



Churches and Industry Group
Birmingham & Solihull



Annual Report

2012

Aims of CIGB

To establish and develop Industrial Mission in the Birmingham and Solihull area with industrial chaplains and other partners

To engage the Christian faith in economic life with industrial, commercial and financial undertakings, trades unions and organisations dealing with training or employment.

To enable the church to be a transformative community in economic life, affirming work as part of God's creative purpose for all people, and being ecumenically enterprising

Core Activities

To act in Mission to promote a more faithful society by utilising the insights of the Christian faith

Engagement on key economic issues

Encouraging good working practices and positive cultures

To care for people at work

Through chaplaincy

Resourcing local churches

Partnership working with other agencies

To stimulate mission in church communities, recognising the role of work, money and commerce in discipleship

Providing worship, leadership and learning materials

Providing training and education on faith and work

To learn about industry and commerce and how it affects people

Through chaplaincy

Through links with the Chamber of Commerce, Unions and others.

Introduction

I am very pleased to introduce this year's report from Churches Industrial Group Birmingham. We are an umbrella organisation promoting, supporting and shaping the engagement with the world of work and economics by Christian denominations in Birmingham and Solihull.

We have chaplains from the different churches (plus some chaplains of other faiths) working in a range of workplaces, to support management and employees alike. We connect with the extensive network of volunteer chaplains working with the fire and police services. We provide courses and events to train people being drawn into this chaplaincy work. And we contribute a Christian voice in the public discussions on economic trends, justice in employment, and the importance of ethics and spiritual values in the financial decision-making.

In this last year we have been successful in achieving funding from a wider range of churches. We are grateful to them and to all our supporters, as also to those employers who acknowledge the value of our work with them and make financial contributions to support it.

With our office housed within the Church of England Diocesan Office, we moved with them in September to new accommodation in Colmore Row in Birmingham city centre.

In the course of 2012 we bade farewell to Barbara Hayes, who had been outstanding in leading our work over six years. We have been very pleased to welcome as our new Director of Development the Revd Peter Sellick, who has a strong track record both of chaplaincy and of reflecting on social and economic issues.

In our current fragile economic climate, the demand for more chaplaincy is clear, and the need for the contribution of people of faith is evident. This is what we are committed to offering in the days ahead.

Hayward Osborne, Archdeacon of Birmingham
Chair of CIGB Management Council

Development Director's Report 2012

Birmingham hosted the National Conference of Industrial Missioners in April. We shared stories of various ministries in the City, and of how fellow Christians are working for faithful economic changes. Amongst the presentations and workshops, Des Correia of Arup spoke of the global challenges of sustainability, energy supply and inequality; Paul Thandi of NEC group gave us his vision of managing teams; and Ann Morisy, community theologian, described Missioners as 'Mavericks' who can bring about change. Economic life is about individuals flourishing together. The word itself has roots meaning 'household rules': households have to find ways of making the most of what happens, while meeting needs of the individual.

For many people life feels particularly imbalanced at the moment. But as this report shows, our local workplaces are places of excitement as well as places of fear. Colin Corke and Linda Granner, our chaplains at Jaguar Land Rover, report on exciting growth; Duncan Ballard speaks of potential at Birmingham Airport; and Stephen Plant is at the heart of developments at Longbridge. The retail sector is also mixed picture: Touchwood and the Bullring shopping centres are holding their own, while High Streets—like Kings Heath and Solihull— have seen closures (perhaps from the growing challenge of internet shopping).

Birmingham markets are also seeing difficult trading.

Political leaders describe the current scale of change in the Public Sector as the 'most substantial in a generation'. Linda Isiorho, Chaplain with the Fire Service and David Harrison with Birmingham City Council report on what some of this means to people's lives. The Voluntary Sector is also seeing funding cuts and Caroline George, in her

chaplainship at St George's Community Hub, has been helping to make connections there.

CIGB's role is to work with church members and business people so that change is as faithful as it can be. Our pastoral role of listening and supporting is as important as our prophetic role of questioning and acting. We can all recognise that change is upon us. Through God's grace, new volunteers have joined up, new chaplaincies have begun, (Bournville College and Birmingham Council), and more congregations are joining up Jesus' parables of money and work with local action—such as job clubs and new businesses.

After seven years, Barbara Hayes retired from her Team Leader role at CIGB. Thanks are especially due to Stephen Willey, Val Dalton, Hayward Osborne and the Management Council for helping to manage the subsequent vacancy. In her time as Team Leader, Barbara extended the network of workplace chaplains and led specific project work in banking, sustainability, and migration. In 2013 we will also be seeing Stephen Willey and Caroline George move on to other work, and are grateful for all they have done over many years.

