



# LINK



supporting the workplace, caring for people

Just like the Radio Times, our Christmas edition of "LINK" is a 'bumper' one with the usual eclectic mix of articles, musings, and a few adverts thrown in for good measure including one on the back page for 24 hours of prayer for Birmingham. There's a review of the CIGB year, articles about Social Justice, some rather subversive alternative words to well-known Carols just to mention a few of the delights that await you. So ... put the kettle on, pull up a comfy chair and enjoy!

### Looking Backwards ...

As we near the end of another year, it seemed like a good idea just to look back at 2014 – the BBC does this, so we're in good company! So, here's a look back at 'a year in the life of "CIGB Services" (aka Val Dalton and Peter Sellick!) and all the different things that have happened since the fizzing sparkling fireworks lit us into 2014. CIGB's main work is through its 50 chaplains and their weekly engagement and activities; "CIGB Services" works to support them!

Starting in January and continuing regularly throughout the year we have had Chaplains' Meetings: times to meet together, pray together, share stories and concerns, and an opportunity for Chaplains to grow friendships and encourage each other as they offer chaplaincy in various workplaces week by week.

Also starting in January and continuing regularly throughout the year CIGB's Management Council (the Trustees of the Charity) have met together to keep an eye on essential things like finances, insurance etc. This year a number of CIGB policy documents (Health and Safety etc) have been reviewed and developed – all vital to the smooth running and accountability of the organisation.

CIGB's bi-monthly Newsletter, with articles from Chaplains, articles about social justice and ethical business among others, and signposts to various events, is sent to churches of all denominations and a wide readership of business people.

April saw the publication of our Annual Report: often a bit of a task for the Chaplains who write their individual reports, but a wonderful written record of a year's work supporting members of the public in their workplaces, and this year, there were more workplaces to add to the list.

Our AGM took place in early May, and in the opulent surroundings of the Banking Hall of Wragge and Co. we heard from speakers Neil Roberts of 'Three Trees' in Chelmsley Wood and Richard Beard, CEO of The

Jericho Foundation as they spoke of their work linking Christian faith with social enterprise and ethical business practice in their local communities. The event gave us plenty of food for thought... and body...



Our very first 'Chaplaincy Fortnight' took place in June. Churches of all denominations were given the opportunity to invite a Chaplain to come to their church to take a service/speak at a service or speak to a church group. Resources for services/homegroup sessions etc were made available on the CIGB

website. Several chaplains were invited to speak and we hope to build on the success of this event in 2015 – the dates are already set: Sunday 7<sup>th</sup> – Sunday 21<sup>st</sup> June, so watch this space for details of that!

Early July saw a large group of Chaplains head off to Berkswell for an AwayDay. This offered an opportunity to worship together, enjoy lunch together and take time out to think/learn about the huge subject of Diversity. We reflected on stories of disability, ethnicity and working status; and engaged with Chaplaincy from the Muslim perspective, with an excellent introduction by Rehanah Sadiq from QE Hospital.

In October we ran our 2<sup>nd</sup> 'Introduction to Ministry in Birmingham' day course. This offers church leaders who are new to Birmingham (or not so new) a chance to hear prominent officers from Birmingham City Council and other 'Organisations of Influence' speak about their work. We then took a double decker bus



tour to see how ideas are working out in practice, and some key parts of the city: this year visiting the Faithful Neighbourhoods Centre in Sparkhill; a ecumenical church

community in Hodge Hill which is facilitating the growth of its local neighbourhood; and briefly to Longbridge to hear from Jaguar/Landrover Chaplain

**QUOTABLE  
QUOTE**

Christmas is not a time nor a season, but a state of mind. To cherish peace and goodwill, to be plenteous in mercy, is to have the real spirit of Christmas.

Calvin Coolidge

Colin Corke. Again, this is something which, we hope, will be an annual event.

