# Name

The Partnership will be known as **WORKPLACE CHAPLAINCY IN DERBYSHIRE.**

# Objects

To express the love of Jesus in public, personal and prophetic ways through a team of chaplains, offering encouragement and support to all people in their workplaces.

To affirm and encourage those engaged in all sectors of employment.

To relate to the inherent spirituality and creativity of human endeavour and the quality that brings to a workforce.

To help transform work and the understanding of work in the light of the Gospel.

To engage the Church in ministry to the working lives of all people.

To enable people to discover the presence of God in their daily work.

# Purpose

To bring the world of work into the heart of the life of the Church in Derbyshire.

To bring the compassion and hope of God into the working lives of people.

To help uphold a sustainable and just economy.

# Definitions

*Participating Churches* means the churches that have chosen to engage in the Partnership, both those which assented to the original Covenant for Churches Together in Derbyshire, and any other churches which are members of Churches Together in England and whose membership has been approved according to Section 14 of this constitution.

*Church Leaders* means:

The Bishop of Derby (Church of England)

The Bishop of Nottingham (Roman Catholic)

The Bishop of Hallam (Roman Catholic)

The Chair of the Nottingham & Derby Methodist District

The Chair of the Sheffield Methodist District

The Chair of the Manchester & Stockport Methodist District

The Moderator of the East Midlands Baptist Association.

The Moderator of the East Midlands Synod of the United Reformed Church.

*Voluntary chaplain* means an ordained or lay volunteer representing the local church who:

Interacts with people for their emotional and spiritual well-being

Offers confidential, non-judgmental support about all aspects of life and work

Is motivated by their Christian faith to care for people and communities

Is a good listener, as they value, support and encourage staff?

Respects the diversity of belief within the wider community

*Principal Chaplain* means a person appointed to serve within the Partnership in a full-time post or part-time post, to develop chaplaincy, who is accountable to the Council.

*Local Ecumenical Partnership* means a Partnership as defined with effect from the 1 June 1995 by the Churches through the Group for Local Unity of Churches Together in England.

*Sponsoring Body* means Churches Together in Derbyshire.

*Council* means the governing body of the Partnership.

# Task

To be of service to all sectors of employment, to encourage and to listen.

To discern, reflect and disseminate an understanding of the economy in the light of Christian discipleship.

To accredit clergy and laity on behalf of the member Churches, to visit and minister to individual workplaces. To make such Appointments in conjunction with employers.

To help congregations make the link between faith and work.

# Partnership

WORKPLACE CHAPLAINCY IN DERBYSHIRE will be a Local Ecumenical Partnership open to all churches which are members of Churches Together in England. It will have a special relationship with the regional church bodies which assented to the original Covenant for Churches Together in Derbyshire, namely

The Church of England (Derby Diocese)

The Baptist Union (East Midland Baptist Association)

The Methodist Church (Nottingham & Derby, Sheffield, and Manchester & Stockport Districts)

The United Reformed Church (East Midlands Synod)

The Roman Catholic Church (Dioceses of Nottingham, Hallam)

# Sponsoring Body

The Partnership will serve the County of Derbyshire and shall be given oversight and support by the Sponsoring Body. The Partnership will be accountable to the Participating Churches/denominations through the Sponsoring Body. The Partnership shall appoint a link person through whom liaison will be maintained. An Annual Report shall be made to the sponsoring Body and to the Participating Churches.

# Council

## Membership

* 1. The affairs of the Partnership shall be managed by a Council which shall consist of a minimum of 10 and a maximum of 15 members, including the officers.
	2. The officers shall be
1. Chair
2. Secretary
3. Treasurer
4. Principal Chaplain
	1. The nomination of the Chair shall be with the consent of the Chair of the Sponsoring Body, and the Church Leaders.
	2. The Council may co-opt officers if a vacancy occurs in the period between Annual Meetings.
	3. Members (with the exception of the Principal Chaplain) shall serve for three years (but shall be eligible for re-appointment).
	4. The Council shall include
5. one member nominated by each of the five denominations listed in Section 6.
6. The Lead Chaplains for agriculture, and for Police and Fire
	1. To ensure the diversity of the Council, it is desirable that the membership includes the following (a member may fulfil more than one role).
7. a representative of industry
8. a representative of a church other than those listed in Section 6
9. a self-supporting ordained minister
10. people living, working or serving as a volunteer chaplain in a variety of areas of the county

## Responsibilities

* 1. The Council shall be responsible for the following. Activities in support of these may be carried out by the Council itself, its officers, or the Principal Chaplain, as appropriate
1. Promoting and developing the work of the Partnership.
2. Maintaining relationships with the Sponsoring Body and the Participating Churches.
3. Publishing, monitoring and reviewing a strategy for the Partnership.
4. Facilitating training, courses and events in furtherance of the objects and purpose and task of the Partnership.
5. Approving/accrediting ordained and lay persons to fulfil workplace chaplaincies in collaboration with employers.
6. Developing relationships with Employers.
7. Approving targets, standards and activities, in furtherance of the task of the Partnership.
8. Securing funding from the Participating Churches and organisations.
9. Publishing a website and newsletter, and other literature, as may be appropriate.

