

# Work Place Chaplaincy Scotland

## Our Values:

**The Principle of Christian Service** - We believe that Christian faith in action through service has a unique and positive contribution to make in the workplace. From this principle our values of Integrity, Compassion and Inclusion are informed:

### We Value Integrity –

- Integrity is the foundation on which we build relationships and trust.
- We operate with integrity demonstrating sound moral and ethical principles and do the right thing, no matter who is watching.
- We are honest, transparent and committed to doing what is best for the workplaces we serve and our chaplaincy team.
- We openly collaborate in pursuit of truth.
- This means we are committed to positive action that is open, honest and transparent. We hold ourselves, and each other, accountable for our actions and behaviour; creating workplaces in which trust, connection and relationship flourish.
- We have no tolerance for office politics, hidden agendas or passive-aggressive behaviour.

### We Value Compassion –

- We are a compassionate people who make the workplace a training ground for personal growth and transformation.
- We are genuinely concerned about the other person or people's needs.
- We appreciate others' perspectives or situations when they are different from our own.
- We gift people time; we draw close.
- This means we pay attention to the other person – listening with openness, seeking an understanding of what is causing the other person difficulty or pain or distress, responding in empathy, and providing a thoughtful, informed presence.
- We have no tolerance for 'fixing' people, forcing opinions or standards on others, or closed mind-sets.

### We Value Inclusion –

- We acknowledge and honour the fundamental value and dignity of all individuals.
- We treat each other fairly, valuing the opinions of others, encouraging open respectful dialogue in place of disagreement.
- We co-create environments in which any individual or group can be - and feel - welcomed, respected, supported, and valued. Environments that respects diverse traditions, heritages, and experience.
- This means holding an inclusive and welcoming space that embraces differences, and offers respect in words and actions for all people: allowing everyone to bring their full, authentic selves to their work.
- We have no tolerance for prejudice, divisiveness or any behaviour – or language - that excludes.

## Achievements and Performance 2019-20.

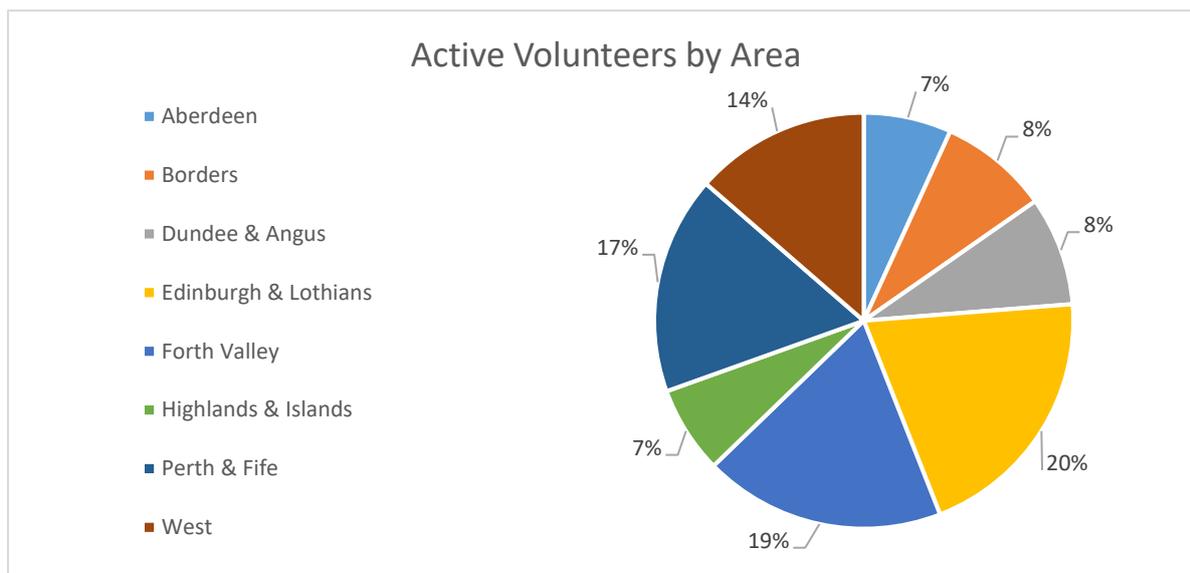
At present some eighty WPCS chaplains are actively involved in providing pastoral and spiritual care to over two thousand workplaces across Scotland.

WPCS continues to provide training, support, encouragement and guidance to both chaplains and the congregations of which they are part.

- WPCS is actively engaged with over one hundred churches across Scotland – where WPCS chaplains partner with the local congregations to make a significant impact in local businesses and communities;
- There are presently eighty fully trained and supervised chaplains placed in the workplace;
- Eighty people took part in one or more of WPCS scheduled training sessions – with WPCS staff delivering over one hundred and twenty hours of face-to-face training;
- WPCS chaplains facilitated workshops in topics such as managing bereavement, building resilience, trauma in the workplace and coping with redundancy across a wide range of chaplaincies.
- Workplace chaplains are engaged with workplaces where a spiritual need was identified through developing and providing corporate rituals – such as acts of remembrance and celebration.