CIGB is evolving into a network of local teams, and I was appointed as Development Director in November. I bring experiences of manufacturing chaplaincy in Sandwell, and parish ministries in West Bromwich and Leeds. I initially plan to develop work in areas of unemployment and young people. Having an office based in the city centre offers a good opportunity to work on growing links with Chaplaincy Plus in Birmingham's commercial district.

Peter Sellick

Birmingham City Centre Retail

It's that time again! As I put pen to paper and reflect, I am reminded that there have been moments of sheer joy and moments of real sadness and that will be probably be the same for all of us this year.

However, it never ceases to amaze me how God continues to reveal love, hope and His moving within the realm of chaplaincy: through volunteers, through the staff to whom we offer chaplaincy and through those who are also called to walk and journey the same path albeit in different places.

The chaplaincy continues to be well-received and we are delighted to have welcomed three new colleagues. We are building wonderful and meaningful relationships to those in the City Centre. God has been opening doors as we continue to go where we are welcomed.

Chaplaincy to the Bullring Shopping Centre has been challenging, especially with some much-publicised tragic events. Through these the chaplaincy has been a listening presence to staff and continues to be appreciated.

When I came into post I adopted two volunteer chaplains, Iain Frew and Linda Cooke, who offer chaplaincy to the Bullring Markets, but we now have a team of six with the potential of two new Chaplains starting fairly soon! I think that's something worth celebrating! It also reveals that God is still calling people to this wonderful, albeit strange, world of chaplaincy.

I could not do this work without the committed team of volunteer chaplains who give up their time and energy, so please continue to pray for us as we seek to be a listening presence in the City Centre.

Elaine Hutchinson, Team Leader

Pavilions Shopping Centre

Following attendance at the CIGB Chaplaincy course, and about six months of prayer, I have been working as a Chaplain in the Pavilions in Birmingham for several months. Since I started, I have observed the closing of several stores within the complex. As we all know, the recession has led to a number of well known chains going into liquidation, and this has had a profound effect on those working within the remaining shops.

I am not there to provide brilliant answers, but to be a listening ear, to offer empathy, prayer and a certainty of my presence within the Pavilions every fortnight. I have made several friends there: people talk to me about the things that are happening within their shops and the complex and are now beginning to open up to me about their personal lives, problems and situations, I like to feel I am becoming part of 'be.friend Chaplaincy' to them, but recognise that it takes time and effort to achieve this. I enjoy the time I spend with the people there and would not change what I do for anything. I hope it will last for many years and I will continue to build meaningful relationships with the people who work there.

Denise Morgan

Great Western Arcade

April 2013 marks the first anniversary of my 'be.friending' people who work in the Great Western Arcade. No two Monday mornings have been the same but what has remained constant is the pleasure of meeting a variety of people who have made me welcome. We've chatted about a wide range of topics besides their work and its uncertainties, for example, family, pets and hobbies. Through getting to know them I have had opportunities to offer to pray at home for their concerns, and for those who have had bereavements.

Experiencing retail chaplaincy has strengthened my belief in the value of Christians supporting people in their workplaces, by offering a listening ear. In turn my visits have been underpinned by great support and encouragement from Elaine, our city centre team leader, our team, my husband and our church. I have found being a retail chaplain a privilege and a blessing.

Peggy Baker

Indoor Markets

I have been visiting the indoor markets in the role of chaplain for some 2 or 3 years. I wanted to take on the markets as “my patch” as I once worked there and survived 4-and-a-half weeks on a butcher’s stall! I have had connections with the markets since the early 70’s.

It has not been an easy ride as a chaplain. Some people made it clear that I was not welcome. Others, mostly the butchery department, teased me mercilessly with some stories that were designed to make me blush and run for the door! One of them did succeed in making me cry once and I was determined to leave. However, a year or so later, following the giving out of mince pies and hot drinks at Christmas, I was treated to a smile and a wave from the same guy!

As a result of much improved relations, I have been visiting for longer and longer periods of time. People are finally beginning to trust me, having, hopefully, disabused them of the belief that I am a spy for the council!

It is a post which brings its own rewards.

Open Air Markets

I have made regular weekly visits to the Open Air Markets on Tuesdays, plus occasional visits on Wednesdays, Thursdays and Saturdays. I have found that wearing my yellow jacket with the words “Market Chaplain” on the back has given me quite high visibility so that not only do the stall holders see me coming but the customers also have become aware of me.

