



“When you provide resources that benefit a person  
at work, the *effects don't end when their  
shifts do.*”

Corporate Chaplains of America, *Quiet Quitting*

# Meet Penelope

TECHNICIAN AT OMNIBRANDS NEWTON





# The Great Resignation

*Forbes*

# Agenda



# Agenda

**MORALE**

# Agenda

**MORALE**

**PRODUCTIVITY**

# Agenda

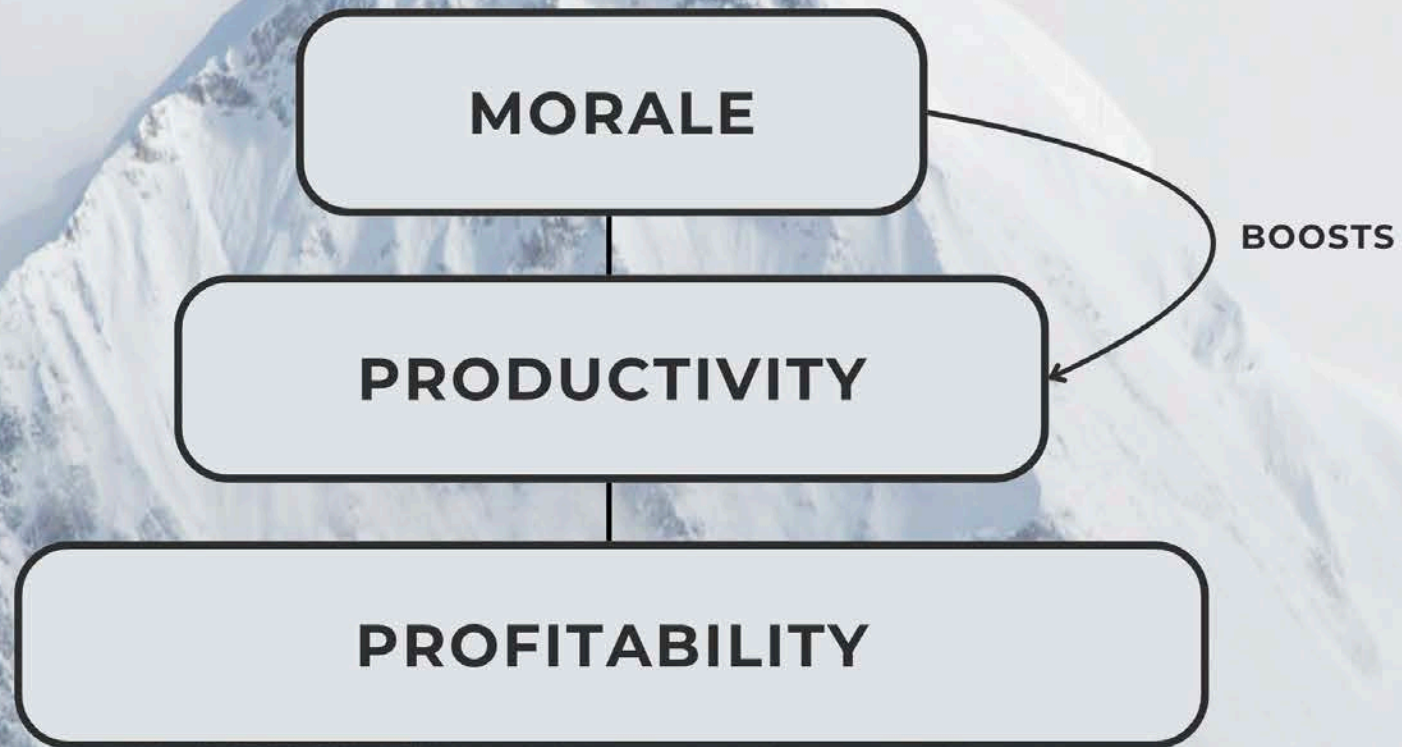
**MORALE**

**PRODUCTIVITY**

**PROFITABILITY**

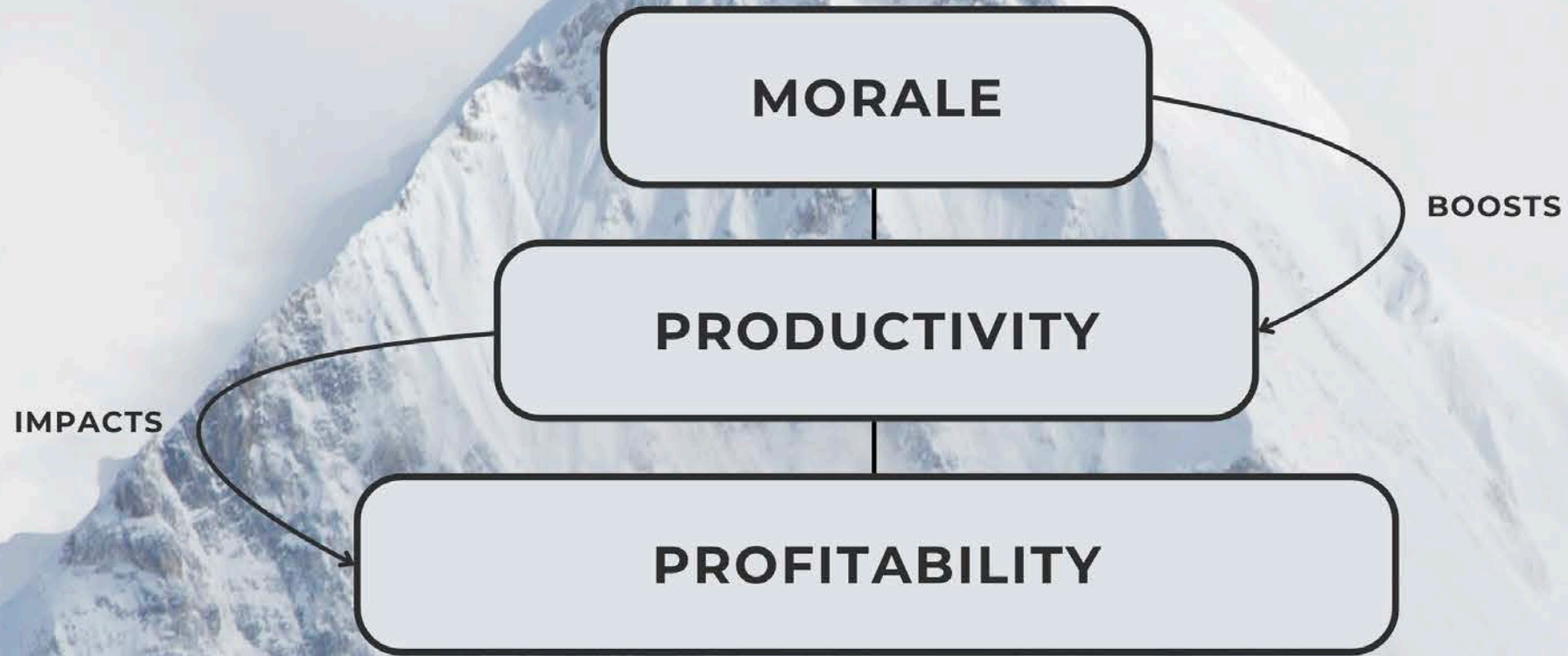


# Agenda





# Agenda



# Holistic Health in the Workplace

**PHYSICAL  
HEALTH**



**MENTAL  
HEALTH**



**SOCIAL  
HEALTH**



**SPIRITUAL  
HEALTH**



MORALE

PRODUCTIVITY

PROFITABILITY

# Holistic Health in the Workplace

**PHYSICAL  
HEALTH**



**MENTAL  
HEALTH**



**SOCIAL  
HEALTH**



**SPIRITUAL  
HEALTH**



MORALE

PRODUCTIVITY

PROFITABILITY

# Newton Employee Wellness Survey

*I generally feel mentally well and able to handle work-related stress.*



*My workload is manageable and does not negatively impact my mental health.*



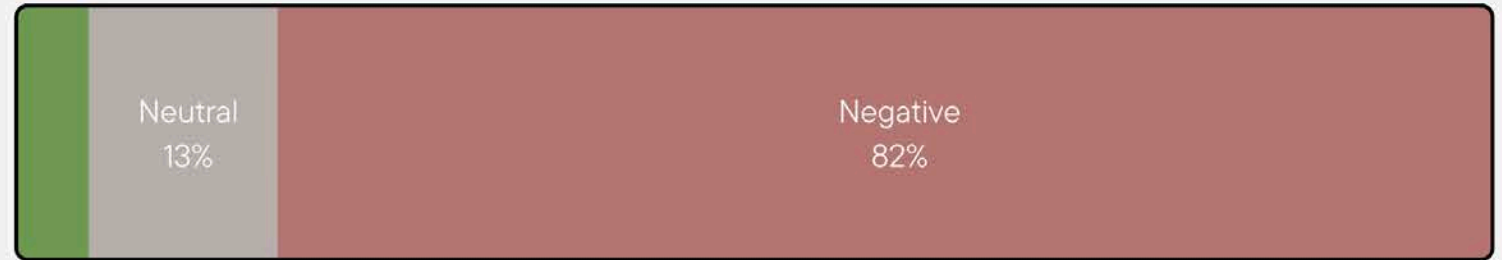
MORALE

PRODUCTIVITY

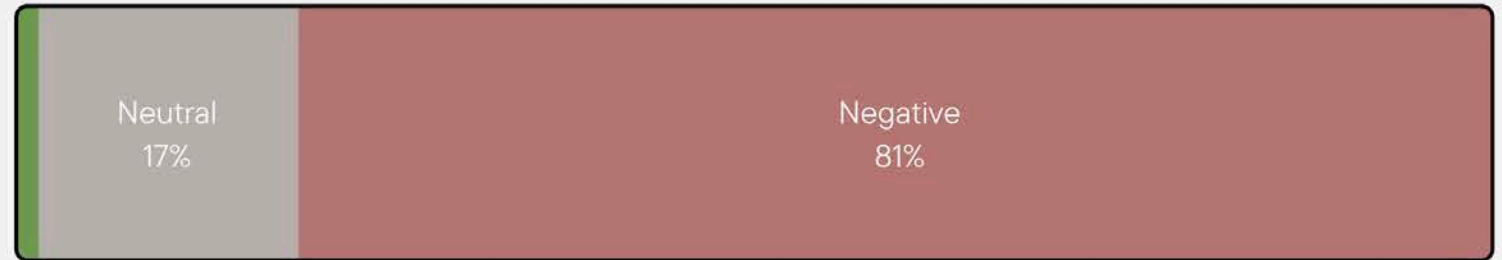
PROFITABILITY

# Newton Employee Wellness Survey

*My work gives me a sense of purpose and fulfillment.*



*There is space for spiritual or personal reflection if needed.*



MORALE

PRODUCTIVITY

PROFITABILITY

SPIRITUAL  
HEALTH