23<sup>rd</sup> November was the date of our annual Commissioning Service when new and existing chaplains gather together with church leaders from different denominations to celebrate workplace chaplaincy. Eight new chaplains were commissioned and will be joining teams working in Retail, the NEC Group, National Express buses, and West Midlands Fire Service. Another is setting up a new chaplaincy with The Jericho Foundation. These chaplains have come through the twice-a-year Chaplaincy Training course, which saw 30 trainees this year.

These are the notable events from Val and Peter's diaries: but throughout the year Chaplains continue to support people at work, and the Management Council connect their daily responsibilities with their faith. 2014 has been a busy and productive year and we watch with great excitement and anticipation to see where God will lead us in 2015 – and this time the New Year will be welcomed by the joyful pealing of the cathedral bells as well as fireworks!

Have we whet your appetite?

Here's some information about the next CIGB Training Course. For more information about the course, or to find out more about CIGB, please visit our website at: [cigb.org.uk](http://cigb.org.uk)

**Introduction to Workplace Chaplaincy**

CIGB's next Training Course will take place at  
4–6pm on 6 consecutive Mondays  
starting on Monday 23<sup>rd</sup> 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/](http://www.cigb.org.uk/about-us/training-courses/)



**Remembering ...**

Throughout 2014 the outbreak of WW1 has been commemorated in many places and in many ways. Several Chaplains were involved in various events around Remembrance Day this year. David Butterworth, Lead Chaplain at the NEC Group writes ...

A personal perspective...

As I drove to the NEC today from Kings Heath the low sun shone brightly and all was calm. Having berated the ravages of the weather yesterday, how serene it all seemed just now. Why?

The gently rolling mist in the fields on both sides of the M42 motorway appeared to me, as the enfolding arms of God as She held us safe with gentleness and caressing with love; Him unspoken and yet One so clearly communicated.

I drove onwards in tears, listening to the BBC4 radio reflections of Veterans and current Service personnel, and recalling the names I had called out in previous years in churches and chapels up and down the Connexion. The names from the tarnished brass plaques in our porches and halls of churches and town squares. How fortunate we are. How fortunate we all are. I recalled the young ex-Service man who was in tears last year on duty in the NEC. He had recently come back from his last Tour. He was now an 'anonymous' Security man. Quietly we shared, out of sight, as he was in tears recalling his 3 friends who had not come back from that very last Tour. They had died on duty. One of their mothers had sent him a text just minutes before 11am. She simply said '*at least you came back, love*'. How fortunate we are.

Thousands of people at the NEC remained still and silent, absolutely, in corridors, walkways, sky-walks, by cash-points, in wheel chairs and Zimmers, in air-lock doorways and alighting buses. The world was hushed. We will remember them.



What a privilege to be a Chaplain. Let us support each other as we support and pray for others. Bless you in all you do.

**QUOTABLE  
QUOTE**

We consider Christmas as the encounter, the great encounter, the historical encounter, the decisive encounter, between God and mankind. He who has faith knows this truly; let him rejoice.

Pope Paul VI

**"Once a king or queen of Narnia, always a king or queen of Narnia."** (C S Lewis in 'The Lion, the Witch and the Wardrobe.)

No, this isn't a book review it's a phrase that came to mind at a recent Chaplains' meeting as I was listening to some of the stories told by Chaplains of their work. In the book, Aslan says these words to the four children: their position as Kings and Queens is eternal – even though they may not always be in Narnia.

In my family, we've used this phrase to describe that type of work to which God has called you which affects every aspect of your life ... even the way you think sometimes. Let me explain: my family and I have a longstanding (nearly 40 years) commitment to a Christian music ministry (the New English Orchestra), and various family members have been part of the 'Enabling Team' – those wonderful people who do sound engineering, drive vans, put chairs out ... and put them away and all the other vital jobs which 'enable' the music ministry to run smoothly. We've found over the years that this has got into our blood – my husband and sons automatically slip into 'Enabler' mode whenever the need arises, regardless of the circumstances, and so our family has the phrase "Once an NEO Enabler, always an NEO Enabler".

