

# October 2008 Newsletter

Registered Charity No. 265956

## Valuing People

When I was Team Leader of Basingstoke Andover Industrial Mission in the 1990's I often visited the giant AA building that you can see from the A30 and M3. I was always greeted with a large sign that read "Our employees are our greatest asset" This is not something peculiar to the AA and it has been used by other companies.

At the heart of workplace chaplaincy is the desire and aim to care for people and to support those who are tasked to do this as well as supporting those who see themselves as victims.

Nicola Morrison is a student at Wesley House in Cambridge and has been shadowing me and our associate chaplains and the work of the chaplaincy during the summer. Her article will explore how CPW attempts to value and support people in their workplaces. Finally Peter Harland, an Ely Diocesan Lay representative of the General synod of the Church of England will report on the synod's debate on economic issues. There was a motion that affirmed work (paid work in this instance) as a spiritual activity. The synod was concerned as to how the Church of England could maintain and extend its concerns for valuing people in the workplace.

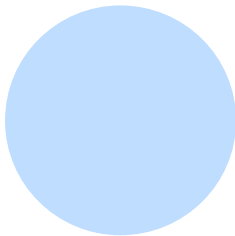
I am very pleased to report that CPW has extended its work of caring and valuing people to two major organisations. I have started trialling chaplaincy in the Cambridgeshire Fire and Rescue Service. I am visiting their headquarters in Huntingdon and some fire stations on a monthly basis as well as covering other stations over the course of a year. After which the chaplaincy will be reviewed and we hope established on a permanent footing.

At the beginning of September, Andrew Glover, Terry Day and I

Valuing people is a high priority for good management teams. As an example, CPW'S inquiry for chaplaincy to the Cambridgeshire Fire and Rescue Service was followed by their senior management consulting on this request with their workforce. Arising from this consultation was the offer for CPW to trial chaplaincy in the Fire Service for a year.

Valuing people is the theme of this issue of our newsletter. The Trades Union movement was borne out of a pressing desire not only to recognise the rights of workers but also to ensure that workers were properly cared for by management. What role do they have to play today in a modern commercial world which has seen, and some would argue enjoyed, the benefits of deregulation of legislation that was felt to be crippling and unproductive for companies and organisations?

Frances Burghall, a former civil servant and a member of the CPW Executive Committee will explore some of the trades union projects that were initiated in her department.



### Individual Highlights:

- Valuing people 1
- Looking Ahead 2
- Trades Unionism in Britain today 3
- What does Chaplaincy offer to the workplace?" 4
- Faith, Work and Economic life 5





gave a presentation to the senior management team of the Cambridgeshire Police Force. We made a proposal for chaplaincy services and I am glad to say that our proposals have been accepted.

Terry Day and Alan Partridge already visit local police stations. Hopefully from April 2009 they will be joined by a half time Lead Chaplain. That post will be trialled

for a year and we hope a permanent post will be established.

As we as a country enter in to recession, (if we are not there already!) valuing people with increasing stresses will be a major priority for CPW.

Chris Savage



### Looking Ahead

### Celebrations!

St Andrew's Girton is organising a fundraising concert for CPW on Friday October 10<sup>th</sup>. Probable start time is 7.00pm  
For further details please contact Chris Savage

### CPW Carol Services 2008

#### Cambridge City Workers Carol Service

This will take place at Wesley Methodist Church, Christ's Pieces on Monday December 8<sup>th</sup> at 6.30pm for 7.30pm. The preacher will be the Minister, Rev. Tim Macquiban,

#### "Carols at the Abbey"

The Carol Service at Cambridge United Football Club grounds at 6.30pm on Monday December 15<sup>th</sup>

#### University Chaplaincy Carol Service

Great St Mary's Church Cambridge on December 16<sup>th</sup> at 3pm

#### Carols on Ice

A Carol Concert at Cambridge Ice Rink Parkers Piece on December 17<sup>th</sup> at 7pm





## Trade Unionism in Britain today

The Trade Unions are frequently criticised for being anti-Management, however the new look unions for the twenty-first century are very different animals. Every bit as much as the management, the unions are aware of the need for a well skilled work force.

