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# Salt!

■ THE **CHRISTIAN AID**  
BUSINESS NETWORK

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christian  
**aid**

**Salt**

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# MORE THAN TOIL

## SMALL GROUP SESSIONS FOR EVERYDAY DISCIPLES IN BUSINESS LEADERSHIP

The Christian Aid Salt Network is committed to equipping the church and Christian business leader to put faith into action in the workplace. More than Toil is a 5 session discipleship tool for individuals and groups to think actively about your faith and your business leadership.

Each session will give you an opportunity to reflect on scripture, review your leadership and explore new ways of operating so that not only you and your work flourishes but you are inspired to go beyond the bottom line and transform the world for good too.

Each session can be run as a small group, larger workshop with external speaker or as an individual discipleship tool.

# General Session Summary

	<i>Duration</i>
<b>1.0 Networking</b> <i>The session opens with refreshments and networking</i>	<b>20 mins</b>
<b>2.0 Welcome</b> <i>Welcome all delegates to the session, allow introductions and set ground rules</i>	<b>10 mins</b>
<b>3.0 The Salt Network</b> <i>Give a brief overview of the Salt Network, its history, vision and mission</i>	<b>10 mins</b>
<b>4.0 The Topic</b> <i>Introducing the topic.</i>	<b>15 mins</b>
<b>5.0 Reflection</b> <i>This section allows time to reflect upon the topic before moving in to discussion</i>	<b>10 mins</b>
<b>6.0 Small group breakout session</b> <i>This section draws together sections 4.0 and 5.0 and allows time for the group to discuss the topic from their context.</i>	<b>20 mins</b>
<b>7.0 External Speaker</b> <i>Overview of work they have done in relation to the topic.</i>	<b>20 mins</b>
<b>8.0 Coffee Break</b>	<b>15 mins</b>
<b>9.0 The Topic 2.0</b> <i>This section outlines the scope of actions that businesses can take in relation to the topic.</i>	<b>20 mins</b>
<b>10.0 Small group break out session</b> <i>This section allows time for the delegates to discuss section 9.0 and the possible steps they could take.</i>	<b>20 mins</b>
<b>12.0 Close</b> <i>AOB and Closing prayer</i>	<b>10 mins</b>

## 1.0 Networking

The session opens with refreshments and networking

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- Allow at least 20 minutes for all the delegates arrive and network with one another.

## 2.0 Welcome

Welcome all delegates to the session, allow introductions and set ground rules

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- Introduce yourself and other leaders
- Have each delegate introduce themselves.
  - **Optional:** use Blob person image. Ask the delegates which blob person they feel like the most when considering the topic. Allow a few minutes for delegates to choose. Ask each delegate to introduce themselves and which blob they chose.
- Set the **Ground Rules**.
  - Chatham House rules
  - All things discussed within the group will stay within the group
  - We respect one another even though we may disagree

## 3.0 The Salt Network

Give a brief overview of the Salt Network, its history, vision and mission

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### Christian Aid's Work

Christian Aid aims to end poverty and injustice worldwide by focusing on seven key areas. (1. *Gender, Power and Inclusion* 2. *Voice and Governance* 3. *Community Health* 4. *From Violence to Peace* 5. *Humanitarian* 6. *Inclusive Markets* 7. *Resilience and Climate*)

This involves working in partnership with local organisations, as well as with governments and the private sector.

Our work includes helping people to:

- claim their rights and access services such as healthcare and education
- ensure they are not discriminated against for any reason
- become more resilient to shocks and disasters such as drought, climate change and hurricanes
- make the most of opportunities, such as being able to sell their produce for a fair price.

Most simply our work can be broken down into 1) *long term development programmes*, 2) *Humanitarian assistance* and 3) *Advocacy and campaigning*.



## Christian Aid and the Private Sector

Christian Aid's Vision is to end poverty however this cannot be done alone.

- It cannot be done without the support of national and international businesses committed to responsible business and investment practices.
- What's more business plays an essential role in job creation, technological innovation and economic development.
- When done in a sustainable way, business can be a ladder out of poverty for the developing world.

This is why the private sector is at the heart of the partnerships that Christian Aid seeks to build. We've always worked with the private sector, but the Salt Network is pioneering this partnership and taking a fresh look at equipping the private sector to play a vital role.