Team	SFRS	Local Government	Retail	Transport	Royal Mail	Other
Aberdeen	1	2	2	0	0	2
Borders	1	1	0	0	1	1
Dundee & Angus	2	1	2	2	0	1
Edinburgh & Lothians	0	2	11	1	6	4
Forth Valley	4	0	5	0	1	0
Highlands & Islands	5	1	1	0	0	0
Perth & Fife	6	3	4	0	3	0
West	4	1	3	0	0	1
<b>Total Chaplains:</b>	<b>23</b>	<b>11</b>	<b>28</b>	<b>3</b>	<b>11</b>	<b>9</b>
<b>Chaplaincy %</b>	<b>27%</b>	<b>13%</b>	<b>33%</b>	<b>4%</b>	<b>13%</b>	<b>11%</b>

Team	SFRS	Local Government	Retail	Transport	Royal Mail	Other
Aberdeen	120	8858	1500	0	0	130
Borders	70	4400	0	0	30	300
Dundee & Angus	150	7300	1200	400	0	450
Edinburgh & Lothians	530	5280	15700	5232	835	500
Forth Valley	170	0	2600	0	80	0
Highlands & Islands	160	2300	650	0	0	0
Perth & Fife	210	5595	550	0	100	0
West	710	5500	2600	0	0	900
<b>Number of Souls:</b>	<b>2120</b>	<b>39233</b>	<b>24800</b>	<b>5632</b>	<b>1045</b>	<b>2280</b>
<b>Support %</b>	<b>3%</b>	<b>52%</b>	<b>33%</b>	<b>7%</b>	<b>1%</b>	<b>3%</b>



The WPCS training programme explores the unique opportunities and challenges in the workplace; the role of the Chaplain; skills and tools which enable ministry in the workplace; how to support congregation members at work; and are illustrated with chaplaincy stories to equip and inspire.

WPCS training is designed to develop opportunities of pioneering faith in action. Thus this training is aimed not just at promoting effective chaplaincy but also at nurturing individuals, and developing the skills and confidence for engagement in ministry more widely within their local communities.

WPCS workshops in the workplace are often in response to a specific need where the impartiality and independence of the chaplains are respected and trusted. For example, where the death of a colleague has impacted a team, the chaplain may provide a workshop on supporting people through bereavement.

Training and support is provided without charge to volunteers and church congregations, with other organisations either being charged or making donations at point of delivery.

#### WPCS Training Diet Feb-Mar 2021

Day	Date	Time	Title	Type
Tues	02/02/2021	10:00-12:00	<b><i>Introduction to Workplace Chaplaincy</i></b>	Foundation
Tues	02/02/2021	13:15-15:15	<b><i>Active Listening</i></b>	Foundation
Thu	18/02/2021	10:00-12:00	<b><i>Engaging in Organisational Cultures</i></b>	Foundation
Thu	18/02/2021	13:15-15:15	<b><i>Trauma in the Workplace</i></b>	Further
Tues	02/03/2021	10:00-12:00	<b><i>Confidentiality and Safeguarding</i></b>	Foundation
Tues	02/03/2021	13:15-15:15	<b><i>Supporting People through Redundancy</i></b>	Further
Tues	16/03/2021	10:00-12:00	<b><i>Building Resilience in the Workplace</i></b>	Foundation
Tues	16/03/2021	13:15-15:15	<b><i>Depression Awareness</i></b>	Further
Wed	31/03/2021	13:15-15:15	<b><i>Introduction to Workplace Chaplaincy</i></b>	Foundation

## WORKSHOPS - MAY & JUNE 2021

Thu	06/05/2021	10:00-12:00	<b><i>Theologically Thinking</i></b>	Workshop
Thu	06/05/2021	13.15-15:15	<b><i>Conflict</i></b>	Workshop
Thu	10/06/2021	10:00-12:00	<b><i>Simple Answers to Difficult Questions</i></b>	Workshop
Thu	10/06/2021	13:15-15:15	<b><i>Equality, Diversity and Inclusion</i></b>	Workshop

## WPCS Training Diet Sept - Nov 2021

Tues	28/09/2021	10:00-12:00	<b><i>Introduction to Workplace Chaplaincy</i></b>	Foundation
Tues	28/09/2021	13:15-15:15	<b><i>Active Listening</i></b>	Foundation
Tues	12/10/2021	10:00-12:00	<b><i>Engaging in Organisational Cultures</i></b>	Foundation
Tues	12/10/2021	13:15-15:15	<b><i>Trauma in the Workplace</i></b>	Further
Tues	26/10/2021	10:00-12:00	<b><i>Confidentiality and Safeguarding</i></b>	Foundation
Tues	26/10/2021	13:15-15:15	<b><i>Supporting People through Redundancy</i></b>	Further
Tues	09/11/2021	10:00-12:00	<b><i>Building Resilience in the Workplace</i></b>	Foundation
Tues	09/11/2021	13.15-15:15	<b><i>Bereavement</i></b>	Further
Thu	25/11/2021	10:00-12:00	<b><i>Introduction to Workplace Chaplaincy</i></b>	Foundation

Through all of our connections, chaplaincy, training, workshops, conferences and presentations, WPCS has made meaningful contact with around half a million people over the last year. Eighty percent of these are either outside or on the periphery of church. WPCS has acted as a bridge between the church and the marketplace, made introductions and built relationships of mutual trust and respect.