The stall holders are quite worried about their future since they are aware of possible Council plans to close down the Market. I have been able to attend a number of meetings about ways to develop the Market and everyone is awaiting the results of a survey conducted by the Council to assess the total cost of a complete revamp of the site.

Customers have spoken to me on a wide variety of subjects. My yellow jacket is assumed by some to indicate that I am “an official”: some people complain to me about the state of roads in the area! Some assume that I am part of the staff of St Martin's Parish Church next door and have sought my views on current debates within the C of E such as the need or otherwise for women bishops.

Other customers seek some sort of advice regarding problems with their own faith and I have been able to take an occasional person up to St Martin's where they can find a quiet corner for me to sit with someone. There is in fact growing co-operation with the staff of St Martin's: the problems facing the Markets are now a feature of the prayer-life of the church.

Iain Frew

Rag Market

2012 has continued to be a difficult year in the Rag market. Rents were put up by 5% in April without full consultation with the traders. The explanation was that the higher than inflationary increase was so that repairs could be carried out on the roof, (which should have been covered by the city council's Landlord responsibility...)

Trading continued to be poor throughout the year with negligible increase in December. The wet, cool weather did not help. A steady trickle of traders continue to leave, but seem to be replaced by new ones quite quickly who, sadly, don't realise how poor the trade is so often do not last long!

The future of the wholesale market still hangs over all the retail markets like a dark cloud, but it seems unlikely in the present financial situation that anything will happen very quickly, even though statements were put out by the new council in June 2012.

It has been interesting to reflect that during the year more traders have talked to me about a variety of issues which have been causing them concern. Until they voiced their concern I didn't know these problems existed – it's as if they perhaps have to get up courage to talk. Once in the open they are then happy to talk further and share their thoughts and feelings, and are usually pleased if I offer to put them on the prayer list at church.

Once again we gave all the traders in all 3 markets mince pies and mulled fruit juice in mid December. As it was very cold they were all very grateful!

So I continue to visit, make new friends and give support. But there is so much more we could do in the many shops in the city centre if we had more volunteers!

Andrew Veitch

Solihull Town Centre Retail

Last year I wrote 'It is business as usual for 2011' and in one way this is still true for 2012. We have the same chaplaincy team, who visit tirelessly on a regular basis. I am so very grateful for their commitment to this very valuable ministry that they give to the people who work in the shops and offices close to the town centre. Their work is valued by so many, witnessed by the many friendly and welcoming responses that have been given over the year and by the stories that the chaplains themselves have to tell.

Sadly, it is not 'Business as usual' in other respects. Along with all the High Streets across the country we have seen many retail chains disappear – some virtually overnight. This has meant of course that chaplains have not even been able to say 'goodbye' to some of the friends that they have made over the years and this has saddened many.

However the overall impression of Solihull Town centre is that it is flourishing—and particularly at Touchwood it is. There is hardly an empty shop to be seen and if there is, on the whole a new tenant is just waiting to come in, such is the popularity of the town centre. It still remains a 'destination' shopping area and is not suffering nearly so much as other areas.

As ever, the Chaplaincy team delivered Christmas cards to all the retail outlets in the town centre a week or so before Christmas. This is a very important and valuable aspect of our ministry as it is an opportunity to make ourselves known to the smaller shop keepers whom we call on rather infrequently during the year and also for us to assess on a wider basis the effect of the economic situation on the traders as a whole.

Again, with financial help from the Touchwood management, we distributed mince pies to all those who work in the retail outlets in Touchwood. Its gesture that is appreciated and something that we hope we can continue for years to come.

We hope that we do not see any further downturn in the economy in 2013 that could have a negative impact on the retail industry, and the local government employees who are also very much part of our town centre. However, as a chaplaincy team, we do offer hope to all who worry over possible unemployment and the extra stresses and pressures that people encounter in these situations

Beryl Moppet, Team Leader

NEC Group

The chaplains offer support at all venues of the NEC Group: people recognise us and are able to approach us if they wish.

Support of individual staff continues to be an important part of the work. Issues include debt, dealing with trauma, children's behaviour and bereavement. People are also able share joyful moments with us!

In the past year service contracts were changed. The 'soft' and 'hard' services went over to OCS and Norland. For employees this meant another TUPE (Transfer of Undertakings, Protection of Employment) process. Responses to the process were varied. Some redundancies were made but for many "business continues as normal."

Chaplaincy events with food included ice-creams in the summer, "Festive Sweets" at the NEC in December and pancakes at the ICC on Shrove Tuesday, and they help to draw people together.

