

## Ten Principles on which good Industrial Mission Work must be Based

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### DEALING WITH ALL

8. *Good industrial mission work must be concerned with all who work in industry.*

Some managers feel that it is a very good thing for the men. Some men feel that industrial mission should concentrate its efforts upon management. In fact, it is essential that both groups be involved. It is also a mistake to suppose that industrial mission deals with only church members. More harm than good may be done by hiving off the holy into religious discussion groups. Industrial mission should relate itself to pious and impious alike and to all those in between.

### A LAY MOVEMENT

9. *Good industrial mission work must strive to make itself a lay movement.*

Clergy are inevitably outsiders in industry and their numbers will always be small. Therefore, one of the industrial mission's main jobs is to discover and train, inspire and assist laymen to carry on the work in the places of their employment. It may be that many of the most useful men are not church members. Industrial mission will finally be judged on its ability to produce such laymen.

### MODEST IN ITS CLAIMS

10. *Good industrial mission work must be modest in its claims.*

Nothing could be more disastrous and untrue than the attitude that the Church has all the answers and industry should sit at its feet. Industrial mission should be carried on in the spirit of: "We have some knowledge of the Bible and a bit of theological understanding. You, however, know far more about industry and its problems than we do. Maybe we can pool our knowledge and carry on such a fruitful discussion that together we can see how Christianity can both enrich the life of industry and contribute significantly to the solution of its problems."

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## THE CHURCH'S MISSION TO INDUSTRY

REV. DALE WHITE

Christian witness in society is beginning to be understood in new and exciting ways in our time. Life in an industrial age tends to become more complex and specialised generating new areas of skill and knowledge to which the insights of the Christian gospel have to be related.

In the residential setting, the areas of education and medical care, the Christian churches have demonstrated their concern. The dialogue between the world view of science and that of religion has also been pursued with variable ability and understanding. So we could continue to enumerate areas of life to which Christians have struggled to relate their particular experience and teaching. But in the face of the rapidly developing culture of urban and industrial living, new areas of life are constantly demanding an informed Christian understanding and interpretation.

Industrial Mission must be approached in this context of relating the Christian gospel to the whole conspectus of life. The term "Industrial Mission" is used to cover the activity of man while at work and the influence of man at work on the totality of life. Yet from the outset of the industrial revolution the Christian churches have been unable to keep pace with this decisive sector of man's life. In not bringing a sympathetic understanding and industrial orientation to its faith and teaching the churches have left the lay person unsupported in his drive for a sustained Christian witness in this important area.

Although countries like England and America have begun to establish some ministry of support to those in industry, this has not yet begun on any significant scale in South Africa. In England the idea of Industrial Mission has been pursued since the late forties when the Sheffield Industrial Mission was established. Eventually the nationwide network required the establishment of the Church of England Industrial Committee to co-ordinate the work.

In February, 1966 the Christian Council of South Africa, representing 27 member churches, organised a course on Industrial Mission and invited delegates from member churches and the other major churches to participate. The course was well advertised and was attended by a representative number of churches. The course offered a se-

ries of lectures from experienced representatives of Industry to acquaint participants with the South African setting of Industrial Mission. The chief areas covered were the organizational patterns of Industry, Management Policies and human relations within the industrial setting.

The Church of England Industrial Committee offered the services of their secretary, the Rev. John Rogan, who had long experience in conducting and co-ordinating Industrial Mission in England. From this double presentation participants were required to make recommendations which would be suitable in the local situation.

While the course was in session the visiting lecturer also paid a number of calls on local industrial concerns to discover the attitude of local industries towards this form of Christian ministry and service. The idea of Industrial Mission was favourably received although certain conditions peculiar to South Africa will have to be taken into consideration. Most important was that the churches would have to evolve some formula to prevent overlapping or reduplication of approach or any spirit of competition in their approach to Industry. Industry was prepared to participate in the selection and training of ministers to be involved in this work. Finally, any approach must be for the benefit of Industry and not for any ulterior motives in either proselytism, preaching or interference in company policy or racial matters.

Some steps towards meeting these requirements of Industry have already been implemented. During the course on Industrial Mission a consultation between delegates and invited leaders of local churches or their representatives took place. This consultation resulted in the establishment of an *ad hoc* committee to handle three broad lines of action.