# Newton Plant Challenges

**2x** Previous Year  
Attrition Rate

**3x** Previous Year Process  
Reliability Issues

**\$450k** Increase in Unplanned  
Scrap

**>3%** Plant Involvement in  
Company-wide ERG

*as of January 2024*

MORALE

PRODUCTIVITY

PROFITABILITY



How will Newton mitigate  
these challenges?

MORALE

PRODUCTIVITY

PROFITABILITY



## ERG DEVELOPMENT

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Revamp current Interfaith resource group to be more frontline oriented



## CHAPLAINCY PROGRAM

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Hire corporate chaplains to serve as employee counseling resource



## BUDDY SYSTEM

---

Pair experienced employees and new hires to boost camaraderie



## COMPONENTS

*Bottom up approach to create spiritual dialogue at the plant level*

*Site events, lunch & learns, religious support, diverse networking, mixers, mentorship & more*

## IMPACT

*Allows for religious freedom and space to celebrate diverse beliefs*

## CORPORATE EFFORTS

Faith celebrations in **corporate** offices

**Corporate** luncheon series

Networking at **corporate** headquarters

Workshops tailored to **corporate** employees

**Corporate** mentorship programs

Interfaith art exhibits at **corporate** headquarters

*🌀 more...*



MORALE

PRODUCTIVITY

PROFITABILITY