WPCS continues to maintain strong partnership working with the Scottish Fire and Rescue Service (SFRS). WPCS chaplains providing pastoral and spiritual support to fifty percent of whole time stations and a growing number of retained stations. A revised service level agreement for chaplaincy provision was agreed with the SFRS and a commitment to on-going funding was reached. The reputation of WPCS as a provider of high quality, professional chaplaincy in the emergency services continues to grow, and opportunities for agreements similar to that formed with the SFRS are being actively pursued as viable sources for future funding of WPCS.

The number of support agreements with local authorities has continued to grow and develop with small pilot activities starting to develop into broader support arrangements to support care home, social care and education staff. As these develop negotiation on service level agreements and enhanced financial support for WPCS are being pursued.

**Change in Leadership -** At the beginning of this period Iain McFadzean, CEO, unexpectedly retired due to ill health. This followed directly after several years of uncertainty regarding funding and future

viability. Chic Lidstone was asked by the board to be the interim CEO and was tasked with refreshing WPCS vision and to develop strategy and structure to continue forward.

**Strategy Development** - A series of individual consultations and significant gathered team meetings were held with staff, volunteers, board members and key church partners; main one being a retreat in October 2019. These consultations formed the basis of a revised strategy for the development of WPCS that will start to be implemented in 2020-21.



**Revised Structures** – there will be further flattening of the organisational structure to reduce costs – a National Director will be appointed instead of CEO, the number of national staff reduced but retaining chaplains on the ground – and this should realise a fifty percent reduction in national costs from 2017 levels. The National Director will be appointed early 2020-21 and will be tasked to carry out the restructure and implement strategy.

**Fund Raising** - The previous WPCS fundraiser submitted over forty bids for funds from charitable foundations to support local and national chaplaincies before leaving WPCS due to ill health early in the period. The challenge to fundraising has been that WPCS relies almost totally on funding for core costs – the salaries and expenses of staff. Bids for these on-going costs are not often successful and WPCS has met with limited success in raising income through these bids. The current fundraiser has joined WPCS on a sessional basis in early 2020 and is targeting charitable bodies that are likely to fund core costs.

**Veterans Chaplaincy** - During this unusual period a new initiative was started by and as part of WPCS: providing chaplaincy focussed on military veterans under the name of Veterans Chaplaincy Scotland. An increasing number of veterans are part of the Scottish workforce with a unique need for focussed chaplaincy which complements WPCS vision. The opportunity arose when a retiring army chaplain offered to develop this work. WPCS will operate as an incubator for this new ministry over 2020-21.

#### **Notable Engagements 2019-20:**

- The Michelin Factory closure at Dundee - Michelin had about 900 staff, and a WPCS chaplain was involved with SDS/PACE at the beginning of the redundancy process as they had meetings with the staff regarding the support that all the PACE team offered. The chaplain attended at the recruitment days offering support as the staff started to look for alternative employment, and was present every week in the factory.
- WPCS chaplains have experienced growth in all their chaplaincies – there are new chaplaincies developing in Local Authorities (including care homes and staff in schools), Funeral Directors and with MPs and MSPs.
- Discussions with Hamilton Presbytery over this year has led to the agreement of funding a sessional work place chaplain in 2020. This position would be employed, trained and supervised by WPCS on behalf of Hamilton Presbytery and will work in partnership with the presbytery to pioneer chaplaincy into local workplaces.
- Scottish Episcopal Institute funded workplace chaplaincy placements with WPCS for first year ordinands. The programme included a WPCS chaplain involvement in the ordinands' induction

week, and in leading sessions on theological reflection throughout the year, concluding in May 2019.

- Church of Scotland Candidates Conference – St Andrews, August 2019. WPCS chaplains took part in a session exploring different forms of chaplaincy ministry.

Although it was an extremely challenging year, WPCS sustained and developed its core purpose of providing chaplaincy to Scotland's workplaces. We also engaged in an essential process with staff, volunteers, denominational and business partners of evaluation and future planning to ensure that chaplaincy will continue to be provided in a sustainable and relevant way.



At the end of the 2019-20 period the effects of the global COVID-19 pandemic started to be experienced in the Scottish Workplace, this public health crisis will significantly influence the ministry of work place chaplaincy in 2020-21. With the adaptability and innovation of WPCS team of workplace chaplains we are confident that WPCS will continue to provide a high quality pastoral and spiritual chaplaincy support for workplace in Scotland.

## Acknowledgement

Since its establishment, Work Place Chaplaincy Scotland has been a supported organisation of the Church of Scotland. The Church of Scotland has generously provided the vast majority of the core funding for WPCS over the last nine years, and as WPCS enters its tenth year of pioneering chaplaincy ministry in the workplace, this ministry is only made possible with the on-going financial support of the Church at a national, regional and local level.