

Benefits of an EAP...

...for Employees and Their Families

Employees have access to a myriad of services with one phone call and are quickly connected to highly-qualified support professionals in their communities. If they are experiencing feelings of grief or loss, need legal or financial counseling, or are suffering from depression or substance abuse issues, they can receive the help they need to manage personal or work-related stresses.

- Mental health: Up to four in-person sessions per issue to assist with challenges arising from personal or work-related stress, marital/relationship or family problems, parenting challenges, depression, anxiety, grief/loss, or alcohol and drug issues.
- Financial counseling and debt management
- Legal consultation
- Eldercare consultation

...for Managers

When employees are depressed, stressed about family problems, misuse alcohol, or are anxious about work, they take more unscheduled absences, arrive late to work more often, and are less productive on the job. Managers who have EAPs at their disposal have the peace of mind that there is one resource to refer employees without becoming personally involved in a way that may cause internal work or human resource conflicts.

Through the EAP, NuVantage will provide consultation for any manager considering the referral of any employee to the EAP or who requests advice in managing an employee performance or behavior problem. A management consultant will provide coaching and support throughout the process, if needed.

...for Organizations

Organization with EAPs find that offering this resource to employees results in reduced sick leave, work-related accidents, workers' compensation claims and employee grievances as well as improved productivity and job satisfaction. Not only are EAPs a resource to improve the work place, but research also shows that for each dollar invested in an EAP, the return on investment is between \$5 to \$16.

MCN is proud to partner with Lutheran Social Services' NuVantage to offer its nonprofit members Employee Assistance Program (EAPs) services. EAPs are employee benefit programs offered by many employers and are intended to help employees deal with personal problems that might adversely impact their work performance, health and well-being.

Features of this EAP Program

Highly Qualified and Experienced Professionals

NuVantage is committed to providing the highest quality of service. NuVantage Employee Resource is a service of Lutheran Social Service of Minnesota (LSS), Minnesota's largest nonprofit social service organization. NuVantage carefully selects experienced licensed mental health counselors and service providers ensuring nonprofit employees will be assisted by highly qualified professionals.

Quick Access to Needed Services

Employees that contact NuVantage are quickly connected with a clinical, financial or legal professional in their community. Most NuVantage clients choose to schedule in-person appointments. Crisis counselors are available by phone 24 hours a day, 7 days a week.

Assistance with Promoting EAP Services to Employees

High program performance can only be achieved when the EAP is utilized by employees. To achieve early intervention and prevention of workplace issues, we offer a robust array of communication resources that encourage employees to contact NuVantage anytime they have a concern or need assistance.

Special Pricing for MCN Members

Most EAPs charge a minimum fee of \$1,200 per organization. MCN has negotiated a rate making this EAP offering affordable for member nonprofits of all sizes.

- \$595 for most members
- For organizations with more than 25 employees, an additional \$22 per employee above the headcount of 25 will be charged.

For example, a member organization that has 33 employees would pay \$771 a year (\$595 plus 8 times \$22).

For more information on MCN's partnership with NuVantage Employee Resource and how to enroll please visit:
www.minnesotanonprofits.org/EAP.