So, what has this to do with Chaplaincy? As I said, I was reminded of the phrase as I listened to some of the chaplains' stories. One Retail Chaplain told us that they had noticed that even while on holiday, when they went into shops they found themselves slipping seamlessly into Chaplaincy Mode as they met the traders, began chatting to them and learned something of their lives and their work. Another Chaplain told us that they had been recognised as 'that lovely person who used to visit us at work' when encountered in a completely different context by someone who had known them in their Chaplaincy work.

In Christian circles we often talk about 'God's calling'. At our annual Commissioning Service we recognise and celebrate the response Chaplains have made to God's calling in their lives but I wonder how many find themselves 'doing chaplaincy' outside their week-by-week chaplaincy commitment? My guess would be that they respond to God's calling wherever they find themselves: "Once a Chaplain, always a Chaplain" and that really is something to celebrate.



**A little bit of naughtiness ...**

Borrowed from 'The Subversive Christmas Songsheet' By Mark Earey and John Hull of The Queens Foundation, Birmingham.

**Slow down ye frantic Shoppers**

(Tune: God Rest Ye Merry Gentlemen)

Slow down ye frantic shoppers  
for there's something we must say:  
Big business has been telling us  
what Christmas means today.  
But we believe there's more to life  
than how much you can pay:  
*Now it's time we decided for ourselves,  
for ourselves  
Yes it's time we decided for ourselves.*

To some folks Christmas means a time  
for gathering with friends  
And enemies might take it as  
a time to make amends  
But TV says it's time for pricey gifts  
and selfish ends:  
*Now it's time...*

Some people feel that Christmas  
is when Jesus makes a call  
For others it's a time to stress  
good will and peace to all  
But advertisers tell us it means  
Santa's at the mall:  
*Now it's time...*



Adapted from [www.buynothing.christmas.org](http://www.buynothing.christmas.org)

**Frosty the Euro**

(Tune: Frosty the Snowman)

Frosty the Euro was a happy currency  
With his Deutschmark head  
and his Drachma tail  
He was firm as firm could be  
Frosty the Euro was a fairy tale you know  
But the bankers got him in their grip  
And he's melting into snow  
There must have been some profit  
in that funny Euro note  
But we the people have to pay  
To keep the thing afloat!  
Oh! Frosty the Euro had a happy little friend  
Called the UK pound but now we've found  
We got nothing left to spend! Hoi!



John M Hull

**QUOTABLE  
QUOTE**

Christmas gift suggestions:

To your enemy, forgiveness. To an opponent, tolerance. To a friend, your heart.

To a customer, service. To all, charity. To every child, a good example. To yourself, respect.

Oren Arnold

**Hope for the Poor in Government?**

The spirit of the Lord God is upon me,  
because the Lord has anointed me;  
he has sent me to bring good news to the oppressed,  
to bind up the brokenhearted,  
to proclaim liberty to the captives.. (Isa 61)

An investigation by the Joint Public Affairs Team of Baptist, Methodist and URC churches says that the Government’s recent £5m mail out of an ‘Annual Tax Summary’ to Income Tax payers minimises the positive contribution of poorer members of society, and downplays welfare paid to the rich.

The “Your Tax and NIC’s” figure sent out to individual Income Tax payers does not include Indirect Taxes (eg VAT, fuel duty etc): for the average tax payer this amounts to an additional 75% of their Direct Tax payment (ie £5,518 indirect tax on top of £7,428 – 2011/12 Office for National Statistics figures) and about 250% for poorer taxpayers. The richest 20% pay £8,700 in indirect taxes and £20,000 direct taxes, on average, while the poorest 20% of society pay over £3,400 on average in indirect taxes while paying £1,300 in direct taxes.

Paul Morrison, the JPIT researcher, compares this story-telling with the story of the widow’s mite (Mark 12:41-44). Jesus says, ““The truth is that this poor widow gave more to the collection than all the others put together. All the others gave what they’ll never miss; she gave extravagantly what she couldn’t afford—she gave her all.”