## Meetings

* 1. The Council shall meet at least twice a year.
	2. The Council shall be quorate if at least one-third of the members are present.

# The Management Committee

* 1. The Management Committee shall comprise the Officers and up to two further members of Council.
	2. The Management Committee shall be responsible for such tasks as may be delegated to it by the Council and shall:
1. Appoint Principal Chaplains and other staff as may be financed through WCD generated income in collaboration with, and subject to the consent of the Leaders of the employing Church or Churches.
2. Enter into written Agreements with Employers on behalf of the Council for the deployment of chaplains within workplaces, if required by Employers
3. Manage the approval/accreditation, training and appointment of chaplains to workplaces.
4. Propose a Budget for each financial year and approve and monitor expenditure.
5. Set up such Liaison Groups as may be appropriate from time to time.
	1. The Chair of the Partnership shall chair the Management Committee and shall:
6. Ensure that the Management Committee and Council meet on a regular basis and that all business is conducted in a satisfactory manner.
7. Report to the Council on behalf of the Management Committee.
8. Review on a regular basis the work of the Principal Chaplain.

# Principal Chaplain

Shall be accountable to the Council for the development of the chaplaincy and to undertake:

* 1. chaplaincy at places of employment.
	2. recruitment, induction, training, supervision and support of ordained and lay chaplains – including the employed Agricultural Chaplain, and Police and Fire Lead Chaplain.
	3. safeguarding responsibilities, including ensuring that all chaplains have an appropriate DBS check and have undertaken Safeguarding Training
	4. establishment of chaplaincies at places of employment
	5. a programme of support activities for local churches.
	6. briefings for Church Leaders and others.
	7. engagement with local worshipping congregations, Churches Together and other church bodies.
	8. attendance at and report to meetings of the Council and Management Committee.

# Appointments

* 1. The appointment of a Principal Chaplain shall be made by the Management Committee in collaboration with the employing Church and as appropriate the denomination under whose authority the appointee is a minister, and also in accordance with the guidelines approved by the Sponsoring Body.
	2. The appointment of Voluntary Chaplains
1. shall require the completion of an application form and the taking of three references
2. in the case of a lay chaplain, shall require the consent of the leader of the congregation to which the person belongs (for example, vicar or pastor)
3. in the case of an ordained chaplain, shall require the consent of the church leader to whom that person is accountable
4. shall in all cases, be authorised by the Council
5. shall, where appropriate, be done in conjunction with the management and workforce of the workplace where the chaplain exercises pastoral care.
	1. All chaplaincy shall be subject to a written authorisation and where appropriate written agreement with a workplace. (See 9 b) 2) above.)

# Funding

Workplace Chaplaincy in Derbyshire shall be responsible for the administration of its own funds.

# Affiliations

The Partnership shall affiliate to

Workplace Chaplaincy Mission UK

The Industrial Christian Fellowship

and such other bodies as may be appropriate from time to time.

# Wider Participation

Other Churches in the County served by the Partnership may negotiate to become Participating Churches, subject to the agreement of appropriate denominational authorities and the Sponsoring Body.

# Review

The Sponsoring Body shall ensure that every seven years or sooner, the Partnership shall be evaluated with reference to its objectives set out in the Constitution.

# Meetings

* 1. An annual General Meeting shall be held which is open to all members of the Churches in membership of the Sponsoring Body, Church leaders or their appointees, and accredited chaplains, all of whom shall have voting rights.
	2. An extraordinary general meeting may be called.
1. By request of 8 members of the Council of the Partnership.
2. By request of Churches Together in Derbyshire in the event that the Council of the Partnership has failed to meet.

# Amendments to the Constitution

May only be made at a general meeting called for that purpose, subject to the approval as appropriate by the Sponsoring Body.

# Termination

The Partnership shall only be terminated with the approval of the appropriate governing bodies of the denominational authorities and the Sponsoring Body.

## Document history

Original Constitution of *Industrial Mission in Derbyshire*, dated 24 August 1999

Revised August 2011 when the Partnership was renamed *Workplace Chaplaincy in Derbyshire*

This revision was approved by the 2018 AGM of Workplace Chaplaincy in Derbyshire, held on 16 October 2018. The Sponsoring Body, Churches Together in Derbyshire (CTID), had no forum in which to approve it, so it was simply circulated to the Ecumenical Officers for Derbyshire and the Treasurer of CTID.