## COMPONENTS

*Relationship* issues, **grief** care, child and aging parent **support**, stress management, **spirituality**

PROVIDE  
VARIETY OF  
SUPPORT

**Tyson** Chaplaincy Program, **American Airlines**, and US Department of **VA**

PRESENCE IN  
CORPORATE  
SETTINGS

## IMPACT

Employees have shown **30% decrease** in **absenteeism**, **20% reduction** in **employee turnover**, and **15% increase** in **productivity**

PROVEN  
RESULTS



CHAPLAINCY  
PROGRAM

MORALE

PRODUCTIVITY

PROFITABILITY

## COMPONENTS

*Pairs employees of different faiths, ethnicities, backgrounds, age, & experience*

*Incentivize meetings with site lunches for participants*

*Create network with local businesses to give incentives for mentor pairs to meet*



**BUDDY SYSTEM**

## BENEFITS & IMPACTS

*Creates a diverse network and support system for new and seasoned employees*

*Mentored employees have shown 83% higher job satisfaction*

*20% higher employee engagement, 23% lower turnover rates, 18% more productive*

*Building a site network & community*

MORALE

PRODUCTIVITY

PROFITABILITY

# Productivity Metrics



Employee Monthly  
Production

Technician  
Attrition

Line Process  
Reliability

Unplanned  
Downtime

MORALE

PRODUCTIVITY

PROFITABILITY

## ERG REVAMP

**\$28k**

*\$10 per site employee to jumpstart ERG involvement replicated x 7 company ERGs (average ERG investment is \$2-5)*