Historically Christian Aid has

- worked with multinational companies, often through coalitions (particularly tax, climate and health) to support and encourage them to adopt more sustainable & ethical policies
- Adopted a name and shame approach to bad practice – Set high standards through our policy work

## The Salt Network takes a new approach

The Salt Network is about supporting, equipping, growing together and praying for one another. It is about joining together as Christian business people to start the conversation about the multifaceted power of business as a tool for good in the world. It is about offering peer-to-peer challenge about current practices and steps towards taking positive ones. It is about education of key issues facing the world today and what is available to support business towards being an answer and positive force both locally and globally.

Salt believes that spirituality is an asset in business and Christians can be a valuable voice for ethical and sustainable business...Business is a force for good.

## The Sustainable Development Goals

The role of business in overcoming poverty isn't just recognized by Christian Aid. The United Nations Sustainable Development Goals (SDGs) are clear about the essential role business has to play in the alleviation of poverty.

**Resource:** Read more on <https://www.unglobalcompact.org/>

## Transforming Business, Transforming Community

The Salt Network is working towards growing a community of likeminded business leaders committed to being the change we want to see in the world. As a community of action, we come together around 3 principles to:

- 1) **Lead Change** *\_In our own businesses, how can we be leaders of the change.*
- 2) **Provoke a community of change** *\_Amongst our communities, how can we be influencers of the change that needs to be made.*
- 3) **Resource change** *\_With our finances and skills, how can we resource the change through partnership with Christian A*

# Business and Creation

*Future Sustainability  
Means action now*



*We are His Creation  
Standing upon His  
creation*



## 4.0 The Topic

Introducing the topic.

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- *How is the climate changing?*
- *Can you do anything about the changing climate?*
- *Climate change is impacting many around the world but what has it got to do with your business?*

Our planet is already experiencing the impacts of climate change – droughts and heatwaves, floods and cyclones. And the frequency and severity of worldwide climate change impacts are growing. However, Environmental degradation and climate change affects humanity and biodiversity in a differentiated manner, and it is mostly those in the global South who are more adversely affected by climate change and environmental degradation than people living in the global North. This is due to both the greater impact of climate change in certain developing country regions as well as lesser resilience at a personal and governmental level to withstand some of the shocks that extreme weather, drought, and other changes bring.

- In Kenya, the climate becomes unpredictable and the weather is no longer reliable.
- In Bolivia, glaciers are shrinking and farmers who used to depend on them for drinking water and for irrigating crops have been forced to find alternative supplies.
- In 2017 alone,
  - heavy monsoons in south Asia caused the deaths of 1,288 people and affected over 45 million people in Bangladesh, India and Nepal.
  - Thirty percent of the world's population experienced extreme heatwaves
  - drought displaced 892,000 people within Somalia.
  - Wildfires in Portugal killed over 100 people and burned 520,000 hectares of forest.
  - The Arctic saw record wintertime heat.
- The 2018 wildfire season is the most destructive wildfire season on record in California, with an area of 1,890,438 acres (765,033 ha) burned, the largest amount of burned acreage recorded in a fire season.
- 2019 – 2020 saw unprecedented wildfires across Australia, burning an estimated 18.6 million hectares, destroying over 5,900 buildings, including 2,780 homes. Fires were responsible for killing an estimated 34 people and one billion animals sparking fears of driving some endangered species to extinction. Air quality has dropped to hazardous levels and the cost of clean-up is expected to exceed the £2.5 billion.

**The Fact is,** *Climate change is happening*

**The question is,** *what can you do to limited climate change and environmental degradation through your personal and professional activities?*

As business leaders we have an opportunity to impact significant positive change through transforming the way we do business. Through analyzing our operations, supply chains and goods and services and then applying science based targets so as to move towards net-zero or carbon negative operational footprint we can actively steward God's creation for the benefit of people and planet.

*If not us, then who*

## 5.0 Reflection

This section allows time to reflect upon the topic before moving in to discussion

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### Read:

- *Genesis 2*
- *Psalms 24*

**“How are we to... inspire new behaviour, nourish new dreams, and bolster a new kindness toward the Earth?”**

*Leonardo Boff, Cry of the Earth, Cry of the Poor, 1997*

### Think:

There is a growing call to reshape our understanding of creation and our place within it, and to move towards a vision of a humanity ‘in communion’ with creation, not dominating or exploiting it for our own direct gains. Throughout Christian history we have often looked towards the ‘prophets’ as those with a vision of God’s moral roadmap for His creation, and as the challenging Divine mouthpiece amongst His people. Prophets are intended to help us discern the truth and to act upon it. They call people to behave differently, to help resolve moral dilemmas and pursue a better future. This prophetic tradition continues, forcing us to think of what constitutes a ‘prophetic voice’ or a ‘prophetic imagination’ within the world today.

