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supporting the workplace, caring for people

Autumn: beautiful—if a bit chilly is well and truly here, as is this latest edition of our Newsletter with a special invitation to our annual Commissioning Service. Articles are as varied as usual with subjects including 'Women in Leadership', 'Fair Trade, Fair Business' and an insight into the Markets Chaplaincy from Andrew Veitch. While not 'Industrial' Chaplaincy, the BBC documentary series sounds interesting and will include local hospital chaplain Kathryn Darby. There are 2 adverts for events taking place in early November which may also be of interest!

Some thoughts on Market Chaplaincy



Andrew Veitch has been a Market Chaplain for some years and here he reflects on the changes which have already happened and those which are expected to happen in the near future and considers their impact on the traders who have become his friends.

The headlines in Birmingham are all about the big things that are happening or going to happen – the opening next year of the new New Street Station and Grand Central – 40 new shops based around the new John Lewis store beside the station; the opening of a large new Primark in what used to be the Pavilions shopping mall; and HS2, which seems to be getting ever closer despite all the protests and concerns.

But for many these huge projects are very distant and will bring more challenges and threats to their livelihoods. Even The church at Carrs Lane is threatened by HS2 and the Council's plans to develop a new 'posh' square opposite the HS2 station which will see M & S and the church having to move.

The Bull Ring markets are one of those areas where a large question mark hangs over the future – and it's been hanging there for years. Normally a recession is good for markets as people tighten their belts and look for cheaper retailers to buy from.



But this recession has hit hard due to the likes of Primark, Pound Shops, and other low cost retailers who are often selling cheaper than market traders



can buy for. Added to that the constant rumours that the wholesale market will be closing and moving out to

Witton will make a huge difference to the outdoor and indoor market traders, and any reduction in those markets will hit the RAG market as well. So this is the background for those of us who are market chaplains. For me in the RAG, regular questions and comments include:- "Have you heard anything new about the Wholesale? How are other traders doing? I don't think I can last out another winter paying out more rent than my takings each week". But it's even more than that because the City Council run the markets and as we all know, the Council is having to cut staff and services in all directions and this is having an understandable knock-on effect in the markets.

You might think with all this that I wish I didn't have to be there, but strangely it's quite the opposite – it



makes me feel pleased that I am there and am able to share in the difficulties they are all facing. In time the Chaplain becomes 'one of us'. As a trader told me once: You share in their lives – joys and sorrows. But sharing is a two-way thing and so the chaplain needs to do the same so that they also share in yours. It took me quite a time to realise this. You don't just listen – you don't just listen to a friend. You can only become a friend by sharing in each other's lives.

But I know that chaplaincy is more than this as we have a role to play in sharing the love that God has given us, and this is not so easy. And yet I believe that just being there is important, as people know that we are there - from the church - and that stands for something that we cannot easily measure.



QUOTABLE QUOTE

Life is not easy for any of us. But what of that? We must have perseverance and above all confidence in ourselves. We must believe that we are gifted for something and that this thing must be attained."

Marie Curie, Chemist and Physicist

CIGB Annual Commissioning Service 2014
Sunday 23rd November, 3.00pm
New Life Baptist Church, Kings Heath
80 High Street, Kings Heath, Birmingham B14 7JZ

Every year we gather together with Church Leaders to give thanks for our work and to Commission our new Chaplains. We pray for our work and the local economy and reflect on the challenge of faith in the working world.

In 2013 Carole Parkes, co-Director of Social Responsibility and Sustainability at Aston Business School, talked about the 'Purposes of Business'. In 2012 Jane Jarvis, HR Director at the NEC Group, compared her experience of the transformational nature of business with Jesus' Parable of the Mustard Seed. This year we are delighted that Ian Howarth, Chair of Birmingham Methodist District has agreed to be our guest speaker:



New Life Baptist Church is situated right in the middle of the bustling High Street and is the base from which Graham and Pat Wigley have developed their chaplaincy work to local traders for the last 4 years.

This is an important event in the yearly life of CIGB and we hope that you will join us as we worship together, Commission our new Chaplains and take time to celebrate the work of existing chaplains before dedicating ourselves afresh to this valuable work to which we have been called by God.

Light refreshments will be served after the service.

If you are considering Workplace Chaplaincy yourself, or know of someone else who is, our next 'Introduction to Workplace Chaplaincy' course will take place in February 2015. (See below for details.) These courses tend to fill up very quickly so don't delay ... get in touch today!

Introduction to Workplace Chaplaincy

CIGB's next Training Course will take place at
4—6pm on 6 consecutive Mondays
starting on Monday 23rd February 2015

CIGB has teams of voluntary chaplains to businesses, organisations across Birmingham and Solihull, with about 50 volunteers altogether. We have vacancies for more volunteer chaplains and are developing new chaplaincy areas. For more information please visit
www.cigb.org.uk/about-us/training-courses/



STOP PRESS

Sorry if you've missed the first episode of this: We've only just heard about it and hope that it will be available on BBC iPlayer!