## BUDDY SYSTEM

**\$4k**

*\$10 per site employee to encourage sharing meals, breaks, and work-life*

## CHAPLAINCY PROGRAM

**\$120k**

*\$60K salary per Chaplain ~\$6k above industry average*

# Investment

# &

# Savings

# \$6.1M

NEWTON PLANT SAVINGS  
(24 MONTHS)

ASSUMES 20% ATTRITION RATE  
REDUCTION AND 4 ISSUES ELIMINATED

MORALE

PRODUCTIVITY

PROFITABILITY

SHORT-TERM

## 6 MONTHS

Announce additional  
**Interfaith ERG events**

Create **Buddy  
Matching System**

Interview and hire **site  
chaplain**

## 18 MONTHS

**Reconduct McKinsey Survey**  
to analyze culture change

Explore site budget to  
**create safe spaces**

**Collaborate with local  
businesses** for Buddy  
System rewards & perks

## 12 MONTHS

Host Interfaith ERG  
**sponsored site event**

Host **Buddy System**  
employee **luncheon**

Analyze **YOY changes to  
production** levels

## 24 MONTHS

**Hire additional  
Chaplain(s)** based on site  
headcount

Expand ideas to **scale to  
other OmniBrand Sites**

# How We Implement

TIMELINE MILESTONES

LONG-TERM

MORALE

PRODUCTIVITY

PROFITABILITY

# Holistic Health in the Workplace

**PHYSICAL  
HEALTH**



**MENTAL  
HEALTH**



**SOCIAL  
HEALTH**



**SPIRITUAL  
HEALTH**



# Holistic Health in the Workplace

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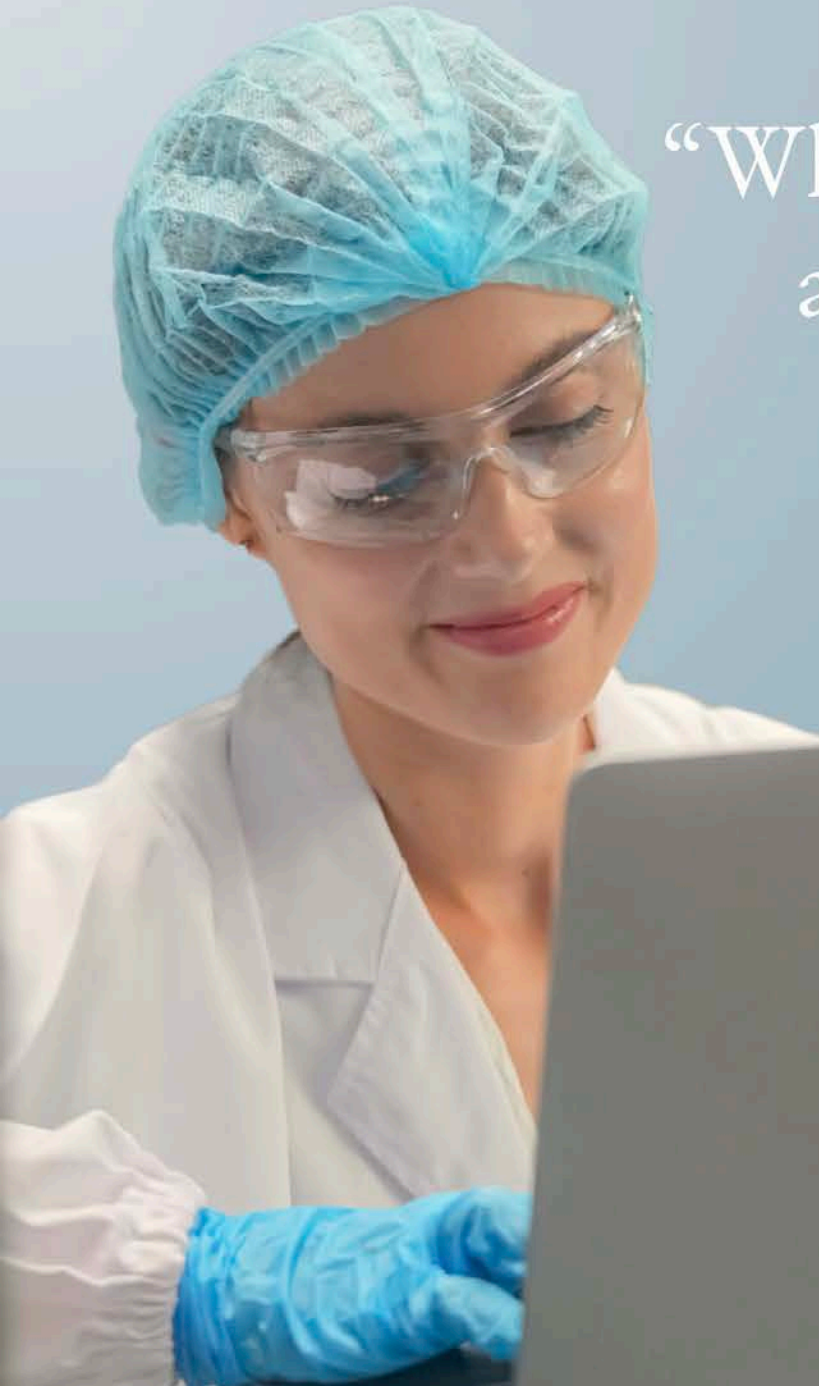
**SOCIAL  
HEALTH**