The NEC prayer room is very well used. Different users want different things from the room which can lead to interesting conversations. We have managed to get another screen to create a better area for Muslim women to pray but continue to think about the best layout and use of the area. For example, during the Skills Show about 100 female Muslim school children wanted to use the prayer room. Hattie Hodgson, an SCM (Student Christian Movement) intern, helped provide an appropriate level of support for the children and their teacher, whilst Stephen asked men wanting to pray to return a bit later. All parties seemed very happy with the support offered. At larger shows Father Kevin Kavanagh offers Roman Catholic Mass (once a month) on a Sunday.

Volunteers generously offer their time for large shows. Chaplaincy in the past year has been offered at the Conservative Party Conference, Christmas Crafts, the Cycle Show, Motorhomes and the Autumn Fair. Alison also helps to support chaplaincy team members at the NEC.

At the ICC Kerry Smith and Elaine Hutchinson are working more closely together and looking at the possibility of moving the chaplaincy office to make it more accessible to members of staff. We are hoping to be joined by a new chaplain at the city centre who will take some responsibility for the Arenas office at the NIA. This will become especially important in coming years, given the plans for the refurbishment of the NIA.

Juliet Bakker continues to provide administrative support to the chaplaincy and is a key member of the team. Amongst other things, she produces posters, prayer times and a diary of events which enables chaplains to see, at a glance, which shows are on and who is available.

Finally, Stephen will be finishing his work as Team Leader at the NEC Group Chaplaincy in Summer 2013. Rev David Butterworth will take over on September 1st 2013.

Stephen Willey

Transform West Midlands CIC

Transform West Midlands CIC is a housing company set up to work on the issue of youth unemployment in disadvantaged areas of Solihull, and was registered as a company in late 2012. Its aim is to employ and offer training and experience to young people around redevelopment and refurbishment of properties. Work continues so the company can begin to have an impact. We are currently looking for a young person who can work as an apprentice manager developing this new small social enterprise, earning a living wage.

Stephen's work with Church Urban Fund and Frontier Youth trust also continues. A national workshop for churches about practical steps they can take to deal with youth unemployment will be held on 19th April 2013. Stephen also spoke at the West Midlands' Churches' Forum meeting about the issue of youth unemployment, and at the CIGB Annual Meeting in 2012.

Adavu: human trafficking

The 'Adavu Project' is a human trafficking project which Kerry Smith is employed to develop, via a Methodist Connexional Grant, up until September 2013.

As part of the work, Kerry co-ordinates the Regional Anti Trafficking network (RAT) which has a significant local and national profile, and will continue to do this work when Stephen steps down as Chair in March. Hattie Hodgson, our intern, currently works two days each week for the project.

The Adavu advisory group has made the decision, with support from the Methodist District, to apply for further funding from Methodism, to cover the continued development of Adavu's work around support, information/awareness raising, and network building. The recent report 'It happens here' (www.centreforsocialjustice.org.uk) has highlighted the alarming growth of human trafficking for all sorts of work.



The UN GIFT Box (United Nations Global Initiative to Fight Trafficking) public art installation in Victoria Square was a great way to raise the issue of human trafficking in Birmingham's City Centre in October. We were grateful for the fantastic logistical support from OCS for this.

Kerry and Stephen, plus other members of the Adavu Advisory Group, continue to meet to discuss how this work might be further developed. Partnerships are developing with many agencies and organisations including The Queens Foundation, and organisations in Solihull - helping them put on a day conference about trafficking.

adavuproject@gmail.com

Birmingham Airport

Another year gone! 2012 has been a year of consolidation – partly consolidating the chaplaincy team now that we consist of one full time and five part-time chaplains, (a warm welcome to Neil Hodgetts of the Salvation Army and Fr Anthony Pham of the Roman Catholic church) and partly consolidating my own understanding of the airport and my place in it. I now know far more than I would have ever dreamed possible about topics as diverse as chemical de-icers, baggage handling protocols and unaccompanied asylum seekers! Being an Airport chaplain certainly requires you to have a lively interest (some, unkindly, would say nosiness) in everything around you, and challenges you to keep on learning.

We now offer between nine and nine-and-a-half days chaplaincy each and every week to the Airport, and have been deeply involved in the life of the place: we have assisted in the bi-annual emergency exercise; conducted ‘pastoral first-aid’ training; acted as the ‘responsible adult’ for three unaccompanied asylum seekers; calmed and helped countless tourists; ensured that there is a safe and quiet prayer space for travellers, and an equally safe and quiet space for airport staff. We make sure that the chaplaincy is represented at every ‘high level’ meeting that we’re allowed to attend, and published a 100-page field handbook in pastoral first-aid. We aim to be a calm and reassuring presence in the Airport.