*"the new look unions for the twenty-first century are very different animals."*



Toward this end the Trades Union Congress has helped to foster an atmosphere of Learning in the Work Place. It has been responsible for putting into place and training a network of Union Learning Representatives across a whole range of business and government bodies. Where the business is agreeable, Learning Centres have been set up and a variety of courses run. The idea is that people can pursue professional training or learn a new hobby in their lunch periods or their own time. The Union Learning Representative's job is to advise people about what is available and help them realise their potentials. The basic philosophy underpinning this initiative is that if people are more involved and interested in the world around them they are also by the same token more interested in their jobs and will have higher expectations of what they can achieve. Another area of training that is being promoted is the training of Union officials so that there are properly trained officials to pursue negotiations of all types when necessary.



The Unions have also been heavily involved in delivering the

Government's commitment to ensure that wherever possible all adults have a Level 2 certificate in English and Mathematics. A Level 2 certificate corresponds to the GCSE Grades A - C or the old GCE "O" levels. Another strand of the Governmental project to improve literacy and numeracy among adults is what is known as the 'Quick Read' programme. A variety of well known personalities and authors have been commissioned to write short easily read books for adults. The books are aimed at people new to literacy, reluctant readers as well proficient readers for whom they provide an entertaining hour or so. The Unions help to make these special books available within the work place to encourage people to read.

These initiatives are generally being well received across the country and are not only helping to raise people's confidence in themselves but are also beginning to change the face of Trade Unionism in Britain today.

Frances Burghall

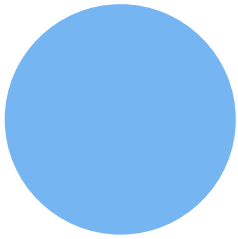


Britain at work



## What does Chaplaincy offer to the workplace?

*“Chaplaincy offers to the workplace, the recognition of personal value.”*



The question, “what does Chaplaincy offer to the workplace?” is one that has preoccupied me as I have spent time with CPW team this summer.

Having concluded my placement with Chris and the team, there are now various ways that I could begin to address this question. For example, I could talk about chaplaincy within the workplace as offering an independent presence, a listening ear or a prophetic voice. From my observations over the summer however there is one answer that, for me, enhances, if not supersedes these responses. That is, that Chaplaincy offers to the workplace the recognition of personal value.

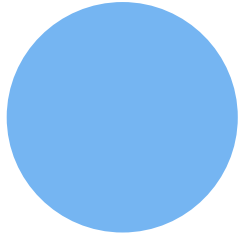
This recognition of personal value is achieved through the natural opportunity afforded to Chaplains to enter into economic and target driven environments with a different perspective. I have carefully chosen the word ‘different’ rather than ‘alternative’ here as I wish to steer clear from the implication that workplaces are inherently ‘bad’. This has not been my experience and whilst I am not so naïve as to suggest that all workplaces are free from oppressive and exploitative practices the majority of the workplaces I have visited this summer operate with a proper consideration and respect for those in their employment. It is true, however, to say that the very nature of the workplace is concerned with productivity and output. Whilst it is proper within such an environment to be performance oriented such conditions provide a climate in which human relationships and God-given talents can be treated as merely ways of increasing profitability (i.e. as in the retail trade) or achieving more and more extreme targets (i.e. as in the public service sector). In other words, your value is dependent on your benefit to your

employers.

The Chaplain stands aloof from company or organisational interests, entering into the work space for a time but set apart from the responsibilities of productivity. Their presence offers a balance to corporate values as they are able to give time and attention to those they serve beyond the remit of occupational efficiency. I have come to understand this as a unique and privileged position of the Chaplain through which they are able to engage with people in their larger contexts. Through attentive listening and caring conversation a Chaplain is able to break through limiting mentalities of value through productivity and all its status symbols (i.e. what you earn, what you drive, your company title) and offer a different perspective whereby you are personally valuable not because of your profitability but because you are there, you are part of the great picture of creation and you matter.

To propose that Chaplaincy to People at Work has the nature of holistic ministry perhaps sounds like a cliché in a century prolific with alternative therapies and complementary remedies. Nonetheless to enter into the workplace and embrace people as ‘whole’, and in that wholeness as valuable is one way that the gospel colours bleed onto the commercial canvas.

Such mission is a different model to the security of Sunday worship where people are invited to join in the Church’s journey. Workplace Chaplains dare to make themselves yet more vulnerable by stepping as guests into the territory of others and walking a while with them on their road. In



my opinion such encounters are at the very heart of our Christian gospel.

Last summer (when England actually saw the sun) I went on retreat to study the healing miracles in Luke's gospel. Luke records no less than twenty accounts of healing; only three of these occur at synagogue worship whilst the rest take place in the public arena; some are initiated at the request of others whilst some are the result of Jesus' compassionate observation; whilst healing for some comes through conversation and for others through action, all are the result of Jesus' time and attention and the recognition of a persons intrinsic value; with the exception of

Simon's mother-in-law (4.38-44) all are passing encounters resulting from Jesus' presence amongst the people.