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Corporate Chaplains of America, *Quiet Quitting*

Penelope

TECHNICIAN AT OMNIBRANDS NEWTON

# *Our Team*



**JORDAN  
SMITH**



**MCKENZIE  
HUCKABY**



**HANNAH  
PRESCOTT**



**PRICE  
DUKES**

# *Appendix*

**Wellness  
Survey  
Results**

**Financial  
Metrics**

**Productivity**

**Spirituality  
in the  
Workplace**

**Mentorship**

**Employee  
Happiness**

# Wellness

## Survey Results



### Likert Scale 1-5

1- Strongly Disagree  
2- Disagree

3- Neutral

4- Agree  
5- Strongly Agree

### Impact

Negative

Positive



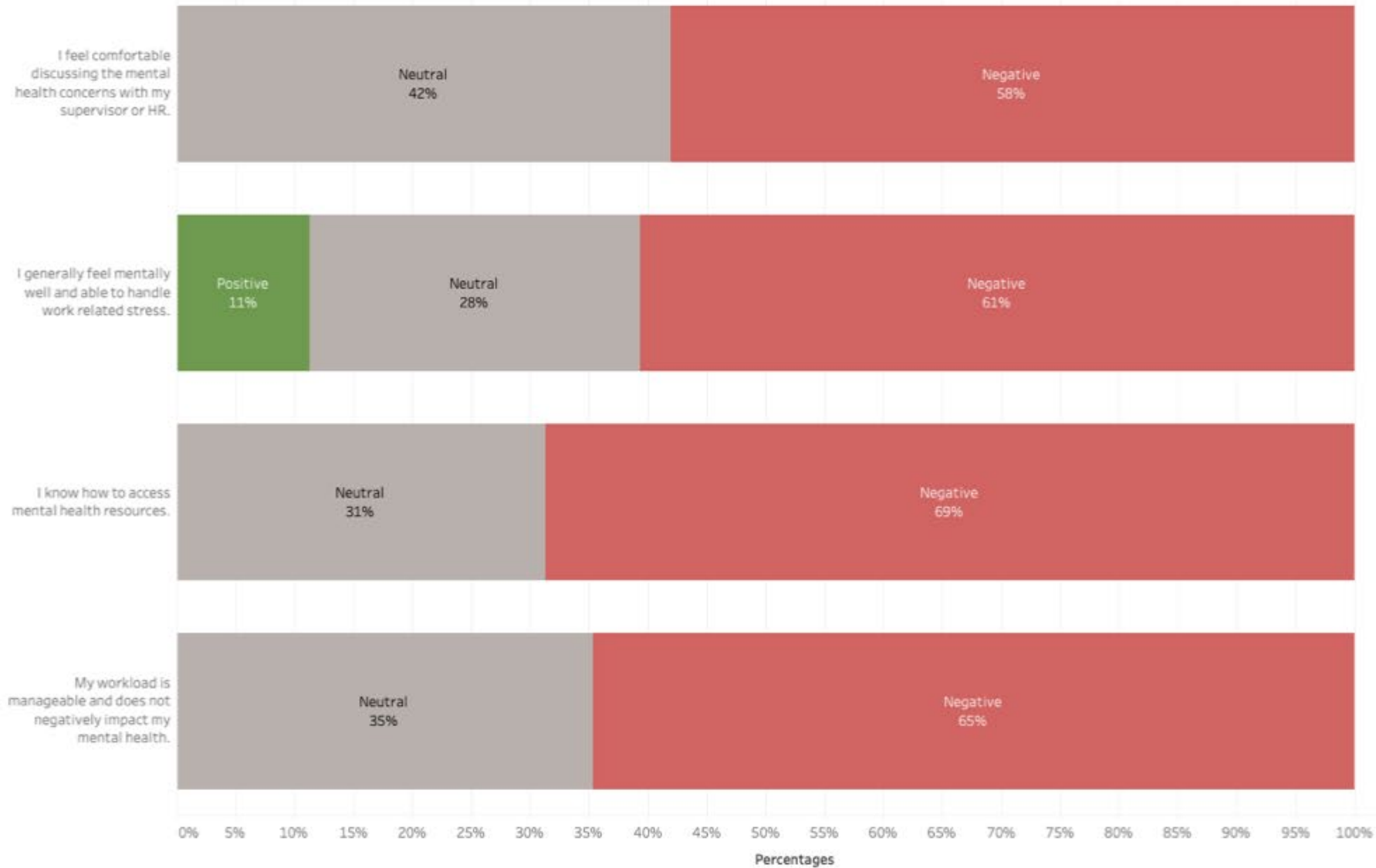
## Wellness Survey Results

Question ID

(All)

