

Faithful and fruitful

I received at the end of January a postcard from Bishop David wishing me every blessing and “many thanks for another year of faithful and fruitful service”. In my state of reflective gratitude, it seemed to me that the articles in this newsletter reflect both faith and fruitful service.

David Ball celebrates 40 years of manufacturing in Cambridge. *Colin Richardson* highlights the faithlessness shown in the banking crisis and pleads for the return of morality. *Kevin Napier* highlights the challenges facing the Trades Unions in these harsh economic times. *Peter Heslam* reminds us that human beings crave happiness and links this with the centennial of the King James Bible.

We conclude with the positive reflections of *Russell Winfield*, a student on attachment to CPW.

By the way, the Bishop’s final sentence was “may the... year be full of joy!” Why not?

Chris Savage, Chaplaincy Team Leader



Worldwide market leader

The ultra-high quality sands produced in Cambridge are now exported worldwide and used in man-made fibre production, electric fuse making, water filtration and other industrial applications. Today, David Ball Specialist Sands Division is widely regarded as the worldwide market leader. That covers one side of the business.

In 1992, David Ball Group acquired the King’s Lynn manufacturer of PUDLO, the world’s first and most successful concrete waterproofing material. This production facility was moved from King’s Lynn to Bar Hill and it neatly complemented the existing INSTA range of high performance concrete repair systems.

Since 50% of the Group’s products are exported, the proximity to Felixstowe and the A14 enabled the it to be competitive. However, the delay in widening and improving the A14 is giving the Group long-term planning difficulties. This is not just a Cambridge issue, but a national one.

Encouraging the prosperity of the City is a biblically-inspired principle and one which the David Ball Group supports

Manufacturing in Cambridge A personal view

When I first arrived at Cambridge Station in February 1963, I felt the cold Siberian wind and thought that I had made a terrible decision to take up employment in the heart of the Fens. That year, snow and ice lay in ditches and much of the construction industry was on its knees.

By September 1970, just over 40 years ago, my company was formed to produce standard reference test sands and aggregates for the cement and concrete industry. I still have my first cheque dated the 18th November 1970 from Blue Circle Cement hanging on my office wall. It is of course a copy; I did cash it!

At that time, the cement industry needed a common source of standard reference test sands and soon all major cement producers became customers. Production was brought to the Bar Hill facility to maximise efficiency.

No redundancies!

Finally, as a family-owned business, we pride ourselves in not having to have made redundancies during the last 40 years. Staff are encouraged to take up education and training at all levels and the policy seems to have worked well given the staff-retention history.

Cambridge has been an excellent area in which to carry out a technical manufacturing facility with the support and encouragement of the University and local councils and all the amenities of a beautiful city. The company looks forward to a long, successful future with the City.



David Ball, Chairman of the Trustees, Chaplaincy to People at Work in Cambridgeshire and newly elected President of the Concrete Society

Government dilemma or moral crisis?

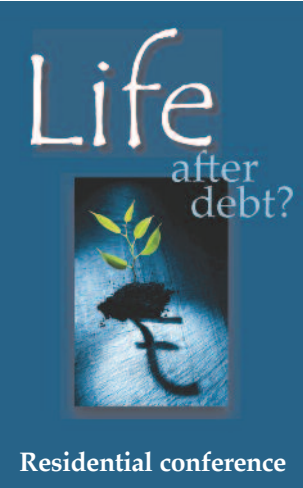
As a nation we are currently facing a moral dilemma possibly unequalled since the days of the South Sea Bubble – for those that remember it!

The banking crisis of recent years – from which we continue to suffer ongoing reverberations – almost broke our nation. It has promoted considerable discord as well as demands for justice in respect of the perpetrators.

As a result we run the risk of cutting off our noses to spite our faces and we have to be very careful as far as the repercussions for our national income are concerned. There is a very natural resentment against those investment bankers, and by implication their institutional employers, who took unacceptable risks albeit with other people's money in order to enhance the returns on the money employed. Whilst the bulk of their "windfalls" would have benefited the banks themselves it is assumed that a proportion would have enhanced their own incomes by virtue of the bonuses structured to form part of their remuneration packages.

A fine line

One hesitates to use the word "greed" in the description of what transpired because there is a fine line to be drawn between what is acceptable in a Capitalist Society, to which we subscribe, and that which is unacceptable. Capitalism promotes incentives as an objective in achieving the growth necessary to fund the requirements of the State. Indeed, in the absence of a really proven alternative, there is little doubt that the alternatives of various forms of both Socialism and Communism have proved notoriously inept in producing any form of wealth creating alternative – largely as a result of the inevitable influence of human nature in any system! Financial crises of the kind inherited by our present Coalition have a habit of being created by previous Socialist regimes which have spent beyond their means and have run out of ideas for balancing the books



Life
after
debt?