It has also been a year of development and building at the airport itself: the diversion of the A45 is (almost) on target, and the extension of the runway will certainly be! Travellers are up about 4% on last year, and provided that the government in London listens to regional common sense and the arguments of Birmingham Airport management, the future looks bright.

The Airport is such a fast-moving environment that, in some senses, it is futile to make plans (if you want God to laugh ...) However, there are two main focuses for development in 2013: strengthening our links with the nearby NEC chaplaincy, and broadening the faiths represented by our chaplaincy team. We'd like to thank the Airport and CIGB staff for all their support over the year, and look forward to 2013 working alongside Peter Sellick.

Duncan Ballard

Kings Heath Retail Chaplaincy

Through increasingly harsh economic times and vulnerable circumstances we frequently visit the traders in their premises on Kings Heath High Street. We are also active participants in the monthly management meetings of the Business Association and the Kings Heath Centre Partnership (Business Improvement District). Occasional breakfast meetings have enabled new contacts to be made and existing relationships to develop.

Most of our work has been of the pastoral kind, involving listening, showing empathy, giving encouragement and offering prayer and/or practical support. However, we have also taken opportunities where and when appropriate to engage in the prophetic role of chaplains by speaking into the ethos and practices of economic life in the workplace and employment, from both the traders' and the shoppers' perspective.

Participation in Healing on the Streets, the Easter Open-Air Pageant, Heart of England in Bloom, Britain in Bloom and the Business Excellence Awards have all provided occasions to meet, relate to and celebrate with the wider community of shoppers and residents.

Opportunities to pray with, share and discuss our Christian beliefs with similarly like-minded people have been uplifting. Discussing differing beliefs with people of other faiths has also been both enlightening and encouraging. We can acclaim with others that 'God is good' and 'God is faithful'. We feel privileged and honoured in fulfilling the role of chaplains that God has given us amongst these people.

Bournville College

The first phase of the development of the old car plant site at Longbridge, Birmingham, has included the magnificent new College of Further Education relocated from the old site on Bristol Road, Selly Oak. It includes up-to-date teaching and learning space, purpose-built rooms, a Conference Centre, office space, restaurant, hair-styling, motor car workshop and building site. Inside the college the centre is 'The Street' with cafeteria facilities, student room and a Prayer Room adjacent to it.

It was thought a chaplaincy service would enhance student support facilities and the Director of Equality and Diversity Officer, Shelley Phelan, approached CIGB and the West Midlands Churches Further Education Council for help.

The chaplaincy is now up and running, with six volunteers working two days per week, making themselves available in 'The Street', and talking with students and staff.

The chaplaincy began late in 2012 so it is still in it's infancy, and a number of initiatives are being considered for the wider use of of the Faith Room. The volunteers have a great deal of experience amongst them, and even more enthusiasm! A review will take place at the end of this academic year.

David Tennant, co-ordinator

Longbridge construction

A year in the life of a construction project is a very long time. Changes happen on a daily basis, so over a year much changes. Here are a few of the salient points.

Last July the Young Peoples Centre 'The Factory' was completed and handed over to Birmingham City Council Youth Team: it opened its doors to the youth of the area in September. There are a wide range of sporting activities as well as dance and drama, a recording studio and several training courses.

The new town centre site began in April and for a few short weeks enjoyed dry weather. Since late July the picture has been one of 'mud, mud, not so glorious mud'! As the rain fell and the ground soaked, the mud was the main obstacle on a daily basis. The site has not been dry since. However, the project is almost on target and the buildings are rising up out of the sea of mud. The high street is well on its way: comprising office accommodation, large and medium retail units and a huge Sainsburys' supermarket. The island block will have a 75 bedroom Premier Inn hotel above a pub and various eateries—many of which will have views over the two-and-a-half acre 'Austin Park'. This park will be an area for relaxation and recreation. It will also reflect the previous use of the site: The history of 'The Rover' or 'The Austin' will be spelled out in signs, sculpture and art work.

In all of this, as Chaplain, I have had the privilege of many conversations and interactions. The first reaction is usually one of incredulity, with the words 'I've worked in construction for 10, 20, 30 years and I've never seen a Chaplain on a construction site !' But the level of acceptance and openness has been humbling.

