



Churches and Industry
Group Birmingham



Annual Report
2012

Aims of CIGB

To establish and develop Industrial Mission in the Birmingham area through industrial chaplains and others.

To promote the understanding and interpretation of the Christian faith in economic life, in conjunction with industrial and commercial undertakings, trades unions and organisations dealing with training or employment.

To be a resource to the church in relation to work and economic life, affirming work as part of God's creative purpose for all people.

Core Activities

To learn about industry and commerce and how it affects people

Through chaplaincy

Through links with the Chamber of commerce, Unions and others

To care for people at work

Through chaplaincy

Resourcing local churches

Networking with helping agencies

To act with others in promoting a more humane and just society by offering the insights of the Christian faith

Researching and acting on key economic issues

Encouraging good working practices and positive cultures

Core Activities

To share with the wider church the knowledge gained in order to stimulate a greater awareness of the impact of industry and commerce on society

Providing briefings and other material

Providing training and education on chaplaincy and 'faith and work'

Introduction

I am very happy, with the publication of this Annual Report, to mark another year of CIGB's highly effective activity.

During this year we have increased the number of chaplains, lay and ordained, paid or volunteer, steadily moving into new work locations with the willing agreement of managers and staff representatives. Our Chaplains are well received by employers and workforce alike – which rather gives the lie to those who say that religion must be kept separate from the rest of everyday life. It remains crucial for the Church to engage with the world of work, not just for those with a clear faith allegiance, but to serve and be available to all. Our beliefs are not thrust on anyone – but workers themselves open conversations and raise issues to which we respond.

Alongside this we have continued our local Faith in Action discussions, explored with others the field of Business Ethics, and supported members of local churches who seek to express their faith in a work context. With the environment of work being less secure, and unemployment rising, it is vital that spiritual values are upheld as economic solutions are sought.

We are extremely grateful to those churches, businesses and individuals who have supported us financially, and are glad that the funding of our work is set to be shared more widely among the Christian denominations in future.

Hayward Osborne, Archdeacon of Birmingham

Chair of CIGB

Team Leader's Report

The financial crisis of 2009 continues to reverberate round the economy locally, nationally and globally. Unemployment is high, especially among the young, there are concerns about small and medium companies accessing finance for growth, people in work are often under huge pressure and models of capitalism are being questioned as never before. In its various forms CIGB has been responding to all these issues.

Our growing team of chaplains continues to offer support to working people in contexts from small independent retailers to global manufacturing companies. The fire service team has grown significantly, Duncan Ballard joined the airport as senior chaplain, Marc Catley took on Blythe Valley Park and Roy Anetts is now in Webster and Horsfall. A pilot scheme of chaplaincy in elements of the public sector has been particularly timely and we wait to hear if it will continue. The annual 'Introduction to Workplace Chaplaincy' course attracted fourteen people and, such was the interest, a second course will run in the Spring.

The annual service to celebrate workplace chaplaincy and to commission new chaplains was held at St John's Longbridge. Linda Isiorho gave a presentation on Fire Station chaplaincy and Stephen Plant spoke of the chaplaincy development at the Longbridge redevelopment site, an initiative which is involving all the local churches. Bishop William Kenney, RC, preached a wonderful sermon on the parable of the talents.

Apart from workplace chaplaincy, CIGB works on key economic issues, and this work is covered in more detail elsewhere in the annual report.

Unemployment, particularly among the young is a major issue. Stephen Willey is leading on this within CIGB. Links have been made with a range of organisations working on the issue of youth unemployment and churches have been encouraged to think about their own response.

Some churches have established Job Clubs while others have enabled jobs to be saved or created by allowing appropriate businesses to operate out of church premises. A paper on the CIGB website outlines some of the things churches need to think about in taking that initiative.

CIGB is an ecumenical organisation and we have continued to network with and resource local churches of all denominations preaching, providing workshops and speaking at synods, prayer breakfasts and Churches Together groups. Our own newsletter has developed significantly this year and is widely circulated and we regularly contribute to Birmingham Ecumenical News.