Whilst the work of a Chaplain is sometimes difficult to encapsulate or quantify their opportunities to enact the gospel through encounter and engagement seem endless and their work reminds me of a valuable adage from my own tradition:

*"Do all the good you can,  
By all the means you can,  
In all the ways you can,  
In all the places you can,  
At all the times you can,  
To all the people you can,  
As long as ever you can."*

(John Wesley)

Nicola Morrison

## Faith, Work and Economic life



The meeting of the General Synod in York over the first weekend in July was dominated by discussion of the consecration of women to the episcopate. The media reported this at length and exaggerated the divisions. There were about ten hours of discussions on women bishops, but that left plenty of time for debate on other matters of more immediate interest to those who come to church each Sunday. On Tuesday morning (postponed from Monday) there was a debate on faith, work and economic life which had been proposed by the Diocese of St Alban's.

In their background paper the diocese stressed the spiritual nature of work. In the Bible, work is mentioned more than eight hundred times. Work provides the goods and services which enable us to live. A large proportion of our lives are spent at work and economics dominates our lives. It is through our work that God provides for

people and upholds creation. If Christian values are affirmed in the workplace, there is a greater sense of justice and compassion. However, many people have a negative attitude to work which may be burdensome or wasteful or stressful, and sometimes unethical. The church therefore needs a strong theology of work and informed preaching on the matter. The work of chaplains and non-stipendiary clergy was welcomed. The paper called for the church to assess the nature and extent of its engagement with the economic sector and to discern ways forward.

In response the Mission and Public Affairs Council produced a paper which welcomed the motion, and explored further the nature and theology of work.

The papers can be read at <http://www.cofe.anglican.org/about/gensynod/agendas/jul2008.html>

In the debate there was discussion of, to what extent work was a spiritual activity? There was a recognition that those in the workplace would be faced with greater ethical problems in the future. Some speakers spoke of the pressures which face those at work; overwork, unemployment, the role of the voluntary sector and the vocation of many Christians to their secular employment.

I stood to speak but was not called. If I had spoken, I should have drawn attention to Kant's insight that people should be treated as ends, not only as means. After discussion of some amendments the Synod passed this resolution:

That this Synod:

(a) affirm daily work, be it paid or unpaid, as essentially a spiritual activity;

(b) recognise the importance of Christian values within economic life;

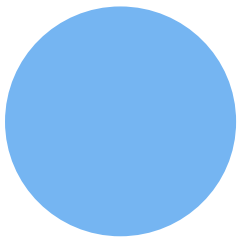
(c) encourage bishops and clergy to give greater priority to equipping and resourcing church members through teaching, prayer, affirmation and celebration, to fulfil their vocations, ministries and mission in their places of work; and

(d) request the Mission and Public Affairs Council to:

(i) convene a symposium on a theological understanding of work for today as outlined in sections 5.3 - 5.4 of GS Misc 890B;

(iii) compile a collection of supportive resource materials for church members as outlined in section 5.5 of GS Misc 890B.

Dr Peter Harland  
(Lay Member of General Synod for the Diocese of Ely)



See us on the web at:

[workplacechaplaincy.org.uk](http://workplacechaplaincy.org.uk)



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Rev Nigel Cooper, *Chaplain to Anglia Ruskin University*  
Mr Terry Day, *Chaplain to Cambridgeshire Police Force*  
Rev Robin Giles, *Chaplain to Cambridge Regional College*  
Rev Christian Heycocks, *Chaplain to Cambridge University staff*  
Rev Stuart Wood, *Chaplain to Cambridge United Football Club*  
Mr Lawrence Wright, *Chaplain to Railway Workers*  
Rev Jane Martin, *Anglican Curate involved with Huntingdon Town Centre*  
Mr Geoff Dodgson, *Hon. Rural Officer, Diocese of Ely*  
Mrs Nicola Morrison, *Chaplain to various companies in Grafton Centre*  
Mrs Franziska Norman, *Chaplain, Daily Bread Co-operative*  
Rev Alan Partridge, *Chaplain Cambridgeshire Police*

### Executive Committee

Andrew Glover (Chairman), Susan Bowden-Pickstock, David Ball, Robin Bligh, Frances Burghall, Bill Kirkman, Maggie Richardson and Chris Savage