

"It is better to light one candle than to curse the darkness"

# CANDL Light



March - May 2006

Barnardo's  
GIVING CHILDREN  
BACK THEIR FUTURE

[www.barnardos.org.uk/candl](http://www.barnardos.org.uk/candl)

Church and Neighborhood Development in London

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## CANDL COMES OF AGE



**C**ANDL celebrates its coming of age in 2006, as we reach our 18<sup>th</sup> year working with churches in east and south London.

In the mid-1980s a lot of thinking was going on about the Church's role in addressing social needs in the inner cities. The headline result of this was the publication in 1985 of "Faith in the City" by the Archbishop of Canterbury's Commission on Urban Priority Areas. Barnardo's had also been looking at the ways in which it could have more impact on children and young people's lives, and had concluded that a community development approach could multiply the organisation's investment. Churches, and other faith communities, were identified as a key and undeveloped resource in inner city areas.

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## Delivering Services or Developing Communities?

**W**e've all experienced that sometimes the best of intentions can lead us to do things that actually make a situation worse. From our heart we respond to a need, but we haven't necessarily thought things through very well. Not that spending eons thinking and planning is good, when people are suffering around us.

It's just that some thoughtful reflection can help us choose a better course of action.

Churches spend a lot of time and energy trying to meet the immediate and dire needs of suffering people. It is often one of the strengths of churches that they are rooted in local communities and therefore are in touch with

such needs. And we have a gospel which demands that we feed the hungry, welcome strangers, care for the sick, visit those in prison, etc. Local and national government too is beginning to recognise that churches, as other faith-based groups, can be well-placed to serve the needs of local communities. But, without being

*continued on page 5*

# FINDING

## Seeking funding?

The Charities Information Bureau is a very useful source of information for community groups and voluntary organisations that are seeking funding. Website: [www.cibfunding.org.uk](http://www.cibfunding.org.uk)

## CANDLLight

is brought to you by  
the **CANDL Team:**

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If you would like to submit an article about your church's community initiative, or an issue of importance to you, or you'd like us to include your flyers/information in one of our mailings, please contact us – details above.

The deadline for inclusion with the  
June issue of *CANDLLight* is  
**Friday 20th May**

CANDL is a Barnardo's Project committed to supporting church groups of all denominations in their community work. In *CANDL Light* you will find reports on some of our current involvements, together with up-to-date bulletins on other local developments and opportunities for churches.

Barnardo's vision, which succinctly encapsulates CANDL's own, is expressed as...

**'..that the lives of all children  
and young people should be free  
from poverty, abuse and  
discrimination'.**

## BBC Children in Need

Grants are available to organisations working with disadvantaged children and young people aged 18 and under. Disadvantages include illness, distress, abuse, neglect, disability, psychological or behavioural difficulties or living in poverty or privation. The amount funded is discretionary and the closing date for applications is **30<sup>th</sup> March 2006**.

For further information contact- BBC Children in Need Appeal, PO box 76, W3 6SF 020 8576 7788 [www.bbc.uk/pudsey](http://www.bbc.uk/pudsey).

## The Dickie Bird Foundation

The Dickie Bird Foundation assists young people under 18 to participate in sport irrespective of culture, ethnicity or social circumstances and to improve their chances both inside and outside of sport. Grants could support individuals or organisations. Your group must prove that you are unable to raise the necessary finance you require as a result of impoverished circumstances. **Closing date 7<sup>th</sup> April 2006**. For further information contact- Grants Officer, The Dickie Bird Foundation, 47 Ripon Road, Earlsheaton, Dewsbury, West Yorkshire, WF12 7LG tel: 01943873842

[www.thedickiebirdfoundation.org](http://www.thedickiebirdfoundation.org)

## Biginvest

Biginvest aims to respond to social problems by strengthening the community finance and social enterprise sectors. They have access to £3.5million of loan funding. Biginvest will lend up to £250,000 directly to social enterprises and income generating activities of registered charities as well as to Community Development Finance Institutions, the application process is ongoing. For further details contact- Biginvest Loans, 112 Coopergate House, 16 Brune St, London E1 7NJ Tel:020 7953 7814 [www.biginvest.co.uk](http://www.biginvest.co.uk)



## London Catalyst

The fund makes grants four times a year to organisations to provide clothing, footwear, household items and special equipment to sick, disabled, frail elderly and disadvantaged people in London. There are three types of grants: Capital- for organisations who provide care for disabled people; Block Samaritan- for social work teams; and Ministers' - for the clergy and ministers to use. For further information contact- The Grants Administrator, London Catalyst, 45 Westminster Bridge Road, London SE1 7JB Tel: 020 7021 4204 [www.mhsf.org.uk](http://www.mhsf.org.uk)

