

The Chaplain's ground rules within CIGB

Chaplains are available to everybody, and have respect for everybody, no matter what their religion/or no religious faith. They will not proactively seek to recruit to their faith.

Chaplains recognise that true hearing may need confidentiality, and guarantee to respect the confidential nature of what is said (within legal / safeguarding limits). Chaplains will not intrude inappropriately. They will agree responsible codes of behaviour.

Chaplaincy work is independent of workplace managers, but is also loyal to the enterprise and other relevant agencies.

Chaplains support themselves, and each other, by contributing within chaplaincy teams within CIGB. Chaplains are supported by their own faith congregation.

Could I be a workplace chaplain?

Perhaps you are asking yourself this question. CIGB can give you an opportunity to talk to people involved in this work, observe them at work and do some training as a 'taster' – without obligations. If you think that God is calling you into this ministry, you may have:

- a seeking faith to see God at work.
- time and willingness to listen to others. Time commitment might be a few hours a month or a day a week: it depends on circumstances. Chaplaincy is usually a long-term commitment over a period of months or even years.
- sensitivity to the pressures and concerns of people at work
- concern for the wellbeing of all, regardless of faith background

Contact TeamAdmin to find out more:

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Visit website: cigb.org.uk



**CHURCHES & INDUSTRY GROUP
BIRMINGHAM AND SOLIHULL**

**What is workplace
faith Chaplaincy?
Is it for me?**

*“Chaplains are sent out to celebrate the presence of
God in other people and situations..”*

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What do Chaplains in the workplace do?

Chaplains use their faith and life wisdom to encounter where God is alive in people's lives, and in locations outside of the gathered places of faith life. Chaplains use their pastoral gifts to care for people on their own terms. Many faiths recognise the difficulty of appropriately living out faith at work, and Chaplains help workers to be faithful.

In workplaces, Chaplains are '**pastorally proactive and spiritually reactive**'. They go out to offer pastoral friendship on a regular, committed basis. If appropriate, they might direct people to further sources of support. They give spiritual support only when invited: eg they may support networks of practising believers at work, but not at the extent of providing pastoral support to all.

Chaplains treat all parts of organisations with equal care. They are independent of management, unions or other groups. They will listen with unconditional and confidential respect.

Why Chaplains in the workplace?

Work is a very important part of many people's lives. Apart from being a source of income, it is where relationships and values are formed and reformed. Dreams can be fulfilled and shattered. Lives are shaped, and communities are moulded.

Work is a place where faith and trust are forged.

Chaplains follow in a long tradition of faithful love with people outside the usual times/places of the gathered worshipping community. Chaplains also enrich those communities by feeding their experiences of God back into congregations.

Who decides where Chaplains work?

Chaplains are guests. They need permission to be active in the workplace. They need the agreement of the managers and staff. There may be a formal agreement which defines the pattern of the chaplaincy.

Therefore, new Chaplaincy positions (responsibilities, time, commitment etc) are decided by mutual discernment based upon interest, availability and skills.

In Birmingham and Solihull, this discernment, training and ongoing support, is offered by CIGB. It supports over 40 Chaplains in a variety of places, including retail, manufacturing, transport and public sectors.

In most areas of work, Chaplains work with Chaplain-Colleagues who provide mutual support and learning.

What faith qualities are needed for Chaplaincy?

Chaplains need to enjoy discovering God in new places and be willing to take risks. Chaplaincy changes people; they grow in faith. Chaplains need wisdom in managing relationships and imagination in sharing faith. Chaplaincy can be sometimes uncomfortable and about small, slow change: Chaplains need resilience and self-awareness to know where their own strength and hope comes from. Chaplaincy is very rewarding, and Chaplains are usually people of considered faith.

They are ordinary people (some lay, some formal faith leaders) who are supported by their home faith community.

CIGB Chaplains are expected to be Christians, but to be able and willing to work in multi-faith Chaplaincy teams.