#### As the people of God we ought to be asking:

- *How might we be the prophet speaking truth, challenge, guidance and radical love into the situations we face locally and globally?*
- *Do you recognize a prophet edge to your leadership?*

### Reflect:

A concept closely aligned to the prophetic voice is that of stewardship. We are called as the people of God from the very first Adamic covenant which ripples on throughout scripture, to be good stewards of the living world beyond humanity; that is to protect the natural environment. Whilst we ought to reflect upon, albeit dated and widely rejected, biblical interpretations which argue for the natural world as merely a ‘dominion’ of humanity<sup>1</sup>, to be used for our benefit at will; we should pay close attention to the scholarship suggesting the natural world as the honored cathedral of God’s glory within which humanity are priests, stewards and worshipers; a view now widely accepted.

However, whichever view we hold, what cannot be denied is the need to reflect deeply on a key relationship which had until just before this millennium been too long neglected – ***the theology of creation.***

- *What does a theology of creation mean to you?*
- *What is our role in creation?*
- *If God is a God of restoration then does it matter what happens to creation now?*

### Pray:

- Consider petitioning God for a prophetic gifting to your leadership
- Consider repenting to any lack of consideration over environmental degradation and the part we play in it

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<sup>1</sup> The inescapable fact about the biblical term “dominion,” from the Hebrew verb *radah*, is that it grants humans the right and responsibility to rule, to govern the rest of creation. Hiebert, T. 1996, <http://www.directionjournal.org/25/2/rethinking-dominion-theology.html>

## 6.0 Small group breakout session

This section draws together sections 4.0 and 5.0 and allows time for the delegates to discuss the topic from their context

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In groups consider one or more of the following questions:

- Is your business helping steward creation ?
- What are the challenges to prioritising environmental issues in your organisation?
- Are environmental issues important to your:
  - Suppliers
  - Board/ trustees
  - Senior leadership
  - Customers

## 7.0 Coffee Break

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- Allow at sufficient for all the delegates to network with one another.

## 8.0 External Speaker

Overview of work they have done in relation to the topic.

Allow time for Q&A

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At each event we recommend that you invite a speaker to present their view on the topic in relation to what they have in their own business practice. Ensure that you allow time for a presentation and questions.

### Recommended Time

- 15 minutes for the presentation
- 5 - 10 minutes for questions

### Selecting a speaker

- You may wish to invite an external expert or experienced practitioner / business leader.
- You may wish to invite someone from the group to share their experiences. Depending upon the group size you may wish to use this space each time you meet for a group member to explore the topic through their eyes.
- Invite a Salt Network Staff member.
- Use further Salt Network media resources.

## 9.0 The Topic 2.0

This section outlines the scope of actions that businesses can take in relation to the topic

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In section 4.0 we explored some of the issues impacting the environment. We also explore that theme of creation and what the Christian faith has to say on the matter. Section 5.0 offered an opportunity to explore the idea of stewardship and prophetic voice.

This section now engages with practical steps businesses can take to combat the issues previously explored.

The impact of climate change on businesses is only getting worse. However, with progressive policies and shifting consumer behaviour, trends and bold leadership, new opportunities are emerging. For those willing to be on the forefront of a just -transition to a NetZero economy will benefit enormously. Those who cannot change will not only expediate the issues but be quickly obsolete within the emerging sustainable economic future. Engaging deeply with climate change makes business sense as well as a moral and spiritual sense too.

### **This transition starts with:**

**Bold Leadership** is it not enough to simply write and display a policy in the staff room. Bold leadership from the most senior members of corporate structures are needed to drive the organisation to recognise clear environmental goals throughout operations.

### **Bold leadership is needed because a sustainable future requires significant action now**

- As a leader do you feel equip to engage with the issues around climate change and your corporate response to it?

Bold leadership sets culture and science based targets enables us to establish pathway to a carbon negative future. But what is carbon negative future?

You will have heard the phrase NetZero used in many situations. NetZero is understood as:

#### **net-zero adjective**

*: resulting in neither a surplus nor a deficit of something specified when gains and losses are added together*

You will see from the definition above that the issue with NetZero carbon and emissions targets is that it looks towards reaching zero surplus or deficit. This is problematic when we recognise that our companies have been releasing carbon, other emissions and influencing ecological degradation through our utilities, supply chains and business activities for as long as we have been operating.