## BLF Awards for All

Now is a very good time to apply to BLF's small grants Awards for All programme, as they are very underspent in the funding year which ends at the end of March. If you and your project fit the criteria, you can apply for up to £5000, and you will hear very quickly if your application is successful. You can only have one BLF grant in any 12 month period. From April the maximum grant under Awards for All will rise to £10,000 but there will be more competition for the money. However, if you are successful in getting £5000 before the end of March deadline, you will be able to apply for up to a further £5000 after then – so you can't lose out by getting an application in sooner rather than later.

For more information go to: [www.awardsforall.org.uk/england/london/london\\_main.html](http://www.awardsforall.org.uk/england/london/london_main.html)

# FUNDING

## Looking for volunteers to help with managing money?

1. The Institute of Chartered Accountants in England and Wales (ICAEW) may have the answer. By taking a look at this website you may be able to identify a suitable volunteer from their membership of 127,000 Chartered Accountants. Your group can advertise their needs here. The information will then be published for ICEAW members to search in the self matching service. Or you could try searching their online database to see if a chartered accountant is out there who meets your needs.

Tel: 020 7920 8100 Website: [www.icaew.co.uk/everybodycounts](http://www.icaew.co.uk/everybodycounts)

2 REACH was founded in 1979 and works throughout the UK with professional people no longer working full-time, to place them as volunteers with local voluntary organisations which need their individual experience and expertise. This placement service is free to both volunteers and voluntary organisations.

Tel: 020 7582 6543 Website: [www.volwork.org.uk](http://www.volwork.org.uk)

## Looking for a bank account for your charity funds?

The CAF BANK, a subsidiary of CAF (Charities Aid Foundation), is a bank which provides tailor-made financial products and services exclusively for the voluntary sector (according to their website). CAF is a registered charity which provides services that are both charitable and financial. They help donors to make the most of their giving, and charities to make the most of their resources - in the UK and overseas. The CafCash high interest cheque account is a bank account specifically designed to meet the needs of charities of all sizes.

Website: [www.cafonline.org](http://www.cafonline.org)

## The Wates Foundation

The Foundation aims to alleviate distress and improve the quality of life with an emphasis on the physical, mental and spiritual welfare of the young and disadvantaged aged 8-25. Racial equality is stressed throughout. Grants are concentrated on projects in the Greater London area with a preference for South London. The Foundation makes grants in two financial categories: small grants and large grants.

Although the Foundation's Large and Small Grants Funds are now closed for all new awards in their current grants year that ends on 5 April 2006 and the July 2006 meeting is now closed for Large Grants Fund applications, they are still accepting new Large Grants Fund applications for the November 2006 and March 2007 meetings. Applications are being taken at any time for the Small Grants Fund for grants year 2006-2007.

### SMALL GRANTS FUND

The Foundation allocates £250,000 a year to small one-off grants of less than £10,000 - mostly of the order of £5,000. Grants may be towards a specific event, activity or for general funding needs. Applicants for grants under the Small Grants Fund must be registered charities and have an income of less than £50,000 in the twelve months before the application. Decisions on applications under this Fund are taken out of committee and can be expected within three working weeks. New applications will not normally be considered from previously successful applicants within 24 months of the completion of a grant.

### LARGE GRANTS FUND.

Large grants are either one-off payments or a grant cov-

ering a number of years. Grants may be towards a specific project or to cover core costs such as revenue (salaries), infrastructure development and capacity building, training or service provision. The Grants Committee considers applications to the Large Grants Fund at one of the three annual grants meetings: July, November & March. Following an initial assessment process, applicants invited to proceed to the formal application stage are told for which grants meeting agenda their application has been scheduled. New applications will not be considered from previously successful applicants within 24 months of a one-off grant payment or from the end of the periodic grant period. One-off Grants - A one-off grant is unlikely to exceed £15,000. Periodic Grants - Their periodic grants range from £10,000 up to £60,000, but are typically of the order of £30,000 to £50,000 depending on the nature of the project and the length of the grant. The maximum period of support is presently three years. Periodic grants are subject to tapering instalments such that there is a maximum payment in one year with lower payments in each of the other years. The maximum in any one year is presently £25,000, but is typically of the order of £20,000 to £22,000.