In April 2012 the national Industrial Mission Association conference will be held in Birmingham. CIGB chaplains have been involved in planning the three day event. It says much about the strength of this work in our region and in Birmingham and Solihull in particular that we will be showcasing what happens here with diverse chaplaincies for a diverse world.

Barbara Hayes

The Adavu Project

‘The Adavu Project’ is a project of the Birmingham Methodist District in connection with its ongoing work on issues relating to mission in the economy, and has been funded by the Methodist Church Connexional Grants Fund. Adavu Project aims to help faith and community groups in the West Midlands to know about, and know how to respond to, human trafficking.

Human trafficking involves men, women and children, being transported from the communities they call home, deceived, coerced or controlled, and made to act against their will for someone else’s profit or gain.

Adavu was set up to provide a local response to what has now become, globally, the second largest source of illegal income, after the trade in illegal drugs, and which is increasingly being recognised as an issue which impacts communities here in the West Midlands.

The core ethos of the Adavu Project is that each and every human being is a person of value and potential, not a commodity to be bought and sold. Our name ‘Adavu’ comes from a basic step or move in dance. A dance is often an expression of freedom and beauty, telling it’s own unique story. Others can join in the dance, making it even more powerful; in the same way, our ethos is to work in a collaborative manner with other agencies, so that in working together, we can provide the best possible response.

Through offering free, interactive training and awareness raising sessions, Adavu enable faith and community and voluntary groups to be aware of the main issues around human trafficking, to know the signs

tors of human trafficking, and to be able to make an informed response. Highlights this year have included speaking to the West Midlands Regional Churches forum, the new team of Broad Street 'City Pastors', as well as events at churches and community centres around the region. We also develop partnerships with national anti-trafficking charities, bringing their expertise to communities here in the West Midlands, and in return helping them to grow in understanding of how the issues impact our local communities. In November 2011 we worked with a group of local activists to put on a 'Stop the Traffik' Community Roadshow in Hawkesley Church Primary School. In February / March 2012, we took the lead in bringing an 'Unchosen' film series on human trafficking issues, to Birmingham.

The year ahead sees us continuing to offer free training and awareness raising sessions, planning for future events (including our hopes that Birmingham might host a UN:GIFT Box installation in the autumn), but a particular priority will be our continued working with other agencies to develop better support for men and women directly affected by human trafficking. Our hope is to enable men and women to take the small steps to begin to transform their lives, realise their potential, and to have opportunities to use the gifts and skills they have in order to make a better life for themselves and their families.

We would be delighted to hear from anyone interested in organising an awareness raising session or event in their community, or in finding out more about what we do. For further information, please contact adavuproject@gmail.com

adavuproject@gmail.com

Solihull Town Centre

Business as usual is the overall impression for 2011. The chaplaincy team remains unchanged and outwardly the businesses in the town are thriving. There has been the occasional empty shop but the voids have been quickly filled. However, as elsewhere, the frequency of the sales reflects the struggling nature of some businesses. Alongside this so many of the part-time employees are taking cuts in working hours in order to stay employed. However Solihull, being a 'destination' shopping centre, fares well compared to other areas in the current difficult economic climate.

In March we held, 'Check Out The Church At The Check Out!', a drop in afternoon when people could talk to the chaplaincy team to learn of our work and experiences.

In May we were delighted that the Mayor, Councillor Ian Courts, having heard about the chaplaincy, attended one of our regular meetings and we were again able to share our experiences and affirm the value of workplace chaplaincy.

September brought the 10th Anniversary of the opening of the Touchwood shopping centre. A celebratory week included an event in the cinema where reminiscences were recalled of the building of the centre. Also, presentations were made to those who had been employed in Touchwood since it opened as well as ten special 'Star' awards given in recognition for the contribution made to the centre. I was very pleased to receive one of the awards on behalf of the chaplaincy.

Following the tradition established a few years ago, the Chaplaincy team delivered Christmas cards to all the retail outlets in the town centre a week or so before Christmas. They were, as ever, well received and we feel this is a very valuable part of our ministry as chaplains. It is an opportunity to make ourselves known to the smaller shop keepers whom we call on rather infrequently and also for us to assess on a wider basis the effect of the economic situation on the traders as a whole.

