The quarterly newsletter from **Chaplaincy to People at Work in Cambridgeshire**

Peopleatwork

Autumn 2010

CHAPLAINCY TO PEOPLE AT WORK

Looking forward

In the 1990s I was an industrial chaplain serving Basingstoke and North Hampshire. I arrived just as the recession that badly hit the south east was beginning. I say badly, as that is relative to what was happening elsewhere in the country. But it was obvious that many hi-tec industries in the area had been caught unawares. The industrial mission team that I led was soon involved with supporting the many who were being made redundant from companies like IBM and Sony Broadcast. An old friend of mine who was a consultant with an outplacement company and became vice-chairman of my management committee taught me a great deal about how to manage change. In particular he coined a pithy phrase which has stayed with me ever since. Malcolm taught me that: "To be employed is to be at risk; to be employable is to be secure".

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That could not be truer today as we continue to experience the fall-out from one of the worst recessions in our history. As I write this, A level results are being announced and an expected 44% of students will have to go through a clearing system. Many able students with good potential will be disappointed at not getting a university place due to a large shortage of available places. There will be outcries and condemnations and such stories will prove useful ammunition for those opposed to the large cuts in public spending being made by the coalition government.

What can we do?

Malcolm's brief saying on employment shows that there is a different way of looking at how to manage the present or the "state we're in", as Will Hutton called his 1994 book. To expect things to remain the same or to go back to where they were is unrealistic and achieves nothing. We can blame bankers and the government and there may well need still to be radical changes in the seats of power if another recession like this one is to be avoided. But what can we do to be secure in employment? Being employable is about what I can do to make sure that my skills and experience are relevant and available to the current market conditions and requirements. "Yes we can" was famously coined by Barack Obama and has been taken up repeatedly by Chan Abraham, Chief Executive of Luminus Group, the housing provider. In the June newsletter, Chan writes that "many people think you can't change the world but Luminus has been doing this successfully since March 2000. Our real strength is in our hearts. We believe. So we are determined to change the present and to transform the future".

> "Our real strength is in our hearts"

Effecting change

That is also a Christian belief that we can effect change and be agents of change. To do that requires strength of vision and taking risks. Taking risks requires faith; faith in yourself and, for many, faith in God.

Chris Savage
Chaplaincy Team Leader

Shifting the blame

I was privileged to hear Hugh Pym's interesting and challenging talk at the Chaplaincy Annual Meeting. The vote of thanks succinctly expressed appreciation of an expert review of how the present financial situation arose, given with Hugh's characteristic humanity, humour and humility!

However, in common with many other financial commentators, Hugh sought to shift the blame from the bankers to society at large. Undeniably, fallen human nature is acquisitive, self-seeking and greedy, but surely the recent growth of ethical and moral investment trusts is a testimony to the public conscience of at least some people?

Codes of conduct

We live in a complex society and increasingly have to depend on people with expertise in many areas. Professions such as doctors, dentists, veterinary surgeons and accountants have codes of conduct and disciplinary bodies to regulate the behaviour of members. Bringing their profession into disrepute by dishonesty, malpractice or negligence and suchlike can result in withdrawal of an individual's right to practise. Self-regulation by such professions has served the nation well, not perfectly but much better than has government regulation.

By contrast it would appear that bankers and financial institutions have no similar regulation; moreover, state regulation has failed the nation badly. Buying worthless American housing mortgage stock appears culpably negligent, a charge which cannot be defended by a plea of ignorance. Government regulation having failed, politicians felt bound to bail out banks and financial institutions at the nation's expense. Market forces that would have forced bankers to face up to the consequences of their failure have thus been avoided. Moreover the lessons that should have been learnt from the Equitable Life collapse, when the government failed to act, appear not to have been. Patently politicians have agendas other than the regulation of trust, honesty, integrity and market forces! Acting on the advice of banks and financial advisors, purchasers of pensions and investments have no means of determining the credit worthiness of their transactions.

> Banks and financial institutions bailed out at the nation's expense

Lack of repentance

Recent medical scandals have been severely censured by their professional body. By contrast, bankers have received public condemnation but do not appear to have been disciplined as governments throughout the world have cushioned their losses while bankers continue making huge sums of money for themselves. Speaking on *BBC Newsnight* the Archbishop of Canterbury pointed to the apparent lack of repentance in the banking world.

> "Every one of us, then, will have to give an account of himself to God."
> Romans 14:12

Maybe repentance is to be expected only from Christians for we are challenged, first, to live our lives as unto God who ultimately will judge all our actions (Rom 14:12; 2 Cor 5:10) and, second, to love our neighbours as ourselves. This second challenge requires us to consider their wellbeing and eschew taking advantage of them to secure unreasonable personal gain.

But perhaps the greatest comfort we have is that the lack of justice in this world will be corrected in the next where, in the absence of money or profit, bankers may not be too plentiful!

> "But they will have to give an account of themselves to God, who is ready to judge the living and the dead."
> 1 Peter 4:5

David Soldan

Chaplaincy to Cambridge City Centre

With the opening of the Grand Arcade in Cambridge City Centre in November 2007, and the advent of the new Love Cambridge City Centre Partnership, CPW decided that it should appoint a full-time chaplain to Cambridge City Centre. This seems an ideal opportunity to build and extend existing work as well as respond to exciting God-given opportunities in a changing city.