Example: £40,000 grant over three years in payments of £17,000, £13,000 and £10,000 (or any combination that meets the funding strategy and budget of the applicant). Full details are on their website. Contact Brian Wheelwright, Director, The Wates Foundation, Wates House, Station Approach, Leatherhead, Surrey KT22 7SW  
Tel: 01372 861000 Fax: 01372 861252  
Email: [director@watesfoundation.org.uk](mailto:director@watesfoundation.org.uk)  
Website: [www.watesfoundation.org.uk](http://www.watesfoundation.org.uk)

## Look What the Lord Has Done!

An exploration of black Christian faith in Britain  
Mark Sturge Scripture Union ISBN  
1 85999 680 9

This interesting and informative book is a much-needed update on the progress of the Black Majority Churches in Britain. It reminds me of Ira Brooks sadly little-known book *Another Gentleman to the Ministry* in its mixture of personal history and engagement with a variety of issues of contemporary importance to independent Black Majority Churches.

Sturge begins by continuing the debate over the appropriate name for Black, Black led or Black Majority Churches. He opts for the term Black Majority Churches and proceeds to describe something of their history, theology and present issues. For the first time, that I am aware of in a published work, he brings the African churches into the picture. Whilst he does recognise the existence of Black Majority Churches outside the Evangelical camp his discussions are very much about those who hold to a strongly Evangelical belief.

The claim, therefore, that his book is an exploration of black Christian faith in Britain does not seem to me accurate rather it is an exploration of independent Evangelical black majority churches. Certainly these are a very important group but they are not the whole story.

Generally Sturge is stronger and more interesting when he sticks to the ground he knows well -- independent Evangelical black majority churches but he does go awry when he strays off this territory. The claim, for instance, that the 80s was an era of record low unemployment is simply wrong.

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## CANDL COMES OF AGE!

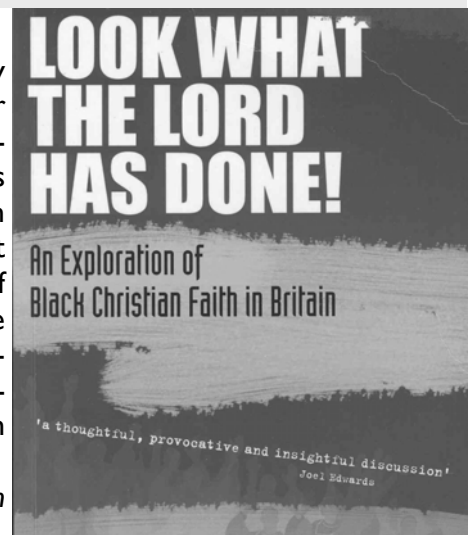
In 1987-88 Barnardo's launched 5 new Projects in UK cities – Glasgow, Newcastle, Leeds, Wolverhampton and London - aimed at working alongside the churches (and, in some cases, other faith groups too) to help them respond to the needs of children young people and families.

CANDL was established in 1988, working with its first “client” church in November of that year. The following is a snapshot of some of the landmarks in our journey so far:

- 1989 Focus on Hackney and South London “Black-led” churches
- 1990 Black-led churches conference on Drugs
- 1991 Drugs Education post established – works with over 60 churches over 4 years  
Princess Diana visits Holy Trinity, Dalston, through the CANDL connection
- 1993 First Directory of Hackney Churches is produced  
Volunteer Coordinator post established – supports churches in recruiting and managing volunteers for next 3 years
- 1996 Tower Hamlets becomes part of our remit  
Work with Black Majority Churches extended to all issues
- 1997 First Directory of Tower Hamlets Churches is produced  
Health Education post established – works with churches around sexual health issue including HIV/AIDs over next 2 years
- 1998 10<sup>th</sup> Birthday evaluation and party
- 1999 Multi-faith edition of the Hackney Directory
- 2000 Multi-faith edition of the Tower Hamlets Directory
- 2002 Family Life/Parenting Support post established – now into its 4<sup>th</sup> year
- 2004 Launch of Feasibility Study into developing a Muslim sister project  
*Changing Families, Changing Communities* conference
- 2005 *Changing Families, Changing Communities* Resource Pack  
Parenting and Community Education (PACE) work developed with Big Lottery Fund grant
- 2006 CANDL comes of age – 18<sup>th</sup> birthday events --- watch this space!