Government’s breakdown of ‘how your tax contributed to public spending’ is also criticised. The ‘Welfare’ heading includes substantial amounts payable on government pensions etc. A breakdown of the same payments by the Institute of Fiscal Studies (see [bbc.co.uk/news/business-29898083](http://bbc.co.uk/news/business-29898083)), suggests that most public spending (and 17% of expenditure) is going towards elderly people; 14% of public expenditure goes towards working-age benefits.

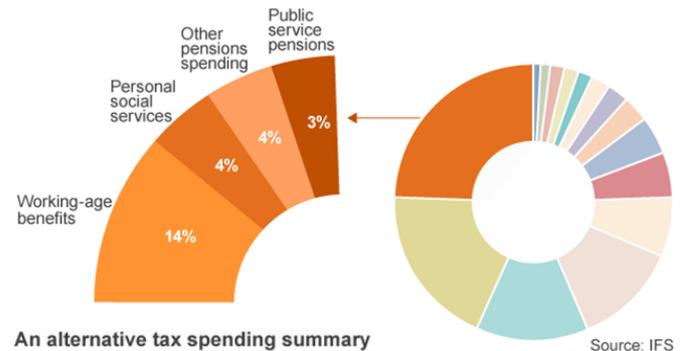
The figures also overlook the welfare benefits paid to wealthy members of society via the quantitative easing of the last few years and the financial services compensation scheme: both benefit wealthier members of society more than the poor—and are not mentioned.

Bank of England figures suggest the wealthiest are the biggest winners in the rise in asset prices because of quantitative easing: the assets of richest 10% have increased by up to £322,000.

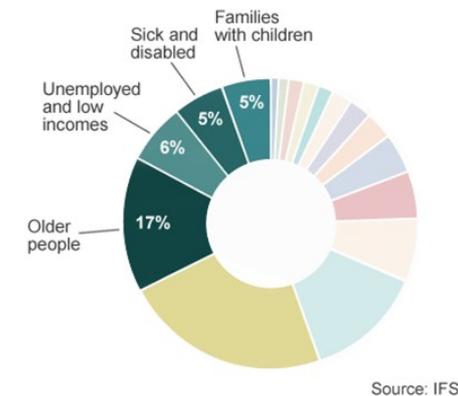
Similarly, it is those with £85,000 to save who benefit most from the Financial Services Compensation Scheme’s savings guarantee, and Stamp Duty reforms only benefit those who are already wealthy enough to be able to buy/sell houses.

Meanwhile the Government criticises business for losing sight of virtues and values..

How welfare spending could be broken down



An alternative tax spending summary



**Theos National Chaplaincy Conference  
Wednesday March 11th 2015**

Theos, the London-based ‘Think-Tank on Religion and Society’, have been writing a report into Chaplaincy in the UK. This will be launched at their National Conference in London on March 11th.

Speakers will include:

- Ben Ryan, Researcher at Theos and author of “A Very Modern Ministry: Chaplaincy in UK”
- Dr Ataullah Siddiqui, Course Director of the Muslim Chaplaincy Course at Markfield Institute of Higher Education
- Professor Joy Carter, Vice-Chancellor, Winchester University.
- Rev Dr Andrew Todd, Director of the Cardiff Centre for Chaplaincy Studies

For more information please visit:  
[www.theosthinktank.co.uk/events/upcoming-events](http://www.theosthinktank.co.uk/events/upcoming-events).

**QUOTABLE  
QUOTE**

'Maybe Christmas, he thought, doesn't come from a store. Maybe Christmas ... perhaps ... Means a little bit more.'

Dr. Seuss

**Close the Gap!**

Ecumenical Council for Corporate Responsibility Report on Pay Inequality



To mark its 25th anniversary, ECCR is calling on savers and investors to use their power to tackle pay inequality. Their report 'Using Ethical Investment to Close the Gap' (eccr.org.uk) is a radical call to action for the investor community to use their ownership responsibilities to address ever increasing levels of wealth inequality in the UK. A recent revolt by investors have led to BG Group rethinking their £25m remuneration package for their new CEO.