Question ID (group)

- (All)
- Mental Wellness
- Physical Wellness
- Social Wellness
- Spiritual Wellness



# Mental Health

### Wellness Survey Results



## Physical Health

## Wellness Survey Results



# Social Health

## Wellness Survey Results



# Spiritual Health





# SAVINGS FROM RECOMMENDATIONS

Employee Turnover reduction of 20%	
2	employees per month
24	months
48	employees retained
\$ 15,000.00	cost of attrition per employee
\$ 720,000.00	savings over 24 month period

Reduction to 8 unplanned issues errors by end of 2 years	
\$ 56,000.00	Cost per issue
4	issues on average reduced
24	months
\$ 5,376,000.00	Expected Savings
<b>\$ 6,096,000.00 TOTAL SAVINGS</b>	

# Financial Impact

INCREASED PRODUCTIVITY WILL  
SAVE NEWTON MONEY

50%

DECREASE IN COMMON  
RELIABILITY ISSUES

\$56K

FACTORY SAVING PER  
RESOLVED ISSUE



# Well Being vs Productivity

*The reasons to act go beyond improving health:*

Recent McKinsey research finds that **employee disengagement and attrition**—more common among workers with **lower well-being**—could cost a **median-size S&P company between \$228 million and \$355 million a year** in lost productivity.




**Reframing employee health: Moving beyond burnout to holistic health**

We look at how companies can take a holistic health approach with programming that helps employees prioritize physical, mental, social, and spiritual health.

 McKinsey & Company / Nov 1, 2023

# The Cost of Low Employee Morale and Engagement

According to a 2021 Gallup workplace study, **low employee engagement costs the global economy about \$8.1 trillion.** The same study found that **employee engagement has decreased to a very low 20% across the globe,** and that has senior leadership scratching their heads wondering how to boost employee morale and have a more productive workforce.




**THE RELATIONSHIP BETWEEN  
MORALE,  
PRODUCTIVITY,  
& RETENTION**

**IRI**  
CONSULTANTS

**The Relationship Between Employee Morale, Productivity, and Retention**

We've written about each of these topics, but it's important to cover the relationship between employee morale, productivity, and retention.

 A Better Leader / Mar 28, 2023

# Faith Oriented ERG's on the Rise

"These long-termers include Tyson Foods, Texas Instruments, and American Airlines. That number is increasing today -- **20% of the Fortune 100 companies have established faith-oriented Employee Resource Groups (ERGs) as part of their workplace diversity initiatives.** And the number of companies embracing faith-based ERGs is growing."

<https://www.faithandworkstl.org/blog/faith-based-employee-resource-groups-on-the-rise>

# Embrace Religion in The Workplace

Companies that openly acknowledge and **engage religious diversity as an asset**, however, can **strengthen team cohesion and improve performance**.

Accenture offers inclusive holiday policies and religious literacy training, among other hallmarks. At the first annual Faith & Belief @ Work case competition, held at Brigham Young University in February, Sumreen Ahmad, a global change management lead at Accenture, spoke to the power of engaging religious diversity: “If leaders want to create an environment where people are not only **incentivized to come to work** but also where they can **thrive for the greater good**, they need to start by understanding what matters most.”

**Treating religion as an asset and giving employees permission to talk about religion at work is the first step to harnessing the power of religious diversity.**

*Harvard Business Review*

# Embrace Religion in The Workplace



Redi Index is a measure of religious diversity in the workplace  
Top companies are ranked on various criteria within their leadership and workforce



## REDI Index 2023

The Intel Corporation is the most faith-friendly corporate workplace among the 500 largest companies in America, according to the 2023 Corporate Religious Equity, Diver...





# Methods of Implementing Inclusive Faith Policies

1. Inclusive Language
2. Work flexibility
3. Appropriate dress code
4. Company marketing and awareness
5. Celebrations
6. Safe Spaces
7. Networking & learning meetings



# Corporate Chaplain Association Employee Support

## CCA PROVIDES 1-ON-1 EMPLOYEE SUPPORT



### **Pre-Marriage and Marriage Issues**

Marriage isn't always like the romantic comedies that Hollywood portrays. Whether you're engaged or married, a CCA Corporate Chaplain is available for you.