This is in no way a definitive history of Black Majority Churches and other people will have very different perspectives but this should not blind us to the value of this particular vision and its contribution to an important but still little understood aspect of British Christianity. Mark Sturge should be congratulated on this landmark book. It will be required reading for anyone interested in the urban church for years to come. □

James Ashdown



# HomeStore

Quaker Social Action (QSA), formed in 1867, has its roots in Victorian philanthropy, and now 139 years later, provides clearly focused practical services responsive to local needs. Homestore is one of QSA's five projects and was born in 1988. Homestore's mission is to give people on low incomes and benefits the opportunity to furnish their property without getting into debt. Since it began Homestore has saved East Londoners on benefits over £1million and prevented thousands of tonnes of furniture from ending up in landfill sites. Homestore has also provided many volunteer and training opportunities, enabling people to gain new skills and confidence in their abilities. These have included adults with learning difficulties, community service volunteers and the long-term unemployed.

Reward for the good work that Homestore does came in February 2005, when the organisation received a Liveable City Award from the Corporation of London, which was one of only three handed out to voluntary sector organisations in 2005. Homestore also received the Greenmark award which recognises good environmental practices and efforts made to reduce our environmental impact.

Homestore offers services that may be of interest to the reader:

If you are an individual in receipt of benefits, or a low income earner in receipt of tax credits, you can pur-



chase low-cost furniture from our store in Stratford. Please ring 020 8519 6264 and we will explain the procedure.

If you are a charity, community group, housing association, local authority, health service, etc., you can refer people to us that you have identified as having a need for low-cost furniture. You would need to register with us. Ring 020 8519 6264 and we will explain the procedure.

You can support Homestore in two ways:

1. By displaying the A4 laminated



insert, which has been distributed with this issue of CANDL Light, on a community notice board or in a public space.

2. If you have good quality furniture to donate and live in East London we offer a free furniture collection service. Please ring 020 8519 6264 for a telephone assessment of your donation and to arrange a collection. □

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## Delivering Services or Developing Communities?

paralysed into action by fear of unintended consequences, it would often help if we took a little time to think about why and what we're doing. As one clergyman once quoted to me: "Don't just do something... Sit there!"

At the heart of the Community Development approach to social need is a set of values which Christians will not find it hard to own. Probably because they spring from the Judeo-Christian tradition! The underlying theme of these values is one of empowerment – supporting people to help themselves rather than simply dispensing help, and challenging social structures which make people feel powerless. The Community Development Exchange (CDX) - [www.cdx.org.uk](http://www.cdx.org.uk) - lists these values as:

**Social Justice** - enabling people to claim their human rights, meet their needs and have greater control over the decision-making processes which affect their lives.

**Participation** - facilitating democratic involvement by people in the issues which affect their lives based on full citizenship, autonomy, and shared power, skills, knowledge and experience.

**Equality** - challenging the attitudes of individuals, and the practices of institutions and society, which discriminate against and marginalise people.

**Learning** - recognising the skills, knowledge and expertise that people contribute and develop by taking action to tackle social, economic, political and environmental problems.

**Co-operation** - working together to identify and implement action, based on mutual respect of diverse cultures and contributions.

Reflection on practice, from the perspective of these values, is fundamental to effective community development. And for Christians that will be prayerful reflection.

## If you are looking for volunteers:

Retired and Senior Volunteer Programme (RSVP), part of Community Service Volunteers, exists to encourage the growing number of those aged 50 plus to participate in their local area.

Tel: 020 7278 6601 Website: [www.csv-rsvp.org.uk](http://www.csv-rsvp.org.uk)

# CANDL TAKING

## CANDL'S BME CHURCHES SUPPORT INITIATIVE

### **New Youth Arts Awards**

After much research and access to CANDL's invaluable resources I was delighted to learn of a new young people's Arts Award being run through a partnership between Arts Council England and Trinity Guildhall which will offer an accredited Trinity qualification following the National Qualification Framework (NQF). The Arts Awards aims to encourage young people to enjoy life by taking part in the arts, promotes achievement amongst young people by providing opportunities for collaborative work and leadership that will promote young people's broader personal development. The Awards are structured on three levels;

- NQF level 1 Arts Awards QCA (bronze) GCSE grade D-G equivalent,
- NQF level 2 Arts Awards (silver) one GCSE grade A-C equivalent
- NQF level 3 (gold) one A/A2 level equivalent.

