

WMHB

WORKPLACE MINISTRY HERTFORDSHIRE
AND BEDFORDSHIRE
AN ECUMENICAL PARTNERSHIP



ANNUAL REPORT 2008



Chairman's Foreword

Welcome to this annual report and I hope you enjoy the content and are inspired by the way WMHB is shaping up to taking the good news to people where they are, by reaching out to them at work rather than expecting them to immediately come to church – a place that can feel slightly alien to many of them with its very different language and customs compared to the language of work.



We have a new Director – Revd Mike Shaw – who started working with us at the beginning of the year and who is already with his team making a great contribution to our work and its growth. The Ecumenical Board (EB) is very grateful to Mike for all his hard work and achievements.

As you may know we are an ecumenical organisation, supported by six churches – Baptist, Church of England, Methodist, Roman Catholic, Salvation Army and United Reform and we are most grateful to them for all their support.

A Bishop goes and another arrives. I and the Ecumenical Board (EB) will be eternally grateful for all the support we received from Bishop Christopher Herbert, former Bishop of St Albans and on the cover of this report, who was a tremendous supporter of workplace ministry as well as the Visitor to the EB. He made a great point at his last General Synod meeting when the Diocesan motion on the church and economy was debated and accepted with some excellent amendments. He said that in all his time in General Synod how the church seemed to focus on its important internal matters (90% of its time) at the cost of looking to its work outside (only 10% of its time) and how important the work of the church and the economy was for the future life of the church.

Welcome too to Bishop Alan Smith, the new Bishop for the Diocese of St Albans and we look forward to his support and working with him and the other Regional Church Leaders from our six denominational supporters.

Finally we think we are an organisation whose time has come. We, along with many other parts of the church, are finding a growing interest in our work and the need to reach out to people where they are – so much of the time at work – at home, in their own businesses and with employers. This will be even more true with a downturn in the Economy and the need to help organisations with the wellbeing of their people. We believe work is a sacrament and should be a true vocation for all. We notice that much is happening through associated organisations such as CAFE, Transform Work UK, After Sunday, MODEM, Chrism, Faith in Business, Watford Town Centre and the Oastler Centre to name but a few. Are we nearing a tipping point where every organisation will have a chaplain, where every chaplain by being an authentic Christian shares the love of God with all whom they meet, and many more people will find a way to express their faith – whether as a church goer or not? God willing we hope so.

A handwritten signature in black ink that reads "Alan Harpham". The signature is written in a cursive, slightly slanted style.

Alan Harpham
Chairman of the Ecumenical Board

WMHB OBJECTIVES

At the start of the year the Ecumenical Board identified three key objectives for the way in which we work.

- 1 Meet WMHB's stated objectives responsibly with integrity.
- 2 Develop our services efficiently, effectively and enthusiastically.
- 3 Achieve a sustainable financial future.

To achieve these objectives the Board adopted a Strategic Plan as a framework for the next 3 years.

STRATEGIC PLAN

WMHB affirms that Mission in the Economy (MITE) is a task for the whole Church and to achieve our Mission WMHB will aim to:

- Develop the existing chaplaincy in to a 'best practice organisation' around the five principles (caring, support, availability, visibility and spirituality) and expand the number of workplace chaplains to meet growing demand and need;
- Encourage the relationship between faith and the economy to be a more prominent aspect of the Church's learning and development;
- Develop a network of WMHB Faith in the Economy Enablers and identify the resources to make this possible;
- Achieve a level of financial stability that reflects an equitable balance of funding between the Church and the Workplace.

WMHB will do this by building on our specialist expertise, inspired by our Christian faith working with other faith communities to create co-ordinated faith centred responses to issues, and needs.

VISION, MISSION & ETHOS

VISION

To encourage a positive connection between faith and economic life and be a transformative presence in the workplace and church.

MISSION

To offer a Christian presence that contributes to the whole of economic life in Hertfordshire & Bedfordshire.

ETHOS

WMHB has a Christian basis founded on the principle that Christ's love is for all people. This principle inspires, underpins and permeates its work in today's diverse society.

OVERVIEW OF 2008

2008 has been a year of consolidation and opportunity.