This year, for the second year running, we have distributed mince pies to the shop workers in the Touchwood shopping centre with the intention of saying 'thank you' for all their hard work and dedication, alongside making known that their very good customer care is appreciated. What made it so special for us though were the many, many hugs and kisses and even a bottle of wine that were received in return – what a difference a small gesture can make! We are very grateful to the Touchwood management for their financial support that enables us to do this.

Beryl Moppett

Birmingham City Centre Retail

It's been an interesting year! I feel that retailers are beginning to get used to having us around and we are starting to have some meaningful conversations, which are not just surface level.

The retail sector still remains fragile, with the constant closing of stores. Trying to be a 'hopeful presence' in times of dystopia can be extremely challenging.

As retail chaplains we were the first faith response to the August riots, which seemed to put the retail sector in full media view, and it was very difficult to comprehend the total devastation wrought on the city. Enabling retailers to make sense of what had happened seemed to be all we could do as retail Chaplains. We felt that our role came into play during this traumatic time—'earning our stripes' so to speak.

Although no longer the focus of media attention, the retail sector is still dealing with the effects of the August riots not just economically, but emotionally as well.

Christmas and the January sales have come and gone and it almost feels like a long-distant memory in the world of retail, which is now preparing for the spring and summer seasons. It's difficult to imagine wearing short-sleeved shirts and summer dresses when you're still walking around in scarves and woolly jumpers!

But, as retail chaplains, we still feel a sense of privilege as we journey with this unusual community that had, and still does have, its fair share of highs and lows. Our ministry is inescapably sacramental, whilst also valuing the ordinary things in ordinary people.

Elaine Hutchinson, Team Leader

Bull Ring Shopping Centre

It's been 10 months since my commissioning service as a retail chaplain to the Bullring, one of the busiest and most successful shopping centres in Europe.

Prior to my first day my feeling was one of apprehension, however, I had asked my church congregation and some friends to pray for me. If I had ever needed confirmation of the power of prayer it was more than given to me then, because as I entered the first store it felt as though I had been doing the job for some time.

At first there was an air of cautiousness amongst the staff but as I visited from store to store each week I became more and more accepted and have developed great understanding and lasting friendships. This could be clearly seen over the period of the disturbances in Birmingham city centre when I was told how important my visits were; members of staff said it made them feel secure and realise just how much I cared.

I look forward to the future and continue my chaplaincy duties with a theme at the forefront of my mind, agreed with some at the Bullring: 'Hope'.

Dolvis Ferdinand

Bull Ring Markets

2011 has been a difficult year in the markets – as it has been for most retailers everywhere, but the added uncertainties about the future of the Birmingham wholesale market has added to the worries of the many hundreds of traders. Iain (Outdoor), Linda (Indoor) and Andrew (Rag) visit regularly and have got to know and be known by many of the traders. Summer gave way to Autumn and expectancy amongst the traders increased – would Christmas trade come up to expectation and would 'they' do it again? We chaplains were the 'they' and the 'do it again' referred to the mince pies and hot punch we gave out last Christmas. We were asked quite regularly – will you be coming round with that hot drink and those funny pies again?

And so the week before Christmas the traders got a 'yes' to both their expectations – trade did pick up and the weather stayed fine, and they got their punch and mince pies! We 'borrowed' a kitchen from one of the cafés in the Indoor and brewed the punch there. Then, on consecutive days, a group of chaplains and helpers went round each market in turn with a trolley laden with insulated jugs full of the punch and trays of mince pies. Over the three days we gave out over 300 mince pies and well over 350 cups of the hot punch, which was much appreciated by everyone. We very much appreciated the help from Symphony Hall who loaned a water boiler and supplied the mince pies at wholesale price and to Carrs Lane church who loaned other equipment and financed the other expenses. It was hard work, but also very worthwhile. We have already begun to make plans for Christmas 2012!