Children's Chaplains

From minor ailments to life threatening diseases, Birmingham Children's Hospital treats thousands of patients each year. But they don't just offer medical care - a team of multi-faith chaplains also provide spiritual, cultural and religious support.

Children's Chaplains is an observational documentary series that follows the work of the chaplains across the summer of 2014 and will be broadcast on BBC 2 from 27 October, 7.30-8pm.

<http://www.bbc.co.uk/corporate2/mediacentre/proginfo/2014/43/childrens-chaplains>



QUOTABLE QUOTE

"If you are neutral in situations of injustice, you have chosen the side of the oppressor. If an elephant has its foot on the tail of a mouse and you say that you are neutral, the mouse will not appreciate your neutrality."

Desmond Tutu

Moving from Fair Trade to Fair Business?

Peter Sellick reports on the recent Corporate Social Responsibility (CSR) Conference at Aston University Business School

"Will the United Nations one day proclaim a 'Right to Good Businesses' for the world citizens, alongside other human rights?" was a question asked at the CSR Conference at Aston University Business School in June (in partnership with Birmingham Centre for Business Ethics, BCBE - a previous sister organisation to CIGB). How can businesses contribute more to 'the common good and social value'?

The CBI have similarly been asking whether the UK ought to have Business Covenant that outlines business's obligations to society and what business can expect from society and Government in return (Lord Digby Jones, 5 August BBC Radio 4). "We need something that restores trust in the companies that help to create so much of the 'wealth' for a thriving society."

The Birmingham CSR Summit recognised that both 'carrot and stick' are necessary to make changes to businesses (as with eg Minimum Wage). Unless Social Responsibility is a matter of tax or legal compliance, it is unlikely to get onto the highest Board's agenda. Rewards, on the other hand, can be more effective at changing behaviour as people are good at finding loopholes in restrictive laws.

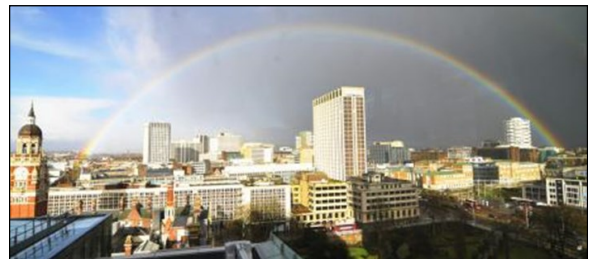
How can encouragement be brought to bear on companies such as law firms, call-centres and business services? These businesses have considerable impact on society. The Ethical Consumer Research Association, publishing 'Ethical Consumer', rates companies producing consumer goods. What sort of regular awareness can be brought to other types of businesses?

Marcello Palazzi spoke at the conference of his experience as leader of the Progressio Foundation which helps develop the 'civic economy'. He gave an example of the 'Benefit Corporation', a new legal constitution in some parts of the US. Instead of focusing narrowly on shareholder value, Benefit Corporations write responsibility towards all their stakeholders, and their notion of broader responsibility, into the legal definition of the business. There are now 1000 Benefit Corporations in 20 States in US, including law firms, recruitment companies and telecoms – as well as Ben and Jerry's Ice Cream. Their slogan is 'companies competing not only to be the best *in* the world, but the best *for* the world'.

In Europe new legal definitions for businesses are being explored, as it is recognised that the sole goal of maximisation of financial gain tends to prize short-term profit at the cost of long-term corporate (and societal) survival. The new Social Value Act 2012 has begun to address this for businesses bidding for Public contracts; but more needs to be done to draw other businesses into this arena.

"Ultimately we want all businesses to be good businesses; we want all Chambers of Commerce to be Chambers of Fair Business; we want a World Social-Economic Forum (not just an Economic Forum)", one speaker proposed. "If we can start making businesses more fully human, then we can also start making them social."

"Culture eats Strategy for breakfast" is a famous quote from business leader Peter Drucker. Christians in and around business can be part of setting the right culture, as well as the right strategy



"Australian Budget: it will be chaplains not secular social workers at schools ..."

The new Government's Budget in Australia has continued the provision of School Chaplains, in preference to other forms of pastoral support in national schools. The Chaplaincy scheme was originally put into place by John Howard, and its continuation highlights the benefits of chaplaincy.

<http://www.theguardian.com/world/2014/may/14/budget-it-will-be-chaplains-not-secular-social-workers-at-schools>



QUOTABLE QUOTE

"We never know how high we are 'til we are called to rise;
And then, if we are true to plan, our statures touch the skies."

Emily Dickenson, American poet.