Some of you may be aware of my involvement in the pilot programme CANDL runs in collaboration with the Solid As A Rock young people based in Lewisham which encourages young people to voice their needs and concerns by using the 'Arts'. Over recent months I have recognised the marked development of these young people they have shown improvements in their self esteem and have gained transferable skills such as leadership and team working. Some have become more active in the wider community by volunteering for other community groups and taking leadership roles in extended school activities, others have expressed an interest in learning musical instruments and gaining knowledge and insight into the world of the arts.

## CANDL'S FAITH & COMMUNITY RENEWAL SUPPORT INITIATIVE

### **Faith in the Community**

The Faith and Community Renewal Initiative has been focusing its attention on Hackney where we have been working with Faith in the Future and the Interlink Foundation to set up a multi-faith network/forum, *Faith in the Community*, which brings together representatives from the Christian, Muslim and Orthodox Jewish communities around issues of shared concern. This has also involved working with the Community Empowerment Network which is providing some funding for the initiative and, recently, the new Equalities team at Hackney Council.

There has been considerable interest from the council, police, Primary Care Trusts, and other voluntary organisations, so we are beginning to establish a good network of contacts. We are hoping to address the issue of Faith Schools in the next few months so we'd be interested to hear from anyone with any involvement in this issue. □

*James Ashdown*

As a community project worker with a remit of working with BME community groups I was committed to find a frame working tool which could be used to structure and accredit the positive work that had taken place in this pilot scheme. Being a part of this developmental process and witnessing some of the outcomes of achievements and self development in these young people many of whom are young black boys who so often face disadvantages at school and within society., has made me acknowledge the importance of celebrating their commitment to achieve and the value the opportunity of sharing their experiences with others.

I am pleased to say I've now been trained as an Arts Advisor which means I will be registered to support and assess young people in gaining accredited Arts qualifications for their learning and development through the arts. I will be continuing my work with Solid as a Rock but am looking at sharing the learning with other church community groups. The Arts Awards are suitable for a range of community organisations that use creative arts to engage with and support young people. Part of my strategic plan for the coming year as the BME initiative leader will be to raise funds to specifically work with groups in developing their youth participation arts programmes.

If you're interested in developing your youth programme and would like to know more about the Arts Awards or would just like to sound things out please feel free to contact me at CANDL. □

*Sonia Chambers*

### **Changing Families, Changing Communities Resource Pack**

It's a year now since our family resource pack for churches was launched. We still have some left here at CANDL, and would really like them to be out there in the community being used, rather than cluttering up Beverley's office!

So – if you want information on resources for everything from Parenting Programmes to marriage preparation, from disabled children, refugees, and lone parents to bereavement and services for the elders of the community, you need look no further. Pick one up from CANDL's office for £8, or we will send you one for £14. It's the bargain of the year!!!!

# THE INITIATIVE

## CANDL'S FAMILY LIFE/ PARENTING SUPPORT INITIATIVE

### 'Strengthening Families Strengthening Communities' (SFSC) – a history!

Those of you who are regular readers of *CANDLLight* will know that the SFSC Parenting Programmes CANDL has been running have proved to be very successful. Recently I was asked by the Race Equality Unit, which monitors and supports the Programme, to write a 'history' of our involvement with SFSC. Here we share that history with you.

It all started with a visit to the Parenting Education and Support Forum. I had just been appointed to the post of Family Life and Parenting Support Project Worker at CANDL (Church And Neighbourhood Development in London), a Barnardo's project working with churches mainly in east and south London, and was looking for



*Participants celebrate completing the programme*

parenting resources that could be used in churches in multi-cultural and multi-ethnic communities. I had found few resources that I felt comfortable using, and my trip to the PESF was almost a last resort. But it was there that I discovered the SFSC Programme. I really liked the way the Programme had cultural, community and spiritual dimensions as well as the usual material found in parenting courses, and I went back to the office full of enthusiasm.

Well, to cut a long story short, I attended the Facilitator's training course (and what a fantastic week that was!), and then started to look around for funding to run a Programme in the King's Family Centre based in Frampton Park Baptist Church, with which I'd already established a good working relationship. Eventually, the Henry Smith Foundation came up with £1,250. I found a co-facilitator, Lynda, who worked for the Hackney Mediation Service, (and who has co-facilitated with me ever since) and we were off!

That first Programme proved to be a turning point. It was amazingly successful, with 11 of the original 12 participants completing the programme, and positive feedback from everyone.