Construction sites are a community, a working community where people look out for each other. In many ways they have to. Construction is the most dangerous industry in the country to work in. Around 50 to 70 construction workers are killed annually in the UK. So, you don't just have to look out for yourself you have to look out for your mates and anyone else, including the Chaplain!

One worker, seeing the word Chaplain on my Hi Vis jacket asked 'who are Chaplains then ?' thinking it was some firm or other. in a moment of divine inspiration I said, 'Oh they are the oldest construction firm in the world, formed over 2000 years ago by a carpenter.' He nodded sagely and then as the penny dropped we had a good laugh. Afterwards he would ask me how the carpenter was, I'd reply 'he's around here somewhere.' It was a connection between us. One day he asked solemnly, could I pray to the carpenter as his Mum was very ill. I replied that of course I would but that he could talk to the carpenter too. By a set of small conversations one mans view of God and our Lord had changed. Such is the work and ministry of the Chaplain.

Stephen Plant

Jaguar Land Rover

Linda Granner

I visit the Land Rover plant on a Wednesday morning and it is very good to see the company in such a positive position. Building work continues around the site and I vary my route each week to cover as much as possible. The positive comments from employees as I walk around show the buoyant atmosphere. As a member of the Diversity Team, I was part of a Diversity Day which has given me contact with employees in a more relaxed environment, and enabled me to take a tour of the site visiting parts which I usually cannot access. Wearing a Hi Vis vest with Chaplain on the back which has also led to more conversations. I attended the Workers' Memorial Day in Solihull for those killed in workplace accidents.

Colin Corke

I devote half a day a week to chaplaincy at Castle Bromwich. With a new engine plant being built in Wolverhampton and sales buoyant – particularly of Land Rover products – the factory site is now secure into the immediate future (only recently it was thought to be likely to be closed). During the last year the company has become one entity – and it is interesting to see how the integration of two very different cultures proceeds. The plant at Castle Bromwich is the source of all Jaguar cars and there have been significant changes: the new XF Sportbrake is in production and the new facilities for the F Type sports model are a mark of investment in the site. It is also encouraging to see a number of new employees being recruited to resource the changes.

On the plant Diversity Council, we have looked at issues such as food banks, dyslexia, gender, as well as quiet/prayer spaces in the factory. The passion of many people for issues of the common good has been very encouraging. I look forward to working with the company's HR department to develop Chaplaincy further in the coming year.

Birmingham City Council

Two chaplains, (David Harrison, and Barbara Hayes formerly, and Peter Sellick latterly), visit two of the largest City Council offices at Lancaster Circus and Woodcock Street on Tuesday mornings and lunchtimes. Between them the offices house 5000 staff in large open plan areas, many of whom have moved from outlying buildings in an attempt to consolidate their estate. It is a new chaplaincy following a successful 6 month Pilot that finished in April 2012.

There is huge change in the local authority, where cuts from national government grants continue to bite and will do so for the foreseeable future. As well as the inevitable reductions in service to the public, it also has an impact on the people who work there. It is still the largest employer in the region by some way. I was also struck by the professionalism and commitment shown by the people I met. An unexpected spin-off has also been to make a link between a Council befriending service and the QE hospital.

We have been able to network with other parts of the Council in helping staff wellbeing. We take part in health events, meet the Unions and support groups such as the LBGT, Black Workers and Disability groups. The Building Management team has been very supportive and do a great job publicising our service by displaying posters in the lifts and including reminders in the weekly emails. Big open-plan offices take some getting used to, both for staff and chaplains walking the floors! It isn't easy to have a quiet confidential conversation out on the floors, and we have 1:1 sessions in private as necessary.

We supported an initiative that came from a member of staff to have short meditations to provide quiet space in the day. This has struck a chord with staff—a growing number now take part and there is demand for more.

David Harrison

West Midlands Fire Service

We have several stations covered but we still have some vacancies. We can facilitate the local church and Fire Service to connect even more to the community. We can also refer people to the many different services the Fire Service can offer, particularly for the most vulnerable people.

This year has been a difficult one for WMFS, with cuts in funding that inevitably have a huge impact. The current plan is to make all the administrative staff apply for new jobs, both at HQ, and in every station. For the last few years, every station has had its own admin officer, usually a part-time woman – always a vulnerable group when times are tough. They provide a welcome female touch in what is a largely male world. Now each one will have to apply for a post at a central admin hub, (which is going back to how things used to be in the days of divisions). Some station commanders will also go, mostly those at or near retirement age. The Service is doing everything it can not to reduce front line staff.