### **Therefore we must:**

**Go beyond Net-Zero and pursue Carbon Negative Targets** that seek to not only reduced current emissions to zero but actively remove previously emitted pollutants through sequestration and restorative practices.

Here are some steps you can take to start moving towards a Carbon Negative corporate culture:



## **Appoint a team with a cross organizational mandate:**

This is the team responsible for the internal implementation of net-zero strategies across all components of your organization. The team should be made up of all departments and not just 'specialists'. This is a culture setting task as much as it is about change and policy management and will require buy-in from all teams.

### **Set a green company culture**

- Incentivize low carbon (staff walk, cycle etc)
- Enable low carbon (staff bus, early leaving so as to reduce traffic congestion)
- Team eco days, company eco education sessions etc
- Model it (you do all the above)
- Stand for it by using your leadership to drive through board decisions (be prepared to be unpopular with the board/ stakeholder)

## **Identify and set science based targets:**

This involved some deep dive work into your ecological and carbon foot print. There are many specialists who can help you with this work to identify your baseline foot print and identify a pathway forward for reducing it. Joining the Science Based Targets initiative (SBTi) is very helpful as they will externally verify your emissions reductions. All reduction targets from the SBTi are in line with the latest climate science suggestions to meet the goals of the Paris Agreement and limit warming to 1.5°C.

### **Identify and reduce your carbon footprint**

- Heating
- Transport
- Energy
- Waste

## **Reimagine the business model:**

Using internal and/or external resources, identify business areas across,

- Operations
- supply chain
- products and services

that do not align with your science based targets. Once an area has been identified the hard work really begins - analyze how this part of your business can be remodeled in order to reduce environmental impact and come in line with you pathway to Carbon negative operations.

### **Integrate a 'Green' policy throughout your business strategy**

- Triple bottom line
- Circular economy
- Green supply chains
- Green investments (ESG pension funds etc.)

## **What has Christian Aid looked at?**

Reducing its carbon footprint gradually by at least 5% reduction on a year on year basis

- By changing its boiler in the main office,
- Switching to solar power in the Malawi office,
- Reducing CO2 intensity of travel,
- New publications and communications policy to reduce office resources.

Eventually we will all have to look at our business models:

- Having staff closer to actual operations
- Reducing face-to-face international meetings
- Using more local partners in delivery and operations.

## **10.0 Small group break out session**

- Have you look at this in your business already?
- Is there any lessons you can share
- If you haven't undertaken this kind od challenge before, what support do you think you might need?

## 11.0 Time for action

Time for individuals to review / reflect on the workshop. Complete feedback forms and pledge forms

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It is important that each Salt Conversation is action focused. This concluding section allows each delegate to:

- Offer closing remarks to the group. *Invite all delegates to offer any closing remarks if they have any.*
- Complete the feedback form
- Read and sign the Core Pledge or Statement of Intent.

## 12.0 Close

AOB and Closing prayer

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Allow a few minutes of silence. You may wish to:

- Invite delegates to pray in small groups
- Pray as a whole group
- Remain in silence or listen to a piece of music
- Use one of the following prayers

(1)

Lord God,

*Thank you for the opportunity to work in the business sector.  
I trust in your wisdom as I seek to work hard to make it secure and prosperous.  
May good practice be the cornerstone of everything I do.  
Come reveal new openings and areas for expansion and development.  
May this business grow and flourish, creating great opportunity and provision for all those involved.  
In the name of Jesus,  
Amen.*

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(2)

All-powerful God,

*you are present in the whole universe and in the smallest of your creatures.  
You embrace with your tenderness all that exists.  
Pour out upon us the power of your love,  
that we may protect life and beauty.  
Fill us with peace, that we may live  
as brothers and sisters, harming no one.*

*O God of the poor,  
help us to rescue the abandoned and forgotten of this earth, so precious in your eyes.  
Bring healing to our lives,  
that we may protect the world and not prey on it,  
that we may sow beauty, not pollution and destruction.*

*Touch the hearts  
of those who look only for gain  
at the expense of the poor and the earth.  
Teach us to discover the worth of each thing,  
to be filled with awe and contemplation,  
to recognize that we are profoundly united  
with every creature as we journey towards your infinite light.  
We thank you for being with us each day.  
Encourage us, we pray, in our struggle  
for justice, love and peace.*