It has been interesting to see how gradually, over almost 2 years now, the markets have accepted us as part of the markets community, which emphasises that much of work place chaplaincy is about getting to know

people and becoming aware of the ups and downs they experience. I was very well supported by traders in the Rag Market after my wife's serious accident while we were in Germany and when I commented that it should be me helping the traders, someone said – no – you are one of us and we always support each other!

So, we continue to visit as 2012 opens up before us, with not much light at the end of the tunnel. But hopefully, and with God's help, we will continue to give our support.

The Wholesale Market

The future location of the wholesale market is in doubt and the uncertainty is a real cause for concern among traders. The wholesale market provides a significant number of jobs, especially for young people, and its produce is used in Birmingham's significant restaurant and catering industry. Good restaurants are one reason that Birmingham is a growing tourist destination. Produce also goes to the retail market and to local 'corner shops' providing low-cost food at a time of economic hardship.

The market traders would prefer to remain on the current site but with restructuring to release land for other development. Relocation away from the city centre and the retail markets would be disruptive and damaging to business. CIGB has received the economic impact report commissioned by the traders, briefed faith leaders and arranged a visit to the market by Bishop Andrew Watson, who signed a petition in support of the traders.

Andrew Veitch

St George's Community Hub

The life of St George's Community Hub continues to offer a wide variety of experiences for chaplaincy with over 30 organisations from the private, public and voluntary sectors based here, local youth work and hire of hall and rooms for conferences and celebrations. 2011 has seen an abundance of visitors including the Bishop of Birmingham, to celebrate the anniversary of the King James Bible; Tim Loughton, Minister for Children and Families, opening an on-site Community Playground; senior civil servants from the Cabinet Office listening to grassroots response to the summer riots, and the Archbishop of Canterbury launching the Children's Society 'Make Runaways Safe' campaign. All informative experiences with challenging conversation and an eyebrow or two raised at the sight of a chaplain!

My VIPs remain the Partners in Residence, staff and local senior citizens, all facing the storms of life and glad of a chat. It has been interesting to note that as the number of Christian funerals decreases there are requests for prayer for the bereaved and the departed by those who have attended humanist services or those conducted by alternative spiritualities.

One of my responsibilities is to plan, prepare and lead seasonal services and celebrations. Harvest 2011 was celebrated with a service entitled 'A little yeast leavens the whole batch of dough' and included songs from adjoining St George's Junior and Infant School and a short interview from Partners in Residence describing their work in terms of yeast in the community. The theme for our Christmas Service was 'The light shines in the darkness' with Partners in Residence and staff participating in readings from Iona, and with a 'shining moment' as nursery children from an

on-site nursery held glow-sticks and sang 'This Little Christmas Light of Mine'. Both celebrations were followed by meals for local senior citizens.

It continues to be a joy to serve God in this context: 'of one thing I can be certain all things are uncertain' - you never know who will book in next with the potential for weaving connections that will speak of God's harmony, justice and peace.

Caroline George

Chaplaincy at the NEC

The chaplaincy continues to offer support to different parts of the organisation, with the intention that areas of the organisation are being visited often enough for chaplains to be known and recognised. The input to staff induction continues.

Our volunteer administrator, Juliet, does an excellent job of maintaining the chaplaincy pages on the company intranet and advertising the “festive food” events. The “chaps” email account is not used a great deal, but is a useful point of contact for staff and prayer room users.

Individual support continues throughout the company, from part time employees on zero hours contracts to senior managers. Occasionally support is sought out, but often occurs as a result of meeting with a chaplain in a work context. Issues recently raised include the potential outsourcing of departments, uncertainty about the future in parts of the business, and relationship issues inside and outside the workplace including death and bereavement.

Through the Chaplaincy Team it has been possible to offer chaplaincy at most of the larger events recently. This includes Motorhomes and Caravans, Spring Fair, Horse of the Year, Grand Designs, the Wedding Show, Liberal Democrat Conference and International Nuclear Medicine Conference. Chaplaincy is also offered through Kerry at events at the LG Arena and the NIA.