We have seen a significant reduction particularly in domestic fires thanks to officers being able to work in the community to raise fire safety awareness and to issue smoke alarms, etc. Personnel at all levels are really anxious that this preventative work should not be cut. The Fire Service is, at heart, all about saving lives.

Morale *appears* good, because fire personnel have a *can do* attitude and are very much focussed on solving problems. But behind the scenes, staff confess to worries both for themselves and for the communities they serve. The Fire Service is often the first service to arrive and the last to leave and they do a fantastic job, calmly, professionally and kindly.

The team of chaplains has had the opportunity to meet together once this year. We are self-starters and all are busy. I have also had the chance to spread the word about work-based chaplaincy in two interesting ways.

A chance encounter led to me being involved in setting up a cooking competition for fire station cooks. Station cooks can be quite isolated from other cooks so I felt this was a good piece of work to get involved with, building fellowship. Another opportunity arose as one of my contacts for the cooking competition was also involved in Adult Learners' Week, an annual event organised through the Fire Brigades' Union. I led two poetry workshops and had a great time with some very creative and thoughtful staff.

I also had a stall in the foyer at HQ and at the Academy for a day to explain what work-based chaplaincy seeks to achieve. It led to many interesting conversations. It is worth noting that apart from one negative response that has been reported across the WMFS, the overwhelming comment is to express welcome and gratitude - which suggests we are meeting a need.

Ask a fire fighter what she or he remembers and you get a range of responses to fires that were spectacular and challenging – the sense of achievement in dealing with them, the professional interest. Someone talked about the time that it takes to get rid of the smells. Another recalled how they rescued a man who had severe fall injuries and held the screens around as the paramedics gave him a tracheotomy, – they did not know if he survived but at least the Fire Service was there and helping and proud to do so. Not always knowing the outcome is another real strain of the job

This continues to be a superb opportunity to unite the faith, the fire service and the community in a satisfyingly triune fashion.

Linda Isiorho

St George's Hub

During 2012 life at St. George's Community Hub bustled on with the winds of change blowing through the corridors. The Hub, formerly a senior school is now a charitable organisation involved in the business of encouraging and sustaining hope in Birmingham's urban environment. The Hub is home to many organisations from the public and voluntary sector making an impact in the life of the city from family support to education of all ages. Over the year, funding cuts meant farewells to some; but hello to others who have successfully accessed new funding streams.

Tools of my 'chaplaincy trade' that open doors and make connections within the building include a sweet ministry: emailing a thought for the week. During 2012 I invited organisations to participate in '12 for 12': 12 Acts of Kindness to support local and national charitable causes, including the Leprosy Mission, The Boys Brigade and Girl's Association Re-cycling Project and the Birmingham Children's Hospital. It was a low-key initiative with cake sales, a frugal lunch, collection of used stamps, a sponsored toddle from our onsite Jack in the Box Nursery and many other events. £200 was raised for the Children's Cancer centre at the Birmingham Children's Hospital.

There have been many conferences and events during the year including 'Blessed are the Entrepreneurs, Christian Mission with the Unemployed' with Colin Marsh from Birmingham Churches Together, showcasing and sharing ideas for employing young people .

Chaplaincy responsibilities include developing good relationships with Hub neighbours and as part of this I have had the opportunity to host and participate in our local Police Neighbourhood Tasking group this

year being a voice for concerns and questions of our senior citizens group.

The most significant development for the Hub in 2012 has been the fresh breeze of development concerning the new Titan Partnership Trust School. The process of feasibility is complete and refurbishment to accommodate 90 pupil referral students is about to begin. This will expand the present unit and offer education to many students.

It is good news for the Hub, but time for the present chaplain to recognise new skills will be necessary for this development. So the chaplaincy baton will be handed on to another in 2013. It has been an absolute privilege to serve God at the Hub and here's to the Centre's Mission statement *'To advance urban regeneration and community development by the provision of education and training in a spiritual context.'*

Caroline George

Birmingham Repertory Theatre

The Rep have been in temporary accommodation in the Jewellery Quarter for a while now whilst the large-scale refurbishment has been going on. Performances with a full programme have been maintained using a wide variety of different and differing venues.

Chaplaincy has by and large been aimed at visits to the staff, and I am glad to say morale has remained high despite the inevitable disruption. A new Artistic Director is in post and well settled in.

I was present at a splendid celebration of the 100 year history of the Old Rep. Elaborate plans are ready for the re-opening in September this year. I am in touch with the staff at the Rep on a regular basis, and will identify West Midlands vacancies later this year.