The City Centre Chaplain will lead a team engaging with the structures of the city centre such as Love Cambridge, Cambridge Retail and Commercial Association, and Cambridge City Council. The underlying theological assumption is that the Chaplain will lead the ministry of chaplains working for the common good of Cambridge, and building the Kingdom of God. This is about how chaplaincy can lead or be part of the journey towards justice, harmony and reconciliation. Thus the city centre becomes more of a place where joy and fulfilment can be found.

The aims of the post of Chaplain to Cambridge City Centre:

- Coordinate and build up chaplaincy to workplaces in the city centre.
- Work with the Love Cambridge City Centre Partnership and Cambridge City Council.
- Assist in the promotion of Cambridge as a city centre for everyone.
- Provide a forum for promoting discussion on business, retail and chaplaincy issues.
- Work with city centre churches and faith communities in the promotion of workplace chaplaincy.

The annual budget is anticipated to be just under £50,000, of which 70% has been secured from the United Reformed Church Eastern Synod. CPW therefore needs to find £15,000 a year to cover the remaining housing and expense costs. I am awaiting replies to appeals from several charities. We have also appealed for support from local business and churches.

We envisage the post beginning in early 2011 and an interview day has been set for October 14th at Wesley Methodist Church.

Chris Savage

Police cuts affect Chaplaincy

The looming cuts in public services are now well documented, and the implications are just starting to become apparent. The impact of these on the police has recently been revealed in the local press and confirmed as £1.2m this year, and savings of anything from £9m to £30m in forthcoming years (out of the annual budget of £130m). These are substantial cuts at either end of the range.

CPW have been informed that the funding for the part time post of police chaplain will not be extended beyond this financial year. This is clearly an enormous blow.

The progress that Dorothy Peyton Jones (right) has achieved in the 16 months that she has been in post has been little short of incredible. The number of volunteer police chaplains has increased from none to ten with a number more in the pipeline. The profile of chaplaincy is now known across the majority of the county and departments, and the impact is generally recognised as both positive and beneficial. It is acknowledged that the decision is purely financial and no reflection on Dorothy or the work that the chaplains are doing.

It is the firmly held belief of CPW that while we can seek to reduce the role of the lead chaplain, and supplement with either more volunteers or admin support from within the police, cutting the post completely would result in an unsustainable service.

We are working with the police to explore how a sustainable service can be achieved and whether alternative sources of funding are possible. Please pray for these discussions and also for Dorothy as she copes with the uncertainty of the situation whilst continuing the work and maintaining the enthusiasm and development of the volunteer chaplains.

Andrew Glover
Chairman of Executive Committee

Breakfast Briefing

'Education or exams; faith or reason. Discuss'

A talk to be given by

Bene't Steinberg
Group Director of Public Affairs
Cambridge Assessment

7.30am October 13th 2010

The Felix Hotel
Whitehouse Lane, Huntingdon Road
Cambridge CB3 0LX

£15 per head
Booking by October 11th 2010 to
admin@workplacechaplaincy.org.uk
Please make cheques payable to
'Chaplaincy to People at Work'
and send as soon as possible to
CPW Administrator
c/o 12 Station Road, Histon, Cambridge CB24 9LQ

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Chaplaincy to People at Work and
Ely Diocesan Criminal Justice Group

have pleasure in inviting you to an

Open Evening

at the Crown Court at Cambridge

The Courthouse
83 East Road, Cambridge CB1 1BT

4:30pm – 6:00pm
Thursday 28th October 2010

The evening aims to provide a greater awareness and understanding of the ways in which witnesses are involved and supported within the Criminal Justice System and the work of Her Majesty's Courts Service. **To stimulate discussion** questions in advance are being encouraged.

RSVP by 25th October with your questions to:
admin@workplacechaplaincy.org.uk

Light refreshments from 4:15pm

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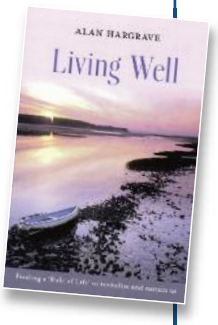
What does it mean to 'live well'?

When you're exhausted from juggling the demands of work or a young family?

When you've been around long enough to be scarred by loss, disappointment or frustration?



Alan Hargrave draws upon 'rules of life', from Benedict to Iona, to enable us to think seriously about the pattern of our living. Through absorbing stories, honest and often very funny accounts of his own personal struggles, and the provision of many useful exercises, he aims to help us find our own 'rule of life' – one that will not only sustain us, but allow the light that may have gone out of our eyes to shine once more.

ALAN HARGRAVE is 'Canon Missioner' of Ely Cathedral.

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Goodbye and hello

As the new editor of *People at Work* I want to say a huge 'thank you' to James Taylor, our editor since August 2007 and now ordained into the United Reformed Church in Gloucestershire.

Hopefully, with your help, I can build on James's sterling work in making our newsletter a valuable tool. Look out for our Christmas issue at the beginning of December.

Comments and feedback please to me at the email address below.

Steve Lown

CHAPLAINCY TO PEOPLE AT WORK

Caring for the whole person in the workplace

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