We were delighted, in the last year, to welcome Father Kevin Kavanagh to the team. This increases the size of the team to eight and makes it

possible, in addition to offering worship at the Spring Fair, to offer a Catholic Mass on busy Sundays. We are hoping for Sikh and Hindu chaplains to join the chaplaincy team.

For the prayer room, we are also working on proposals to include better washing facilities. Use of the prayer room at busy times is very heavy, and the chaplaincy team tries to maintain a Multi Faith ethos so all are welcome.

From time to time we continue to attend various company meetings including Heads of Departments (ICC) and Business Continuity. Stephen addressed the HR “in the loop” meeting about his recent sabbatical and has participate in NEC’s DIAL refurbishment project.

Unemployment and young adults

Due to the current economic climate Stephen Willey has been looking at the issue of unemployment, especially as it impacts on young adults.

His thinking has been shaped by listening to young people speaking at the Methodist Youth Assembly, at a day conference with WorkCare (Coventry) and on the Bromford Estate, together with meetings with Frontier Youth Trust, Church Urban Fund and Chris Shannahan (Urban Theologian) at Birmingham University, conversations within CIGB and with members of the business community.

We hope that some practical responses could be made which create jobs for young people within the next few months, please watch this space! Stephen would welcome conversations with anyone interested in this area (stephen.willey@necgroup.co.uk).

Stephen Willey

Birmingham Airport

I've been Chaplain at the airport for six months, working alongside Bryan and Alive Snell and Hazel Ellison. It's been a great time, albeit a little tricky trying to balance the demands of the parishes and the chaplaincy.

Rather than a 'end of year report', I thought I'd just share some of my initial impressions of the airport with you, so you could get a flavour of the work here. And my chief observation, hardly earth shattering or profound, is that the airport is a place of contradictions:

It's a place of fast mass transport	and yet you seem to wait in queues forever!
It's a place of hospitality	and yet everyone is suspicious and the police carry guns
It's a place that's everywhere	and yet it's nowhere
It's a place of leisure	yet it is here as a business that makes money
It's home	yet it's very foreign
It's familiar	yet it's very strange
It's shallow	and yet things can get deep very quickly

So on the surface, and actually quite deeply down, the airport is a place of contradiction and tension. I've found it's a quite unnerving place to work – on the edge. But this is not to say that the airport is a difficult or hostile environment – far from it. As people of faith we are all concerned with whole people, and so if faith is understood as the complete response of body, mind and spirit, of attitudes, feelings and actions in all relationships, then the airport is certainly a fruitful place to do theological reflection, being on the edge of two worlds.

It is stimulating environment – nothing remains the same for very long. I have benefited greatly by being here, and I think volunteers could gain a

lot from it. For someone who is interested in people, how the world of work ticks, and someone who is interested in the glamorous and not so glamorous side of the aviation industry, then this could be an ideal volunteering opportunity – and if you know of anyone, or come across anyone, I'd be delighted to meet them.

Duncan Ballard

Kings Heath Retail Chaplaincy

‘Through all the changing scenes of life, in trouble and in joy,
the praises of my God shall still my heart and tongue employ.’

High Streets have always been vulnerable to change, but the current economic uncertainty is causing much distress. Add to this the August disturbances and 2011 has not been a good year for most traders. However, Kings Heath was not directly affected by the riots, although an atmosphere of fear prevailed. The shopping centre also continues to trade better than many other town and suburban shopping centres with increased footfall, and for this we give thanks and praise to God.

Arranging for an open-air Easter Pageant on the High Street proved to be both stimulating and rewarding. This, together with a summer barbecue, an outdoor ping-pong table and monthly prayer for Healing On The Streets, has given us opportunity to communicate with the shoppers and increase the attraction of Kings Heath.

Opportunity arose for us to be actively involved in the Business Improvement District (BID) and Graham has been appointed as a director and vice-chair of Kings Heath Centre Partnership (the management group for BID).

A new village square was completed in the Autumn, a significant feature with much potential for enhancing community activity, visitor experiences and an increase in trade generally.

