

TEN PRINCIPLES ON WHICH GOOD INDUSTRIAL MISSION WORK MUST BE BASED

SCOTT PARADISE

The following list was prepared by the Rev. Scott Paradise for guidance of the Detroit Industrial Mission in the U.S.A. It grew out of his three years' experience with Bishop Wickham in the Sheffield Industrial Mission. These principles have already been found valid in several different African situations like Abidjan, Zambia's Copper Belt, and Kenya.

ON A LONG TERM BASIS

1. *Good industrial mission work must be undertaken on a long term basis.*

The task is so great, the field is so vast, the problems faced are so difficult that no quick results can be expected. (Struggling with overwhelming difficulties must be the industrial missionary's stock and trade. He must be immune to discouragement). There are some who mistakenly urge for Christian challenge campaigns or command raids to evangelize industry. Industrial mission work must not be of this nature. It must not be a "here today, gone to-morrow" kind of thing but must become a recognized part of day to day life of industry. Plans should be made in terms of decades.

FIERCELY CONCENTRATED

2. *Good industrial mission work must be fiercely concentrated.*

A man cannot do an impossible job using only his left hand. If a man utterly dedicated to put his whole effort into the task can hardly make a dent in it, how much can a part-time effort achieve? The job demands a man's single-minded concentration, not only because of the time and energy required but also because much study, long thought, and special orientation is needed as well.

INTERDENOMINATIONAL

3. *Good industrial mission work must be interdenominational in spirit.*

Although it may be necessary and desirable to work as representatives of a particular Church, it is fatal to regard the mission as proselytizing for that one denomination. In some situations the backing of a local council of churches may be useful. But in any case, in the industrial situation the important

question is not: "What does it mean to be a Methodist or a Presbyterian?" but: "What does it mean to be a Christian in industry?"

CONCERNED WITH INDUSTRY

4. *Good industrial mission work must be concerned with industry in its own right.*

Some mistakenly look on industrial mission work as being almost entirely pastoral. These look upon industry as merely a convenient place to meet people so as to help them with their personal problems. In this role the missionary becomes little more than a spiritual welfare officer. Now it is true that wherever a Christian minister goes he will find people with personal problems and will naturally try to help them, but such is only part of the concern of good industrial mission work.

Others mistakenly look upon industry as a kind of fish pond and they see the job of industrial mission to pull as many fish as possible out of the pond, so as to deposit them in the churches. Good industrial mission work is concerned not only with the fish but also with the pond itself, to help to clean the water in which the fish are forced to live.

PROPHETIC CHRISTIANITY WITHIN INDUSTRY

5. *Good industrial mission work must be concerned more with prophetic Christianity than with religion as such.*

This means that the main job of industrial mission is to wrestle with the problem of interpreting God's Word for particular industrial situations. Some imagine that industrial mission must deal with religious questions, discuss methods of prayer, or speculate about the rapture of the saints. These are likely

to find that they can thus interest only the religiously inclined, have thus unnecessarily aroused grave denominational problems, and/or have become irrelevant to the main stream of the life of the plant. Good industrial mission work on the other hand deals mainly with secular concerns, only it deals with them in a special kind of way. Prophetic Christianity within industry raises profound and terribly important questions about such things as justice, human relations, overtime, and differentials.

SECURING THE AGREEMENT OF THOSE CONCERNED

6. *Good industrial mission work must not be undertaken without the consent of the management, the approval of the unions, and the agreement of the men.*

It is obvious that industrial mission work can be wrecked as easily by union condemnation as by management opposition. Likewise, the men themselves should be consulted and their consent won before they are addressed by an industrial missionary. To preach in the canteen to a large captive audience of men eating their meals without securing their agreement first is to violate their integrity as human beings and naturally to arouse their antagonism.

INDEPENDENT

7. *Good industrial mission work must be independent.*

This means it must not be on the pay roll of industrial management. Industrial missionaries must be free to discuss any subject and to say what may be unpopular with management as well as with men. Moreover, its policies must not be dictated by the needs of a particular parish or denomination. The concern of the Church with industry is far wider than to serve a particular ecclesiastical organization. The Church's concern should be to strive to bring the institutions of industry themselves under the divine plan.

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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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