It is now clear that individuals, companies, banks and governments have all been borrowing and spending beyond their means. Pay back time has arrived. But what do the Bible and Christian faith have to say on this issue?

This conference provides an opportunity to explore this and other momentous questions.

Information and booking:
www.faith-in-business.org/programme.html

Ridley Hall, Cambridge
8-10 April 2011

Residential conference

without regressive taxation measures which dispense with the necessary incentives to recover the situation.

Having said this there are certain unacceptable doctrines which bear consideration. For example, the practice of the directors of certain FTSE 100 companies awarding themselves salary increases which, in percentage terms, are way in excess of the limits imposed upon the remuneration of the bulk of their staff is a clear example. When I ran my own company some years ago, as a matter of principle, I would never award myself an increase in salary which, in percentage terms, was higher than that granted to the rest of the staff. Admittedly, I had additional income from my shareholdings but they arose as a result of having created the business in the first place (unlike many FTSE directors). I may sound naïve but I regarded such a principle as part of that of providing leadership of the right kind.



Stupidity

Reverting to the subject of bankers' bonuses and the associated risks of "killing the goose that lays the golden egg", I would suggest that a government of any persuasion would be unwise to risk a major proportion of national income not least at a time like the present, in the absence of effective international agreement on curbing the level of bonuses and the associated remuneration packages. It is estimated that banks in this country contribute some £50 billion to the public purse. To run the risk of losing even a proportion of this sum by encouraging the banks to move their domicile overseas would represent the height of stupidity. This is the problem that our Government has to grapple with.

In no way is this article intended to applaud the more extreme activities of investment bankers. Indeed, by a strange paradox their activities closely resemble those of certain governments in the West who are tending to look somewhat decadent as they move from wealth creation to wealth shuffling – ultimately leading to the destruction of that very wealth which is required to finance their expensive social security schemes. Contrast this with the activities of the up and coming emerging nations!

You cannot enforce morality – morality has to come from the heart. Hence the Christian message.



Colin Richardson

The cost of fire? The cost of firefighting?

Having been a firefighter for 20 years I can justifiably be proud that I have carried on the family tradition of being a committed professional within the British Fire Service but, like my father, will I be able to pass the baton on to my son who strives to follow in his dad's footsteps as I did when I was young?

The need of a remedy to a financial situation, caused by personal greed and mismanagement of the public and banking purse, will see the shop floor, hard working folk of this nation cut at lengths we could never have imagined in our lifetime.

Fire and rescue services across the United Kingdom will be expected to find savings and efficiencies of 25%–40% of their budgets and many would agree that, like everyone else, they should accept their involvement along with the rest. **But what is the price to pay and what is the cost of life?**

Now, as the Cambridgeshire Secretary of the Fire Brigades Union (FBU) I dispel the militant, table banging, red flag anarchic image this may conjure up. The need is to mediate, and I represent the hard working firefighters of the county I serve with pride. Industrial relationships within Cambridgeshire Fire and Rescue Service (CFRS) are, in fact, healthy and help us as public servants in our ultimate aim **to save life and prevent serious injury,**

along with the protection of property and personal effects of the residents and visitors to Cambridgeshire.

The facts

- Over 7000 people were rescued from fires in the UK between April 2009 and March 2010, representing nearly 600 rescues a month, or 19 every day of the year on average.
- There is no bloat – no fat to cull. Firefighters have increased their productivity in the last decade – we now do much more with fewer personnel.
- Since 1997 the UK Fire and Rescue Service has experienced the loss of 3,381 firefighters. In the last five years 1,848 firefighter posts have been lost.
- The Association of British Insurers (ABI) states that the cost of fires has been increasing: the average cost of fire claims more than doubled between 2002 and 2008. In the first six months of 2009 insurers paid out £639m – £3.6m a day – for fire damage.
- There have been more firefighters killed on duty in the last 5 years than in the previous 30 years.

Over the next few months we will begin to see the extent of cuts within the Fire Service of Cambridgeshire. Publicly, the FBU will expose the danger and peril such reductions will promote. Please read, digest and consider this. **The cost of fire? The cost of firefighting?**

Kevin Napier
Cambridgeshire Secretary
Fire Brigades Union



Happiness in practical wisdom

As human beings we crave happiness. However divergent our aims, the pursuit of happiness is common to us all.

This year, our pursuit of that goal takes place during commemorations across the English-speaking world to mark the fourth centennial of the King James Bible. The impact of that translation on the culture, language and beliefs of the Anglophone world is of such magnitude that the celebrations extend far beyond the religious sphere. They are a reminder that the Bible is today, as over the past 400 years, the world's best-selling book.