Not enough women in leadership:

An example of a moral failure to perceive the true value and worth of all those who have been excluded from power? A report from a debate at St Paul's Cathedral, London

There is no "business argument for inequality" said Lix Bingham of financial services company EY. 'As companies become more profitable and more productive when gender balanced, rather than weighted to either gender. But resistance to change remains strongly entrenched. Power is not easily surrendered by those who have it. '

Speakers were addressing a audience mainly between the ages of 20 and 35. This generation seems ready and eager for the imbalances they are witnessing in their workplaces to be challenged and removed.

Liz Bingham was speaking in St Paul's Cathedral in July with Shami Chakrabarti, Frances O'Grady, Ceri Goddard and the Revd Rose Hudson-Wilkin. They all described how these inequalities are rooted in the structure of our society and the character of our culture.

'Reluctance comes from a moral failure to perceive the true value and worth of those who have been excluded from power'. All the speakers said that we must challenge ourselves to fully recognise each other's humanity before we will find respect and equality for all.

We cannot discount individuals based on criteria of age, gender, race or sexuality. Exclusion and inequality may have been endemic, but it need not be permanent. Rose Hudson-Wilkin shared her experience of challenging not only sexual but also racial stereotypes, internally as well as externally - we have to believe in the equality of men and women, and then act on it in our own lives as well as encouraging others.

We can create change by policy shifts and legislative

access to flexible working hours, something that would have a clear benefit for those who care for children, the elderly or disabled, and affirm the value of the caring work they do. Long working days and rewards for presenteeism should be discouraged. Ceri Goddard encouraged a rethink of the status quo, and challenge to our ideas of merit. Merit has been defined in largely masculine terms, by an elite that has enjoyed privileged access to education and opportunity. We need an idea of merit that is inclusive, one that celebrates difference instead of sameness.

We can create change by paying attention to the wisdom of those who have broken barriers, and by encouraging those who are still climbing. We must extend, as Frances put it, "a hand up and a hand down," seeking mentoring opportunities from those who have been there before, and then sharing our own experiences by educating young women.

(Based on a report by Hannah Elias and The V. Revd David Ison of St Paul's Institute)

God's Heart for Longbridge Shines at Longbridge Light Festival

Longbridge retail and construction chaplains, Bournville College chaplains and local church members came together to help 100s of families take part in the Longbridge Light Festival.



The churches made Christingles with children and families, with oranges and sweets kindly donated by the local Sainsburys, and used the opportunity to talk about the Biblical stories of God and

Light. The vast majority of those attending had never heard of , nor seen, Christingles before.

The day before a major international conference took place which showcased developers, planners and those involved in 'place making', who looked beyond the functional and allowed for creativity and the breaking of usual boundaries—with features like art and mystery. Perspectives from the local chaplains and church leaders were welcomed in the debate.





Rather short notice but should be really interesting if you can make it.

The Living Wage - Why and How

An Event for Living Wage Week at
The Old Palace (Worcester Diocesan Office)
Deansway, Worcester, WR12JE

7.00 for 7.30pm on Wednesday 5 November

Speakers:

Andy Walton

from the Contextual Theology Centre who also works with
London Citizens

and

John Painter

Chair of Hereford and Worcester Chamber of Commerce

This event is part of a special year of partnership between the Diocese of Worcester and Christian Aid, supported by Church Action on Poverty, and is about 'Economic and Tax Justice: Economy for the Common Good'. The Partnership aims to encourage us all to reflect on and engage with social issues and work towards structural justice in the UK and overseas. We will look at the case for the Living Wage and the practical issues in implementing this important part of lifting low paid employees out of poverty.

For more information contact Rev. Phillip Jones, Mission Development Officer- Economy, tel: 01905 755037 or email: philip.jones@cofe-worcester.org.uk

Thanks to those who have contributed articles this month—we always love to hear stories about your chaplaincy or related events. Do let us know!!!



"Educating for Mission within the world of work"

A consultation sponsored by the Saltley Trust, Birmingham, and the Kingdom at Work project

**Thursday, November 13th
at Woodbrooke Quaker Study Centre, Birmingham,
from 10.00 to 3.45**

Hannah Matthews' recent research for the Saltley Trust has shown that learning about the nature and forms of mission within the world of work continues to play a minor role in curricula for ordination training. In many other fields of training for mission, from the regional to the local, equipping lay people for mission in this field is also a low priority.

This consultation is intended to initiate the task of addressing this serious mission deficit. In the morning the consultation will consider some key factors hindering training for mission in the world of work.

For more information and booking details please contact Mrs Lin Brown at:

bursar@saltleytrust.org.uk

LAST WORD

Finally, as we move into Autumn and face the prospect of going to work in the dark and returning home in the dark, here are a couple of 'Last Words':

"People are like stained-glass windows. They sparkle and shine when the sun is out, but when the darkness sets in, their true beauty is revealed only if there is a light from within."

Elizabeth Kübler-Ross

"Christ be our Light, shine in our hearts, shine in the darkness."

Bernadette Farrell

STAY IN TOUCH ...

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