



RENEWING  
Ministry

# Promoting Workplace Ministry in Derbyshire



Diocese  
*of* Derby



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Industrial Mission in Derbyshire

## This toolkit paper follows on from Workplace Chaplaincy in MMAs produced in November 2005

The core purpose of Derby Workplace Chaplaincy Centre is to recruit, train, deploy and support chaplains to private, public and voluntary organisation and institutions-workplaces- in the county of Derbyshire. This is part of what in international terms is called Urban Rural Industrial Mission. URIM generally includes the work of all faith based organisations working in partnership with others to help build the economic and social capital which sustains the life of individuals and families in the community – their worth, dignity and flourishing. It is an essential part of our response to, and active expression of the love of God as Saviour. In this relating of the Church to Society we are called to work ecumenically and, as far as we and they are able, with other faith communities. Because we share with them the task of URIM in Derbyshire, we are clustered with the Diocesan Council for Social Responsibility. Where it is relevant, we work also with multi/interfaith organisations. Together we relate particularly to three of the five marks of mission: responding to human need by loving service; seeking to transform unjust structures in society; safeguarding the integrity of creation, sustaining and renewing the life of the earth.

## Mission and Ministry Areas

These are areas, newly created by the Church of England, intended to facilitate the Churches better to engage in mission within the communities of which they form a part. MMAs are intended to be areas which have some inter-relationship and shared sense of identity and place in terms of shared facilities such as schools, shopping centres, administrative offices, transport systems. In the working week, churches share an interdependent complex of organisations and institutions in which, or from which people work and into which and out of which they travel to work, shop and spend leisure time and use public services. Each workplace is a community which like the churches, has a mission to serve the community in providing goods or a service. MMAs, though an Anglican creation, are in reality the only structures for mission that cover the whole of the county. Hopefully, however, churches of the different denominations will have already grouped together in an area so defined and identified to share mission, so that each MMA will in practice, be an ecumenical operation. It is also fair to assume that MMAs will not be closed parochial fiefdoms, but will mirror the modern mobility of people and inter-relate naturally with neighbours across the county using the network of modern means of communication readily available.

## Industrial Mission in Derbyshire

It seems to me that the Churches' workplace mission falls naturally into three categories

- 1) **The Mission of the Workplace** – This includes concerns such as the quality of the product, the service of care and care of service; efficient use of resources and regard for the environment; the valuing of and proper legal, safe, humane and fair treatment of employees including work-life balance and management of stress; concern for the training, development and future employability of employees; integrity in the marketplace; concern for the needs and standards of suppliers and care for customers and corporate social responsibility in all its aspects including responsibility for the community in which the workplace is located. There will be complex missions in each MMA of which the Churches have theirs to share. We can all learn from each other.
- 2) **The Mission in the Workplace** – This is to do with the witness and discipleship of each Christian, whatever their role and status within the workplace. Faith and spirituality do make a difference in the quality of every working community, whether it is allied to management, the quality of a working team, or simple concern, thoughtful- and helpfulness, support and concern for a colleague. It requires each church to take seriously in its teaching, preaching and liturgy that every pew member is a Christian worker to be informed and supported in their every-day ministry.
- 3) **The Mission to the Workplace** – This is the work of chaplains – who will mostly be lay and voluntary (see definition of chaplains below). These need to be recruited from the MMAs; trained, equipped, commissioned and deployed through IMD. They may be a chaplain to an institution or organisation within their own MMA or in another. They may therefore relate both to their own church and to the MMA in which they work. In each case they will also relate to the whole church through the IMD network. IMD recognises and relates to long standing chaplaincies begun independently, and to those (e.g hospitals and prisons) wholly resourced and accredited by the institutions in which they work.

### **Short definition of a chaplain**

*A minister commissioned by a faith community present, independently at work within and fully recognised by an institution or organisation (mostly other than a faith community), as pursuing spirituality as a dynamic added value for the welfare and purpose of that institution or organisation and the individuals working within it.*

## Associates of IMD

All those who wish to be part of Industrial Mission in Derby will be asked to become Associates of IMD. I envisage several categories of Associates, both personal and corporate.

(1) **The Churches of each MMA/ Churches**

Together/ Local fellowship of Churches will be asked to become Associates of IMD. These local groups of churches will be asked to regularly relate their church to the world of work in their prayer and worship – supporting their members in their working life. They will also be asked to appoint a member of the appropriate group MMA Council to be the contact person for the Associates Network. There will be training for the role. This network will have to be built up over a measurable time. They will supply members for the IMD Council.

(2) **Associate Chaplains.** We hope that Associate

Churches will be the source of those who will wish to train as voluntary chaplains. In some cases, it may be that an ordained minister will want to take on a specific chaplaincy role. Many find this an enriching part of their pastorate. Some may want to put to use their own past knowledge of the secular workplace in this way. It also helps them to identify with the daily lives of the congregation and community. More often, however, chaplaincy will be undertaken voluntarily by trained and commissioned lay people. We already have a good number of lay as well as ordained chaplains in this role. Some will sit on the IMD Council.

(3) **Associate Workplaces.** These are workplaces which have asked for and which use chaplains. The intention is that through their Association with IMD they will understand and help promote chaplaincy within their particular networks. They will also supply some of their number to sit on the IMD Council.

(4) **Individual Associates.** These will be those ordinary Christians who have an active interest in workplace ministry or wish to contribute something in terms of enthusiasm and zeal. There will also be those who will be able to contribute their expertise, either out of the experience and knowledge of a working life in say management, unions or academia. Some may also sit on the IMD Council

## Conclusion

Industrial Mission in Derbyshire (IMD) is just one of a national network of similar organisations throughout this country and continent sharing the challenge of a church changing to serve a changing pattern of living and the ever changing world of work. A culture of consumption rather than production-spending as much as earning -creates the values and occupies the time of most people. Choice is the dominant value. Whilst there are still large manufacturing workplaces, and groups of workplaces on trading estates, more and more chaplains are deployed in retail outlets and in service providers – public and private. 24/7 workplaces are now common, with the consequent strains and stresses on employees. Most people live in one place, work in another, choose where to spend their money and leisure time, where their children go to school and travel to a church which suits them. Many are left behind without such choices.

Workplace Chaplaincy is one of the ways in which all the members of the Churches, through Urban Rural Industrial Mission, can participate and be faithfully present and alongside people in the strains and stresses of contemporary life. The above proposals are a suggested way forward as we, the priestly people of God, seek to be where God is present in the work-a-day world and to work along with him.