Wearing my ACU (Actors Church Union) hat, I can report that the ACU, based as it is at St. Paul's Covent Garden, is now called TCUK - Theatre Chaplaincy UK, and that I remain the rep for the Midlands.

Management

Our patron is the Lord Mayor of Birmingham and our Presidents are Rt. Revd David Urquhart, Bishop of Birmingham, Most Revd Bernard Longley, Archbishop of Birmingham and Major Samuel Edgar, Free Church Moderator.

The Management Council members are :-

Hayward Osborne, Archdeacon of Birmingham — Chair

Mark Fisher — United Reformed Church—Vice Chair

Paul Dilkes, HSBC — Hon Treasurer

Terry Bunting — Trades Union

Peter Middleton — Roman Catholic

Phil Extance — Birmingham Chamber of Commerce

Colin Marsh — Birmingham Churches Together

Patrick Bryan — Black Led Churches

Carole Parkes — Aston University Business School

Dave Pinwell — Methodist & Social Enterprise

Barrie Smith—Baptist

Stephen Willey—Methodist District

Godfrey Chesshire—Roman Catholic

Finance

Income and expenditure for the year ended 31 December 2012

Income	2012	2011
Subscriptions / supporting congregations	125.00	
Donations: Airport	2,750.00	
Donations: JLR (Cov & Warwick Mission)	7,000.00	
Donations: Touchwood	3,000.00	
Donations: Birmingham City Council	2,000.00	
Donations: Others	351.86	
URC Synod	5,000.00	
Anglican Diocese	19,000.00	
Salvation Army	200.00	
Methodist District	1,000.00	
Methodist Central Circuit	3,000.00	
Heart of England Baptist Assoc.	1,000.00	
Roman Catholic Archdiocese	1,000.00	
Interest	195.89	
	TOTAL	
	45,622.75	54,695.50
Expenditure		
Subscriptions	639.00	
Conference fees & expenses	1,702.95	
Office expenses	796.84	
Facilities charge	5,250.00	
Team Leader's salary	20,897.00	
Other staff costs	7,270.00	
Dev. Director Recruitment costs	1,778.70	
Miscellaneous (inc ins premium)	547.83	
	TOTAL	
	38,882.32	50,005.37
	Surplus for year	
	6,740.43	4,690.13
Balance of accumulated funds at year end	36,043.35	29,302.92

Our reserve policy of £30,000 represents 6 months expenditure of CIGB plus £5,000 carry-over from delayed start date of CIGB Development Director's 5-year contract.

Working with us

If you are interested in building a good economy please think how you might work with us.

Churches

- *Support us financially but also through prayer*
- *Invite a chaplain to preach or lead a study group*
- *Think about your relationship with local business: CIGB can train chaplains to work locally and help you make links with business to support social and other projects.*

Business and other organisations

- *Think about having a chaplain. It shows your commitment to staff.*
- *Faith as an aspect of diversity may be an issue for you. CIGB has expertise to share.*
- *CIGB has experience in the areas of values, ethics and corporate responsibility. Working with us demonstrates your commitment in these areas and can help you achieve your goals.*
- *You can make a financial contribution to support our general work or in recognition of work done directly with your organisation.*

Donating to CIGB

As a charity, CIGB relies almost entirely on the generosity of others to support our work. There are several ways in which donations can be made.

By cheque

Donations can be made in the traditional way by writing a cheque payable to 'CIGB'. Please post cheques to CIGB, 7th Floor, 1 Colmore Row, Birmingham, B3 2BJ.

From your mobile phone

To make it easier for people to support the work of CIGB financially we have set up a Just Text Giving account. To give text CIGB11 and the amount you want to donate to 70070.

By Electronic Transfer

If you would prefer to transfer a donation direct from your bank account into the account held by CIGB, our information is as follows:

Sort code: 20-07-71 (Barclays Bank, Leicester)

Account: 70234060 (Churches & Industry Group Bham and Solihull)

To ensure that our accounts are kept up-to-date, please let us know the amount you are donating by emailing: *val.dalton@cigb.org.uk*

Gift Aid your donation to CIGB

If you are a UK taxpayer, you can increase the value of your gift by completing a Gift Aid form. This form can be downloaded from our website *www.cigb.org.uk/donations* or a copy may be obtained from CIGB. Please complete the form and return it to us by email to: *val.dalton@cigb.org.uk* Alternatively, please print off a copy of the form, complete it and return it to: CIGB, 7th Floor, 1 Colmore Row, Birmingham, B3 2BJ, with details of your donation.

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**Churches and Industry Group
Birmingham & Solihull**

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