One in five British workers are paid below a "living wage" while the average FTSE 100 Chief Executive Officer earned £4.7 million. ECCR's far-reaching report calls for FTSE AllShare companies to:

- Ensure that all staff working on their premises, be they employees or subcontractors, are paid a living wage
- Provide greater transparency on differences in pay by disclosing the extent to which senior executive pay exceeds average employee pay.

Bishop Michael Doe, Chair of ECCR, stated that "As we approach a General Election there needs to be a concerted effort by Christians and others to show that an increasingly unequal society is bad for the people involved (whether they are at the top, or pushed to the bottom by the declining value of wages and benefits), for society as a whole, and often for business itself."

In his keynote address at the CBI 2014 Conference 'Growth For All'. the Archbishop of York said: " While the system gives individuals the power of choice and allows for the stimulus of innovation, a major limitation of free market economy is that it has no mechanism to reduce the disparities between the *haves and have nots*. Indeed, free economy tends further to increase the disparities between people. [We need] a system which contains the virtues of fairness and equity and which serves the Common Good".

John Arnold, Executive Director of ECCR, said "For too long investors have presided over a corporate system that over-rewards the elite whilst leaving many employees at poverty level. We want individual and institutional investors to join their church investor colleagues, and revisit their responsibilities, as owners of businesses, to challenge companies to tackle low pay and insecure work."



**Conference by Ecumenical Council for Corporate Responsibility (ECCR Oxford)**

Saturday 28th February 2015, 10.00am—5.00pm  
at Wesley Memorial Church, Oxford.  
(Friday 27th Dinner at St Hugh's College)

*"The Cost of Life on Earth: companies, climate change and your money"*

How do we use our investments to help resolve the climate crisis and create a more positive world?

**Keynote Speakers:** Sir Mark Moody-Stuart, KCMG, and Tessa Tennant

**Speakers & Workshop Leaders include:** Matthew Ayres; The Revd Paula Clifford; Lee Coates, OBE; Bishop Michael Doe; The Revd Christopher Hall; Barbara Hayes; Imam Monawar Hussain, DL; Fr Kevin O'Hara, SPS; Ellie Roberts; Sunniva Taylor; Sabrina Gröschel; Paul Valentin.

**Cost:** day conference only (£20/£15 student)  
dinner and day conference (£30/£20 student)

Book for either the Dinner and the Day, or just the Day Conference at  
<https://www.eventbrite.com/e/the-cost-of-life-on-earth-tickets-13816147469>

**LOVE YOUR NEIGHBOUR  
THINK, PRAY,  VOTE**

**The Methodist, Baptist and URC churches  
JPIT Conference  
Saturday 21st February 2015  
at Coventry Central Hall.**

Archbishop of Canterbury, Justin Welby will give the keynote address at this conference, day of reflection, and Bible study, focussed on how churches and individual Christians can take the opportunity of May's General Election to help create a society that better reflects God's kingdom of justice and peace.

For more information visit:

[www.jointpublicissues.org.uk/loveyourneighbour](http://www.jointpublicissues.org.uk/loveyourneighbour).

**QUOTABLE  
QUOTE**

The Christian faith can never be separated from the soil of sacred events, from the choice made by God, who wanted to speak to us, to become man, to die and rise again, in a particular place and at a particular time.

Pope Benedict XVI

**Christmas Citizens not just Christmas**

**Consumers**

Peter Sellick writes ...

The Christmas story of Incarnation celebrates God's role in the world. It places God among human works of creation. God invests his wealth in the messy compromised life of real humans. God loves the extent of our complicated 3-dimensionality, not an over-simplified air-brushed version of ourselves. As the Nativity story gets re-imagined with an economic agenda at Christmas time, fantasy can take over from reality. Financial forces use their power to tell us an untruth: that all that matters is the glittering price. The 'great 2008 collapse', was caused by such a 2-dimensional understanding of humanity. True wealth involves relationship, sacrifice, dignity and courage. These are some of the values illustrated by the biblical Christmas story. They also make up part of the 'common good' towards which economic theory needs to be directed.