Amidst the general economic gloom, we have much to be thankful for. We continue in our voluntary work to visit, support and encourage both shoppers and shop-keepers, sharing in celebrations, feeling their pain and distress and always praying for them all, especially for those who look to us and specifically request this support. We feel privileged and it gives us joy to be working **with** God in building His Kingdom Community.

Graham and Pat Wigley

JLR Solihull

As Chaplain I try to visit the plant on a Wednesday morning. Due to building works to extend production different routes have had to be found but this has meant that I have met not only employees of Land Rover but also the builders.

Due to the upward trend in sales over the past year there is a real sense of buoyancy and cheerfulness. Employees seem more keen to have short conversations with the Chaplain about how positive things are. Since the news that an extra 1,000 jobs were being created I frequently meet groups of prospective employees being shown around the plant.

With the workforce spread over such a large site it can be difficult to make contact with all of them, so I try to make my walks around the site as varied as possible to meet the most number of people.

I attended the Worker's Memorial Day in Solihull, along with Members from the Lode Lane plant, to remember those who have died through accidents at work.

The ongoing challenge really is trying to access more areas of the plant; some of course are 'no go' because of safety. Also making all employees aware that I am available if they wish to talk - both on and off site.

Because of the multi/no faith mix of workers there have been some very interesting conversations - albeit necessarily short ones.

Finally it's very good to see the company in such a positive position.

Linda Granner

JLR Castle Bromwich

I visit the Jaguar Land Rover site at Castle Bromwich for half a day a week. The plant manufactures and assembles all Jaguar cars sold at the present time. I am a member of the plant Diversity Council and find this a stimulating and inspiring group that has really engaged with issues such as raising awareness of charities, literacy and the role of women in the workplace. The plant now has a strong reputation for its work in diversity and interested parties are offered regular plant tours conducted by former employees. The commitment of people to causes dear to them is very encouraging.

The plant has had its issues with the introduction of new models, and the Jaguar brand is rebuilding its image after some problems under Ford's ownership of the marque. In a manufacturing environment there is much walking between areas and having free access across the whole of a large site as Chaplain is a real privilege. I still walk a great deal around the site raising awareness that, as Chaplain, I am there for all faiths and none.

The company is working hard to improve its communication with the workforce, but the continuous drive to maintain and improve quality often means there is little time for other important issues. Please pray for those who work at Castle Bromwich making Jaguars, often overshadowed by the Land Rover brand as presently 4x4 products are so popular, and for work to integrate the two companies under Tata of India's ownership. Our new work wear proclaims Jaguar Land Rover on the sweat-shirts with the two brands in parallel but the integration of the two long independent companies is understandably challenging. There are also many contractors on site, some long-standing, with their own needs.

Colin Corke

West Midlands Fire Service

There is one official chaplain to the West Midland Fire and Rescue Service and that is the incumbent of St Martin in the Bullring who is automatically and ex officio the Chaplain. Obviously one person could not possibly run such a busy and complex parish and cover the fire stations so it emerged through talks at the highest level in the Fire Service that the initiative to place chaplains in each station was warmly welcomed. CIGB is the host for this project.

When I began at Handsworth, it was clearly important to the officers that this was official. Fire Service personnel live in their own total institution and they need to feel that everything is done in good order and in the correct fashion. Handsworth is a big station with six watches covering the area 24 hours a day 7 days a week. It is not only ministry and outreach to the fire personnel but also to the administrative and support staff, as you would expect.

During the summer I took over from Barbara Hayes in seeking to extend the number of chaplains to the Fire Service in Birmingham, Solihull and Sutton Coldfield. I still need more people so anyone reading this and thinking: *That's for me or My friend could do this* – don't hold back! We currently have eight chaplains operating, both clergy and lay, with a potential two or three more thinking and praying through their options. That means that 8 stations are covered with vacancies in 8 more waiting. Being an optimist, that's a fifty per cent success rate.

Please hold this work in your prayers and give thanks for the open reception that we have all experienced from the Service that we serve.

Linda Isiorho

Longbridge Construction

Stephen Plant is chaplain to construction sites in the redevelopment of Longbridge, including Shepherds construction of Bournville College.