Of prime importance is the preparation of suggestions for the churches to enable them to co-

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operate in a common approach towards Industry, on the regional as well as the national level. Second in importance is the making available of more information about the aims and objects and purpose of Industrial Mission, this to be done by making available the lectures and related material presented at the course. The third line of action is the preparation of suggestions for a limited pilot scheme on the Witwatersrand.

Looking to the future with the last aspect particularly in mind, there is a further group of long term objectives. Most important is the establishment of a widely representative body of leaders in Industry and from the churches to guide and advise those involved in setting up a pilot scheme. Supporting this objective it would be necessary to embark on a long term educational programme to promote understanding of Industrial Mission within the churches as well as within Industry. This would be essentially a two-way process, of Industry addressing and training clergy to enable them to understand the work situation and its impact on church members; of the churches helping the laity to respond creatively to their work situation. As well as this general interpretative educational programme both parties need to consider the selection and training of specific ministers to act as representatives of the churches to Industry. Overseas these ministers are called Industrial Chaplains and have access to the place of work by the mutual consent of all parties involved. In England, America, Germany and Japan this method has produced excellent results. The idea of "worker priests", ministers engaged by Industry as workers, does not at this stage seem a promising way of approaching the Church's ministry to Industry.

In conclusion it is possible to consider the backlog which remains to the churches in the South African situation. The pressing need for such efforts is apparent to all the churches. There is need for further discussion and planning before the churches will gain a clear under-

standing of their need to co-operate in this matter and to evolve a common understanding of the goals and purpose of Industrial Mission. This can perhaps only be achieved if in faith the Church and Industry agree to establish a pilot scheme which will be able to meet real difficulties as they emerge and to convey insights and information to those who stand to profit from them.

Finally we cannot but conclude on a hopeful note. Many regard the task as impossible — when the large and multifaceted complex of Industry, the intricate nature of human society and of industrial organisa-

tion in particular are kept in mind. This is to miss the object of this experiment in Industry. Already the Christian laity devote their life and service to their work; they are present there already. The main function of Industrial Mission is to enable these laymen to reach sustained understanding of their work situation as the content and context of their Christian life and service.

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The Rev. Dale White was Course Director at the course on Industrial Mission recently held at the Wilgespruit Fellowship Centre.

## THE CHURCH AS YEAST IN INDUSTRY

REV. IAN THOMSON

**The kingdom of God is not confined to the so-called spiritual spheres. The Church, its agent, should not be concerned solely with its doctrine and ceremonies as a separate 'spiritual' institution. 'The kingdom of heaven', Jesus said, is like leaven which a woman took and hid in three measures of meal, till it was all leavened.'**

There is a warped one-sided understanding of the biblical view of life that thinks: the real issue of life is only the salvation or damnation of souls, the rest of this life on earth is only an unimportant framework for souls.

But God created the whole of life. 'God saw everything he had made, and behold it was very good'. Genesis 1:31. God evidently set great value on his 'earthly' purposes with man. 'Be fruitful and multiply' he said to man, 'and fill the earth and subdue it; and have dominion over the fish of the sea and over the birds of the air and over every living thing that moves upon the earth.' Genesis 1:28.

And evidently God does not only want to redeem souls, apart from the matrix of our ordinary earthly life, for in Col. 1:19 we read that God is striving through Christ 'to reconcile to himself all things, whether on earth or in heaven'.

### EVERYDAY LIFE IMPORTANT

Our life at home, in factories and offices, in streets and banks, is of the utmost importance to God. **Here people live and meet, and say and do things that become part of the**

**history of all life.** Here men are helping and hurting each other. The very organisation and working of these influential parts of life mould men for good or bad, build them up or break them down, and influence their deepest attitudes to life, their neighbour and God.

**And so, because God seeks to redeem all our earthly life to the goodness and blessedness it should have, therefore he asks his Church to be salt and light to the world.** He asks us to take the quality of Jesus Christ into every sphere of life.

### THE CHURCH AS YEAST IN INDUSTRY

One of the most influential parts of life today is industry. And the church should act as yeast in industry in two ways.

1. Here is one of the most complete meeting grounds of committed Christians with men who do not believe in God (in the New Testament meaning of believe). And Christians can here help their fellowmen to start on the road of discipleship.

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