Paul Gauguin's 1896 unusual Nativity painting ("*Bébé*") (above) encourages us to celebrate human incarnation rather than the purified Christmas card scene. Solidity and Wonder rather than Gold. The painting shows a Tahitian scene of two women with new born children, an angel, and a stable scene. Closest to us is a woman holding an infant in her lap, perhaps wondering about the scene in front of her, while an angel stands near. In the top left hand corner of the picture is another woman, reclining on straw who appears to be holding her own baby in her arms. An interpretation of the picture is that the latter woman is Mary, the mother of Jesus: she is surrounded by a golden glow and traditional stable animals.

The relationship between the two halves of the picture is unclear. The woman at the front of the picture, painted in more earthy colours, is seated,

holding her own baby in her arms. Perhaps she is like one of the Magi, come to offer her treasure to the Christ child on the straw. Or perhaps Gauguin thinks that the real Incarnation exists with her. She is the one with whom the angel dwells. She is the one painted with depth, interest and care, while the straw mother is flat and two dimensional. It is almost as if she is looking at a marketed Christmas card scene of the Nativity and wondering what it has to do with her? She is the Mary asking herself 'How can this be?' Gauguin's paintings of his Tahitian period promote the truths that he had found incarnate in these unknown-to-the-west people. These foreigners were real Citizens who belong to God's Kingdom. Economists also need to learn to value Christmas Citizens and not just Christmas Consumers.. Traditional theories of the market place have tended to reduce people to over-simplified 'self-satisfaction seekers'. Maybe if you treat people like that, then they behave like that; but most of the time most hold to other values too.



It is hard for economists to define what the 'common good' may be in a world of diversity: there is a need to simplify. But what true value is not, is pure consumerism. People have been analysing economics since the social collapses of 2008, and many have been urging for a renewed place for human ethics within the mathematics. Some argue for a return of high-level Virtues such as moderation, justice and courage etc . Others suggest a more practical system of 'Just' rules akin to Christian 'Just War' theories (after all, market competition talks about businesses 'fighting each other'). Although people disagree what the precise ethics are, one thing they all seem to agree on is this: that Value is more than Price, the one and only thing that traditional economics has focussed on. Existing economic models failed to predict the banking disaster because the world's wealth is more than that. We humans are capable of valuing the full roundedness of Citizen life – which includes other people, hopes and fears, and our environment. In their roles, Workplace Chaplains help staff to be their whole value-bearing selves while at work: to stand against reductionism. Perhaps the chaplains are a bit like the rugged angel in Gauguin's picture: to stand with the real wealth creators. Chaplains believe that we are people who can value more than one thing at a time; that we are all lovers who can both receive and give. People can be part of life's mystery even when we do not fully understand it. Like the biblical Mary, we can both rejoice in Truth and ask 'How can this be?'



# Prayer from the heart: One Christ—Many Voices

Join with Christians from churches throughout the region for 24 hours of prayer Saturday 24th—Sunday 25th January. Pray for God’s blessing on this city, the region and the world! Visit [www.birminghamcathedral.com](http://www.birminghamcathedral.com) for more information.

A few pictures from the lives of some of the Chaplains in 2014.



Can you spot the Chaplain at the Conservative Party Conference in the ICC?  
Answer below!



Exploring Diversity at Berkswell while a brace of Cockney Sparrers wash up!



David Harrison, Chaplain to Birmingham City Council, with the ‘Tree of Remembrance’.

Thanks to those who have contributed articles this month—I love to read the stories sent in by Chaplains as they are always so encouraging and affirming. Do, please, send me your stories and if you haven’t time to write them down, phone me!



### LAST WORD

“The light of the Christmas star to you,  
The warmth of home and hearth to you,  
The cheer and good will of friends to you,  
The hope of a childlike heart to you,  
The joy of a thousand angels to you,  
The love of the Son,  
And God’s peace to you.”



Have a wonderful Christmas, and see you next year!  
The Chaplain at the Conference is David Butterworth.

### STAY IN TOUCH ...

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