*"I have changed in all areas of my life....."*

*"I have never felt part of a group like this before – I've never been anywhere I could share".*

We decided to run another programme, which the church agreed to finance, and this was equally successful. Visitors to our Graduation ceremonies included the Speaker of Hackney, the head of Hackney Housing, the Community Safety Officer for Hackney, and a Detective Inspector from the Hackney police. The Programme was beginning to make a real difference in Hackney.

Further Programmes in other parts of the borough were financed by the Speaker's Fund, and by the Clapton Community Housing Trust, a housing charity. We ran a Saturday Programme at a Child Contact Centre, and although this proved to be a challenge, we felt that a number of parents really benefited.

We at CANDL were very aware during this time that, in June 2005, the funding for my post, which had come from the Community Fund (the Lottery), would run out. We decided as a project, that we wanted to continue the work, and put in a project development bid to the newly-named Big Lottery Fund. In August we heard that we had been successful, and the PACE (Parent and Community Education) scheme came into being. At the same time, we were offered the opportunity by the Hackney Community Safety Team, with whom we had been working closely, to train and support parents who had participated in the programmes. The Safety Team offered us a year's funding to train and support at least two parents, who would then go on to run Programmes, train and support others.

Barbara and Sally have attended the training, and are at present co-facilitating Programmes in order to gain accreditation. We have two more parents also booked to attend the training, and two who are keen to do something once their children go to school in September.

What started as a single Parenting programme in a local church has become the means whereby local parents have been affirmed in their parenting role, and enabled to go out into their community and make a real difference. That is what community development is all about; that is what Strengthening Families, Strengthening Communities is all about. □

*Margaret Collins*

Supported by  
**The National Lottery**®  
through the Big Lottery Fund



## Thought for the Quarter

Blessed is the person who sees the need, recognises the responsibility, and actively becomes the answer.

*William Arthur Ward*

## Your Voice Here!

Do you have ideas, events, a "thought for the quarter" or anything else you'd like to share with CANDL Light's readers. Give us a call or e-mail (see page 2) and let us know.

## Hackney Venues Survey

Do you have any Rooms or a Hall in Hackney for hiring by Voluntary Sector organisations and others?

Do you want to promote and advertise your venue for free?

Hackney Voluntary Action is creating a database about all Hackney venues, which can be used for hiring by Voluntary Sector organisations as well as the public/statutory sector.

We are going to publish this information in an A4 booklet to promote and advertise all those venues and it will circulate around Hackney and London.

You can also send us a picture of your venue to be added in the booklet.

Please email me at [venues@hackneyvoluntaryaction.org.uk](mailto:venues@hackneyvoluntaryaction.org.uk) or call me @ HVA on 020 7241 4443 Ext: 32 and ask for a questionnaire regarding your venue. Your candid and thoughtful reply will help our research. □

## Facing the Unthinkable Child Abuse and the Church

A specially designed seminar run by the **Churches' Child Protection Advisory Service** for all those working with children in churches and other organisations.



**Saturday 25<sup>th</sup> March**  
9am-1:30pm West Ealing

**Saturday 22<sup>nd</sup> April**  
9am—1:30pm Paddock Wood, Kent

**Saturday 15<sup>th</sup> July**  
9am-1:30pm Leytonstone

The cost is **£16** (including a workbook, value £3.00) with 1 free place for every 5 booked. If you can't manage the full fee CCPAS will accept whatever you can afford.

Send your booking fee, giving the date you want to attend, your name, address and telephone number to **CCPAS, Box 133 Swanley, Kent, BR8 7UQ**

If your church/organisation would like a seminar all of its own, this can also be arranged.

For more info  
tel. 0845 120 45 50 or email [info@ccpas.co.uk](mailto:info@ccpas.co.uk)

If your church project would like to explore how you can make children safer within your community work CANDL could also facilitate a training session for you. Give us a call on 020 7729 9701

## Work With CANDL?

CANDL aims to maintain a small "pool" of Project workers on which we can draw on an "as and when" basis - when we have short-term pieces of work which require additional hours.

We are looking for people with **church-related community work** experience who have skills in one or more of the following areas: working with BME (or "Black Majority") churches, community profiling, project evaluation, research, community project management, or in training groups. The work could involve anything from 2 to 20 hours a week, occasionally in the evening or at weekends, usually in short-term stretches of a few weeks or months. We wouldn't be able to guarantee any specific amount of work, and likewise, people in the pool are not obliged to take up pieces of work if they don't want to - e.g. if they have other work commitments that make it difficult.

If you (or a member of your congregation or organisation) are interested and would like an **informal chat** to explore this opportunity further, please call Simon at CANDL—020 7729 9701