### **Grief Care and Hospital Visits**

You can't control when tragedy strikes; however, you can control who walks alongside you. A CCA Corporate Chaplain supports you and your family.



### **Children and Aging Parents Support**

Whether you are caring for children or caring for aging parents, each season of life has fresh challenges. A CCA Corporate Chaplain is here to support you through it.



### **Stress Management**

Don't let stress control you; a CCA Corporate Chaplain is here to help you manage your stress to help you get back in control of your life.

# Why Outsource Corporate Chaplains?

**Outsourcing** is more **cost-effective** and **timely** than **hiring and training a full-time staff person.**

CCA's training and support network gives your company a wealth of **resources** in addition to your onsite **chaplain.**

CCA has an outstanding track record of working with employees in all types of businesses.

CCA has chaplains spread across America.

# Impact of Corporate Chaplains in Various Industries

**Association of Corporate Chaplains (ACC):** Reported a **30% reduction in absenteeism** and a **15% increase in productivity** among employees who utilized their chaplaincy services, citing improved stress management and focus.

**Baptist Health South Florida:** Implemented a chaplaincy program, reporting a **20% reduction in employee turnover** within a year.

“Kevin Scherer will lead and direct Tyson Foods’ chaplaincy program – **one of the largest private sector corporate chaplaincy programs in the country**. Tyson’s chaplaincy network includes more than 100 chaplains across **22 states** who provide pastoral care, counseling and support to team members at many of the company’s plant and office locations... Tyson Foods’ chaplaincy program **began in 2000** and provides compassionate pastoral care to team members and their families, **regardless of their religious affiliation or beliefs**. The program includes **full and part-time chaplains** who informally make themselves available to talk to team members.”

# CCA Quote on Effects of Resources

*“In reality, **how a person feels all the time** plays an **enormous** factor in how they work. Therefore, one of the **greatest things a company can do is invest in looking after its employees’ personal well-being on the job.**”*

*“When you provide resources that benefit a person at work, the **effects don’t end when their shifts do.**”*

# Chaplain Importance

Private lives bleed over into work life. **A chaplain provides a constant source of support for employees, regardless of their faith.** The best organizations are voluntary, permission-based, and completely confidential. They are a direct extension of your company offering ongoing support, guidance, and encouragement. **A chaplain's presence and continued efforts can lead to a wide range of benefits that have lasting impacts on personal happiness and company performance.** Plus, in a crisis, a chaplain will provide support for all employees that can drive loyalty.

TODAY, CORPORATE CHAPLAINS OF AMERICA CARE FOR MORE THAN 500,000 EMPLOYEES AND THEIR FAMILY MEMBERS ACROSS THE NATION. A chaplain in the workplace is a compassionate, caring presence to listen when people need to talk. **Through openness, non-judgement, and empathy, they provide one-on-one care that can often prove life-changing.**

Source : Corporate Chaplains of  
America

# Mentor Program Statistics:

- **Higher Retention:** A study by BambooHR revealed that companies with buddy programs experience 23% lower turnover rates among new hires. Having a friendly face and support system early on helps them feel valued and integrated.
- **Enhanced Productivity:** Research by Brandon Hall Group suggests that employees with buddies are 18% more productive during their first six months. This comes from quicker learning, avoiding mistakes, and receiving timely support.
- **Boosted Morale:** Buddy systems can lead to 20% higher levels of employee engagement according to SHRM. The sense of belonging, social interaction, and informal learning contributes to a more positive workplace.
- **Career Development:** A study by Deloitte found that employees with mentors are **6 times more likely to be promoted** within their companies. Mentors provide guidance, advice, and opportunities for skills development.
- **Increased Leadership Skills:** A report by The Ken Blanchard Companies revealed that participants in mentoring programs saw a **22% improvement in their leadership skills**. Mentors can share best practices, offer feedback, and help cultivate leadership qualities.
- **Stronger Work Relationships:** Mentoring fosters **deeper connections between employees** of different levels and backgrounds. This creates a more collaborative and supportive work environment.
- **Improved Job Satisfaction:** Research by the International Coach Federation indicates that mentored employees have **83% higher job satisfaction** compared to their non-mentored counterparts. The guidance, support, and recognition received through mentoring contribute to greater happiness at work.

