughters, friends, and members of our community. We chose chaplain care because we wanted our employees to know that who they are matters to us, not just what they do for us.

2. We wanted to be there before a crisis.

We didn't want support to begin only when something went wrong. We wanted to build relationships with our employees in the ordinary moments, so that when life became difficult, they already had someone they knew and trusted to talk to.

3. We wanted to build a stronger culture of care.

We wanted caring for our people to become part of who we are as a company — not just another benefit on a list. Chaplain care gave us another way to listen, encourage, and support our employees through the challenges they face both at work and at home.

WHAT WE LEARNED

1. People don't care how much you know until they know how much you care

When employees know they are valued as people—not just for what they produce—they are more willing to engage, communicate, and trust the organization.

2. RELATIONSHIPS COME BEFORE CRISIS

The time to build trust is before something goes wrong. Chaplain care gives employees someone they already know and trust when life gets difficult.

3. CARING FOR PEOPLE STRENGTHENS THE CULTURE

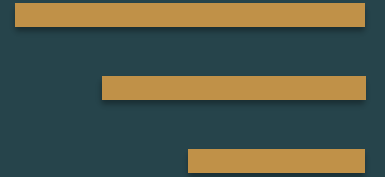
We learned that caring for employees isn't separate from good leadership. It becomes part of who you are as a company and how you lead your people.



**Chaplain Stephanie Shouse, Marketplace
Chaplain since 2020.**

What chaplain care looks like in the workplace

Rather than keeping office hours and waiting for employees to schedule appointments for care, chaplains walk through the company, meeting employees where they are, building relationships, and offering care in both mundane moments and crisis situations.



We Care for All Employees

A short, thick, gold-colored horizontal line.

Chaplains provide care for all employees regardless of their religious background or life choices. All conversations with the chaplain are voluntary and treated with the utmost respect and confidentiality.

Two vertical bars on the right side of the slide: a tall, dark teal bar and a shorter, gold-colored bar positioned to its right.

The impact of chaplain care in the workplace.

Many employees walk into work carrying the heavy weight of personal struggles. Chaplains walk alongside employees, giving them a safe space to be honest about their struggles, bridging the gap between their need and the resources available to them, and letting them know they are seen and cared for.

Q & A

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