The Reverend Michael Shaw joined WMHB in April of 2008 after 16 years as CEO of John Grooms, a national Christian charity working with disabled people. His first task was to develop a sustainable and robust strategy as a framework and platform for future development. A new Strategy was adopted by the Ecumenical Board in September 2008 and there is already a renewed dynamism and energy as our networking develops and new opportunities present themselves.



This follows the retirement of Reverend Randell Moll who retired as Team Leader of Workplace Ministry in December 2007.

The Ecumenical Board

In addition to Alan Harpham (Chair,) Keith Williams (Hon Treasurer,) Paul Hughes, Elizabeth Edwards, Andrew Judge, and John Thompson , in all four new Board members were appointed during the year with a diverse breadth of experience and expertise these are Cllr. Dorothy Thornhill , elected Mayor of Watford; David Parry, Operational Director of Quantum Care; Bob Little, Principal Robert Little PR; and Jon Mossdrop, Relationship Director Large Charities, Barclays Bank. Appreciation and thanks to Reverend Roger Greene who retired during the year to live in Cornwall and take up a new role of Chaplain to Land's End Airport.

Chaplaincy

In the course of 2008 the network of chaplains has both diminished and expanded as chaplains have retired, relocated or new appointments have been made. During 2008 there were a total of 39 Chaplains and Associated Chaplains led by a core team of 4 Senior Chaplains, supported by Chris Bromley, Administrator and .Rhodri Phillips, Board Secretary, both invaluable volunteers.



The interest in Town Centre chaplaincy is a good example where an established ecumenical partnership has contributed to both social cohesion as well as a fresh expression of Christian ministry at the heart of a major town centre in Hertfordshire.

Richard Chewter leads the Watford Town Centre Chaplaincy which is based at The Cloisters, King Street, Watford WD18 0DF

LONDON LUTON AIRPORT



The Airport Chaplaincy Team continues to support Airport staff members in their work, home, and family situations - with major involvement in, or attendance at, some 6 Airport staff (or ex-staff) funerals during 2008, which was a sad and unfortunate year in this regard. But this brings personal opportunities to point people towards the love, peace of a loving God.

The Senior Chaplain, The Revd Michael Banfield, was also asked by the Airport Directors to lead a Remembrance and Thanksgiving Service on the Airport for staff to attend during their work time, so that tribute could be paid to the lives and work of those who

had passed away.

The Airport Company – London Luton Airport Operations Ltd - is getting into its *Community*



Engagement Strategy (CES), which was launched early in 2008 as part of its corporate social responsibility work. Airport staff took part in the Luton Carnival for the first time, and the Company is supporting various school and community initiatives. Concern over environmental issues is also being highlighted, on and off the airfield. The Chaplaincy will also be supporting these positive ventures wherever we can – and the Chaplaincy Carol Service and the Christmas Music Programme of visiting groups, choirs, and bands in the Terminal Building was a joint effort with the CES for the first time, raising funds

for the *East Anglian Air Ambulance*. Staff and passengers alike were appreciative of the high standard of music offered by the visiting groups, which cheered what seemed in 2008 an herwise somewhat downbeat pre-Christmas period.

AIR AMBULANCE

Hertfordshire proudly launched its new Air Ambulance service in Stevenage on November 7th providing Hertfordshire with the additional resources to meet identified need. Reverend Simon Manley-Cooper, Chaplain to QEII Hospital in Welwyn garden City has been appointed Air Ambulance Chaplain.



Making a Difference

Reverend Barbara Johnson, Luton & Bedford Fire & Rescue Service

As a chaplain in the Fire and Rescue Service it is amazing how God seems to place you in the



right place and the right time to be there for others. When you least expect it and you are "loitering with intent" someone shares their situation with you and you are glad to be a listening ear, a shoulder to cry on and, on more than one occasion, a person to celebrate with. You are there in the good times and the bad. Sometimes there is no need for words, to be concerned at what I should do or say, but just to be there and sometimes to pray!

Revd Tony Ruffell
Senior Police Chaplain Hertfordshire

This year has certainly been a year of remembrance, starting with the dedication of the Fire and Rescue Service Monument at the National Arboretum at Alrewas in Staffordshire in the summer. I was honoured to lead the prayers of dedication in the presence of HRH the Princess Royal.