# Americans & Religion

## STORY HIGHLIGHTS

- 82% say they are religious, spiritual or both
- 18% say they are neither spiritual nor religious, up from 9% in 1999
- Percentage saying they are religious down from 54% in 1999

[Gallup.com](http://Gallup.com)



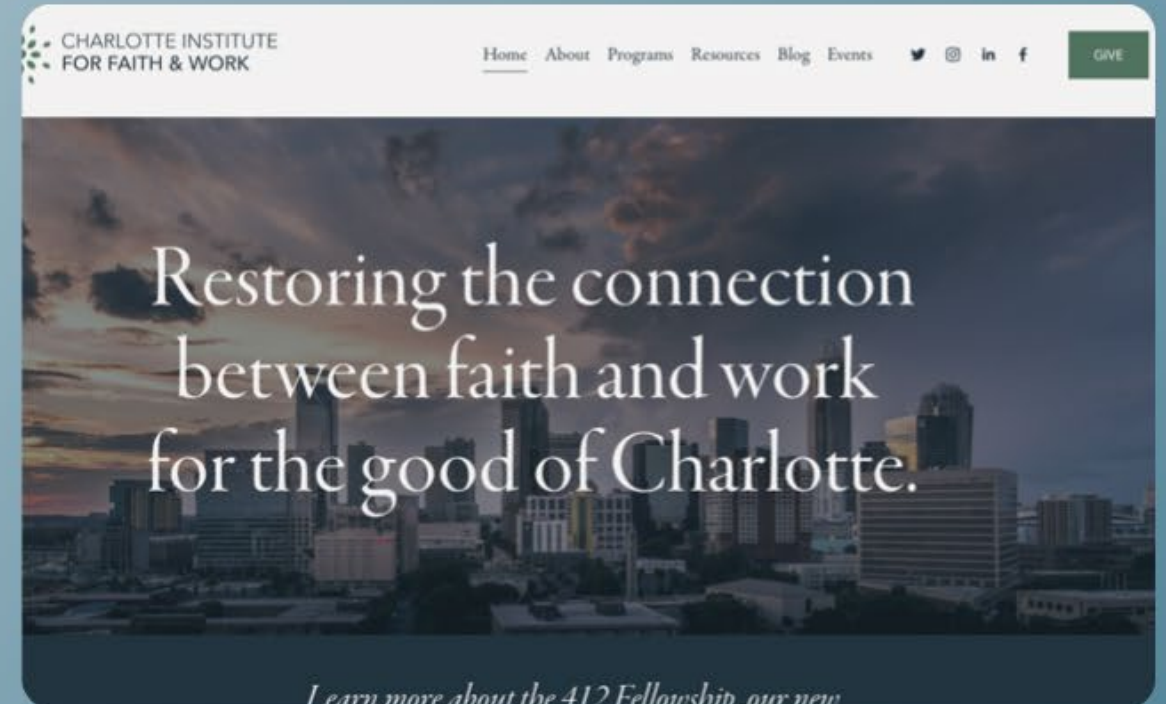
## Links: Faith Based Orgs and Articles

[Denver Institute: Faith and the Workplace](#)

[Faith Co-Op: Chattanooga](#)

[Faith Study: MIT Sloan](#)

[Charlotte Institute for Faith at Work](#)



# Employee Happiness

## What makes employees happy?

It's easy to assume that money is the main motivation for being happy at a job, but research doesn't back up that idea. According to a survey by **Indeed**, while lack of fair pay is a top reason employees consider leaving.

### **Top three things that make employees feel truly happy at work are:**

- Feeling **energized** and **motivated** by their tasks.
- Feeling like they **belong** in their workplace and company.
- Feeling like they have a clear **purpose** for being at work.

Where did being paid fairly rank in the survey in terms of bringing happiness at work? It landed in last place, with only 5% of people stating that as their biggest happiness motivator.

# Forbes Report on Work Life Balance

The pandemic gave a lot of workers time to think and reconsider what they wanted out of their work situations. This reflection led to what became known as the **Great Resignation**, where many people **left their jobs** for new opportunities.

The truth is, most people didn't leave their job only because of wage or benefits issues. Many also left in pursuit of what is known in Greek as "**eudaemonia**." According to Britannica, in conventional translations to English, this word means "**happiness**." Simply put, many people left their jobs for the pursuit of happiness.

[Forbes.com](https://www.forbes.com)

# Indeed Survey Article



In a 2021 Microsoft study of hybrid work, **40% of respondents said they are considering leaving their employers this year.** In June alone, **four million workers resigned.** While some call this pattern a “**Great Resignation,**” Indeed sees this moment rather as a “**Great Realization**” of the opportunity to **find happier, more fulfilling work and, in turn, lives.**

*"How we spend our days, of course, is how we spend our lives." Annie Dillard author of "The Writing Life"*

**92% of workers say how they feel at work impacts their personal lives at home.**