Insights on happiness

So does the world's most popular book have anything to say about the world's most popular pursuit? Indeed it does, but the Bible's insights on happiness call for a revision of today's

The exercise of practical wisdom is a source of true happiness

standard version, which is deeply hedonistic. One such insight is that true happiness comes not through material prosperity, power or pleasure but from the practice of wisdom. Words from the King James

translation set the tone: *'Happy is the man that findeth wisdom... for the merchandise of it is better than silver, and the gain thereof than fine gold.'* (Proverbs 3:13-14)

A master of 'merchandise' who grasped some of this is John Spedan Lewis (1885-1963), the founder of the John Lewis Partnership who has been polled Britain's greatest business leader. Although not outwardly religious, his admiration for Quakers influenced his decision to relinquish his claim to an income greater than that of his entire workforce and to introduce a profit-sharing scheme allowing employees to become partners.

John Lewis

Fairness and justice

Without external shareholders, this 'experiment in industrial democracy', as Lewis called it, now has 70,000 partners owning almost 300 stores. They subscribe to a constitution embodying his vision that 'the Partnership's ultimate purpose is the happiness of all its members'. Such happiness, Lewis explained, is to be understood 'in the broadest sense of that word' and requires 'a sense of all-round fairness, a sense of all-pervading justice'.

Politicians from left and right are proposing the John Lewis Partnership as a model for public service provision. They are also emphasising the importance of happiness. Although unable to offer detailed policy prescriptions, the practical wisdom of scripture, not lost in translation, offers direction. The Bible resembles a compass, rather than roadmap. But on a journey through uncharted territory, that is exactly what you need.

Peter Heslam MA BA DPhil FRSA
Director, Transforming Business



Student reflections on CPW

As part of my studies towards ordination I have been given the opportunity to undertake a *Social Context Placement*. The purpose is to bring exposure to my academic and theoretical studies with some practical work in a context outside of college life. Through this initiative I, alongside four of my colleagues, received the invitation from Canon Chris Savage to be involved with *Chaplaincy to People at Work*.

The contact began in October last year when I spent time with Chris to learn more about CPW, the type of work it seeks to do and how it has progressed as an organisation. This was helpful as my knowledge prior to this was low; I knew chaplaincy happened in workplaces but I was unsure just how one could be involved. From this initial meeting, a visit to Cambridge Crown Court was organised for an *Engagement Evening* and I, along with a number of others involved in CPW, attended to hear how the court ran and experience the interaction of the differing bodies associated with that part of the judicial system, all with a particular focus on the witness. Seeing how a largely secular body worked, and the interaction and service of those entrusted to it, reminded me of the challenge we in the church face.

Hearing first-hand

In November, two single day training events were organised: the first in St Albans and the latter in Haslingfield.

These were a fantastic way to hear first-hand from people involved with CPW in different areas of the region, and to reflect on the theology behind this ministry. At the event in St Albans one particular highlight was a presentation and discussion entitled '*Towards a Theology of Work*'. I am the type of person who likes to wrestle with the supposed Christian imperative for being involved (or not) in any area,



and so the chance to see a well presented argument for this was welcome. At the second event (which became a half day event due to adverse weather conditions in late November) we heard from Andrew Glover on being a 'Christian at Work' which was great

in allowing us to see the practical implications of many things we had heard and discussed at the previous event in St Albans. I enjoyed both days; perhaps a little more time given to participant involvement would have helped us grapple with the situations we each face, but in many ways I have done that in the time proceeding, although hearing from others is always a great way to learn.

My own involvement with CPW will be short-lived, but I am fortunate in being able to experience quite a few different workplaces in the next few months, including John Lewis, BBC radio, the Police and a builders' merchants. It has also raised my awareness, understanding and desire sufficiently so that when I leave college and begin ministry I hope to be able to serve the workplaces nearby to share the love of God and the good news of Jesus Christ with them.

Russell Winfield
Westminster College, Cambridge



3 dates for your diary

CPW Annual Meeting

Marshalls of Cambridge June 13th at 6pm

Followed by a seminar

'Putting business principles into action'

The speaker will be Gary Grant, MD of The Entertainer Britain's largest independent toy retailer

A panel of local business people will be in support.

This part of the evening will be chaired by the new Bishop of Ely, Rt Rev Stephen Conway

Commissioning and Renewal of Commitment of CPW Chaplains

Wesley Methodist Church, Cambridge

May 22nd at 6.30pm

The Commissioning will be led by Rev Graham Thompson Chair of East Anglia District of the Methodist Church

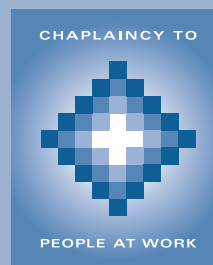
Breakfast Briefing

Felix Hotel May 13th at 7.30am

Speaker Adrian Bagg, CEO, the Papworth Trust

'My journey from the Corporate Sector to the Third Sector'

- Look out for more details of all these events •



Caring for the whole person in the workplace

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