The college is now open and Stephen has had informal conversations with the Principal and Senior Managers as we explore how construction chaplaincy can move into chaplaincy to the new occupiers. The college impacts on local residents with increased on-street parking, some shops doing well and a different mix of people to the area. The church has a real role in hearing concerns and getting information into the community.

On Lickey Road people are moving into the housing development. A visit to the site gave Fr Melusi, St Stephens Rednal, a chance to meet some of his new parishioners. Remediation work has begun on East works which is earmarked for 700 houses. The developers and the County Council want different levels of affordable housing, effecting the profitability of the site so discussion is ongoing.

‘My Place’ youth centre is almost complete, to be handed over to the Youth Service in April. Construction has begun on the new town centre high street and Sainsbury’s superstore.

In July the local churches agreed to establish an ecumenical steering group with the possibility of working groups developing around different interests. Local church members took the ‘Introduction to Workplace Chaplaincy’ course in the autumn and five are considering joining a local chaplaincy team. The steering group is developing well and seeking resources to support this growing work.

Stephen Plant

The Banks and Society:

Rebuilding Trust

Working in partnership with the Ecumenical Council for Corporate Responsibility, CIGB helped organise the launch of this national report into the banking sector in Birmingham in March 2011.

The report includes an outline of the banking sector in the UK and then looks at its direct and indirect impacts, identifying areas where improved practice would help rebuild the relationship between banks and the wider society.

The launch was chaired by David Urquhart, Bishop of Birmingham. The report was introduced by its author, Suzanne Ismail, and responses were given by Damon Gibbons, Centre for Responsible Credit, and Prof. Andy Mullineux, Centre on Household and Savings Management. Unfortunately Dr Giles Fraser, then of the St Paul's, was unable to join us because of difficulties with trains. The event was attended by about 60 people including a representative of the Independent Banking Commission, but few representatives of banks themselves.

Since the launch ECCR WM, with CIGB, has continued to engage with the banking sector in the region, meeting with the staff of the Bank of England's regional agent and with senior managers within banks. The Bishop of Birmingham has continued to be involved. There is still much to be explored but one positive outcome is that we are engaging in a genuine dialogue, moving beyond the risk of over simplification on the one hand and defensiveness on the other, so that positive change becomes possible.

Barbara Hayes

Faiths at Work

The 'Faiths at work' project was completed in March 2011. The aim of the project was to bring together employed people from the different faith communities to share the experience of being a person of faith in the workplace and to learn from each other. Faith and belief is an area of Equalities in which employers are sometimes less confident. By becoming more aware and confident as people of faith we hoped to enable colleagues and employers to see the positive values that faiths bring to work and to work through any questions.

Members of all the major faiths took part in the project – sharing experience, exploring what different faiths say about work itself, discussing the values and ethics each brings to work. Participants were particularly keen that their learning be shared with Human Resources specialists and a final presentation was given to a branch meeting of the Chartered Institute for Personnel and Development.

Although the project has ended, both the facilitators and participants continue to draw on the experience and are willing to share it with others, perhaps through a Near Neighbours project or similar.

Barbara Hayes

Business Ethics

Business ethics has been an on going theme of CIGB's work over many years. Sometimes that work may be a chaplain's confidential conversation within the workplace they visit, sometimes it's more public. In the current climate ethics in business are more than ever on the public agenda.

CIGB was a founding member of the Birmingham Centre for Business Ethics, along with Aston University Business School and Rotary. With other BCBE members each year we help deliver workshops on business ethics to university students and this year it was a particular pleasure to provide a session exploring why and how businesses can include 'pro poor' policies within their activities, in the UK and internationally. This session was part of Aston's new MSc in Corporate Responsibility and Sustainability. We have also shared contacts and thinking with Newman College in relation to a new BA in Business, Sustainability and Ethics and CIGB will be represented on their board of reference.

Barbara Hayes

Management

Our patron is the Lord Mayor of Birmingham and our Presidents are Rt. Revd David Urquhart, Bishop of Birmingham, Most Revd Bernard Longley, Archbishop of Birmingham and Major Samuel Edgar, Free Church Moderator.