Later that summer I was back again at the Arboretum to dedicate a police lamppost and blue light which had been removed from Hitchin Police station where it commemorated the sacrifice of Mandy Rayner still the youngest and the first police woman killed in this country in the line of duty when the police car in which she was travelling was rammed by a criminal in the early 1980's.

Her mother Sylvia and the family had given permission for it to become a focal point of the national police memorial. The service took place in the presence of the then Police Minister Tony McNulty.

I also attended the Coventry Cathedral Service in memory of the four Warwickshire Fire officers killed in a warehouse blaze, and the National Firefighters Memorial Service at St Mary le Bow London where I had the honour of preaching.

What was so important on all these occasions was not the simply the ritual but the opportunity to speak with the families who had lost loved ones in the tragedy especially those from our own emergency services. It was the continuing pastoral contact which made these events so moving and relevant to those who knew those who had sacrificed their lives to save others, and meaningful to those who are joining these services now.



Commissioning

In September over 150 people filled the choir of St Albans Abbey and Cathedral for Choral Evensong on Sunday 7th for the Commissioning and Licensing of new and existing Chaplains.

The inspirational preacher was Major Christine Bailey, of the Salvation Army.

Retail



At the end of 2008 the Retail Sector is probably one of the hardest hit, with the modern High Street bearing the brunt of the early spate of closures and round of redundancies. The demise of the famous high street name of Woolworths was the first of many major retailers to depart the high street in the approach to Christmas 2008.

Equality & Diversity

The Equality & Diversity agenda primarily driven by Government and implemented by Local Authorities is a current driver for change in all the Emergency Services. The result is that the way in which chaplaincy is delivered in the years ahead may well need to adapt as each service begins to define

how in its own context the spiritual and pastoral needs of a diverse and multi cultural workforce can best be met.

Collaboration

WMHB is responding to a request from the East of England Ambulance Service to explore a



coordinated service across East Anglia in 2009. Colleagues from Cambridge (People@Work,) London (MiLE,) Oxford IM and WMHB continue to meet and work together to explore opportunities to reduce duplication and overheads with the specific areas identified as the focus for 2009 being training for new chaplains, income generating consultancy and the better use of ICT and the Web .

Funding

WMHB is grateful for the support it currently receives from the Ecumenical Partnership who provide secondments, benefit in kind or grants as well as those Clients who make a financial contribution. In 2009, WMHB will seek to establish itself as an independent entity and will be seeking sufficient capital to provide for a sustainable future. A major initiative to raise new funds is underway and Midas, a fund raising consultancy has been appointed to help WMHB focus and prioritize submissions to trusts and foundations.

Special Thanks The Ecumenical Board wishes to formally express its' thanks to its many supporters, individuals, churches, agencies and companies but especial thanks go to the Bishop of St Albans, who retired at the end of 2008, and whose unstinting prayer and support for Workplace Ministry has been a huge encouragement. Donations towards the work of WMHB were also received from a number of churches and organisations including the Herts & Beds Media Trust; General Motors, Luton; Ampthill Baptist Church; St. Mary's, Marshalswick; St Julian's; URC, Broxbourne; Trinity URC, St Albans; Kimpton w Ayot St Lawrence; and St Francis, WGC.

Workplace Ministry Hertfordshire and Bedfordshire

Financial Statement 2008

Where the money goes?:

	<i>£K/annum</i>
Core team	172
Voluntary chaplains	115
Admin/overheads	<u>25</u>
Total	<u>312</u>

- Notional cost of voluntary chaplains is £25/hour
- Notional cost of unpaid admin staff is £10k

Who pays for the service?:

	%
Clients	7
C of E	45
URC	18
Salvation Army	14
Methodist	4
Baptist	3
Roman Catholic	1
Other Churches	4
Unfunded	4

Unfunded includes:

- Unpaid admin £10K
- Reserves used £3k
- 1/3 of voluntary chaplains non-stipendiary – potential further £38k un-funded

Who benefits from our service?:

Public sector

- Emergency services 60%

Private sector

- Transport 26%
- Manufacturing 9%
- Retail 5%