The Management Council members are :-

Hayward Osborne, Archdeacon of Birmingham — Chair

Paul Dilkes , HSBC — Hon Treasurer

Terry Bunting — Trades Union

Godfrey Chesshire — Roman Catholic

Elaine Clarke — Birmingham Airport

Jacky Embrey — United Reformed Church

Paul Hanna — Birmingham Chamber of Commerce, Vice Chair

Colin Marsh — Birmingham Churches Together

Patrick Bryan — Black Led Churches

Carole Parkes — Aston University Business School

Dave Pinwell — Methodist & Social Enterprise

Barrie Smith—Baptist

Finance

Income & expenditure for the year ended 31 December 2011

	2011	2010
	£	£
Income		
Subscriptions / supporting churches	135.00	
Donations: Airport	2750.00	
Donations: Cov & Warwick Mission	6500.00	
Donations: Touchwood	3000.00	
Donations: Methodists	1550.00	
Donations: BDBF: Team Leader's non-supported costs	32551.00	
Donations: others	402.00	
Westhill Endowment grant	1650.00	
Faiths in Action (CDCL) grant (50%)	6000.00	
Interest	157.50	
	Total 54695.50	23758.12
Expenditure		
Subscriptions	608.80	
Conference fees and expenses	790.80	
Postage and photocopying	464.70	
Facilities charge	3165.00	
BDBF: Co-ordinator's Housing Allowance	5500.00	
BDBF: Team Leader's costs not charged	32551.00	
Faiths in Action (CDCL) project expenses	5865.82	
Miscellaneous (inc Insurance premium)	1059.25	
	Total 50005.37	22379.18
	Deficit/surplus for year 4690.13	1378.94
	Balance of accumulated funds at end of year 29302.92	24612.79

Working with us

If you are interested in building a good economy please think how you might work with us.

Churches

- *Support us financially but also through prayer*
- *Invite a chaplain to preach or lead a study group*
- *Think about your relationship with local business: CIGB can train chaplains to work locally and help you make links with business to support social and other projects.*

Business and other organisations

- *Think about having a chaplain . It shows your commitment to staff.*
- *Faith as an aspect of diversity may be an issue for you. CIGB has expertise to share.*
- *CIGB has experience in the areas of values, ethics and corporate responsibility. Working with us demonstrates your commitment in these areas and can help you achieve your goals.*
- *You can make a financial contribution to support our general work or in recognition of work done directly with your organisation.*

Donating to CIGB

As a charity, CIGB relies almost entirely on the generosity of others to support our work. There are several ways in which donations can be made.

By cheque

Donations can be made in the traditional way by writing a cheque payable to 'CIGB'. Please post cheques to CIGB, 175 Harborne Park Road, Birmingham, B17 0BH.

From your mobile phone

To make it easier for people to support the work of CIGB financially we have set up a Just Text Giving account. To give text CIGB11 and the amount you want to donate to 70070.

By Electronic Transfer

If you would prefer to transfer a donation direct from your bank account into the account held by CIGB, our information is as follows:

Sort code: 20-07-71 Account number: 70234060

To ensure that our accounts are kept up-to-date, please let us know the amount you are donating by emailing:

cigbadmin@birmingham.anglican.org

Gift Aid your donation to CIGB

If you are a UK taxpayer, you can increase the value of your gift by completing a Gift Aid form. This form can be downloaded from our website. www.cigb.org.uk/donations or a copy may be obtained from the CIGB office—see contact details on the back cover of this report.

Please complete the form and return it to us by email to:

cigbadmin@birmingham.anglican.org Alternatively, please print off a copy of the form, complete it and return it to: CIGB, 175 Harborne Park Road, B17 0BH with details of your donation.



**Churches and Industry
Group Birmingham**

175 Harborne Park Road, Harborne, Birmingham B17 0BH

Tel: 0121 426 0425 Fax: 0121 428 1114

Please note that from May 2012 our address will change to:

CIGB

4th Floor, Cathedral Court

15 Colmore Row

Birmingham

B3 2BH

Supporting the workplace, caring for people