

Building a movement

Dear All,

Welcome to the fourth newsletter from the [Salt Network](#). It takes time to form a movement but there are great signs that Salt is becoming just that and I have huge confidence that together we can be stronger, bolder and more confident about what it is to be a Christian business leader. The potential transformation that can happen when businesses don't just make a profit but also operate in a way which enables human flourishing and care for creation to be embedded in their very DNA is core to all we do in Salt and as we grow and expand we hope that more businesses will feel inspired, and supported to be the kind of businesses which are Good News to the wider world.

The network is now growing across the UK with hubs operational in the North East, East Midlands, London and Exeter with a new hub launching next month in the North West. The diversity of topics we have been exploring continues to expand with members looking at Modern Day Slavery, Purpose and Values in business and most recently exploring how they can support and inspire Christian Aid's own work with enterprises. The hubs have also chosen some fascinating topics for the year ahead and will be exploring both 'Tackling Inequality' - looking at both pay equality and how they can include those from the margins of society in business and 'Good Investment' - looking at responsible and ethical investment



Salt North East Workshop: Putting Values to work

as well as managing company finances, pensions and other financial products in a responsible and ethical manner.

We also have exciting plans underway for the 2018 Salt annual event **#StrongerTogether: Faith, Business & the Sustainable Development Goals** which will bring Salt members across the UK together to be supported, inspired and equipped to lead businesses in line with Kingdom Values as well as explore how business can positively contribute towards the Sustainable Development Goals.

#StrongerTogether will be a full day conference open to all Christian business leaders. We will be joined by a list of outstanding speakers from across the worlds of faith and business including Lord Dr (Michael) Hastings of Scarisbrick CBE (Head of Global Citizenship at KPMG), Martin Rich (Co-Founder & Executive Director at Future Fit), Paul Gerard (Director, Group Policy & Campaigns, at The Co-operative Group), Sophi Tranchell (Group CEO at Divine Chocolate) and David Connor (Founder & Managing Director at 2030hub). As well as engaging plenary sessions we will host an array of workshops from partner organisations including LICC (Culture making at work); B-Corp (B-corp movement); Fifty Eight (Modern slavery in supply chains); Ministry to Work (Finding your rhythm of grace); HeartEdge (Stop:Start) and Future Fit (Future Fit Business Benchmark). The final line-up will be announced at the end of April with Salt members having priority booking for conference tickets.

Leading Change

As with all discipleship, transformation for Salt members starts with themselves and their first challenge is always around how they can lead their business in a way that takes into account both opportunities and risks to have a more positive impact on communities locally and globally. At each workshop members are inspired to review their business impact and start to develop action plans on how they can move forward. The change that is taking place is now well evidenced with over 75% of established members having made pledges on how they will improve business practices.

Members are continuing to share their learning and our join event with the London Institute of Contemporary Christianity (LICC) in June will provide further opportunities for members to share a little of their journeys.

Our newly formed groups are continuing to explore what it means to be a valued based business and have had the pleasure of some excellent guest speakers. The North East hub were joined by Sir Peter Vardy and Richard Vardy who had some interesting insights in to how their Christian values had impacted the way they ran their businesses and the Exeter hub will be joined by B-Corp member and B-leader, Thomas Bourne of Greenheart in May as they continue to explore this vast topic.

Meanwhile, the East Midlands hub will explore inequality at their next workshop and will be joined by Chief Executive of Leicestershire cares, Kieran Breen who will provide inspiration on how businesses can provide work placements for ex-convicts and others at the margins of society. Following the successful London workshop where Salt members looked at how they could support and inform Christian Aid's work, they will move on to explore Good Investment when they meet again in June.

As always, workshop topics are agreed with members in advance and if you have any ideas for future topics, please let us know.

Provoking a Community of Change

One of the aims of Salt is to give members a united voice to speak out to the wider business community, church community and policy makers on issues that affect the world's poor and encourage and support members to influence others. Members continue to make pledges around this topic with several members aiming to share their journeys at our next annual event in October as well as members joining us for our second join event with the LICC in June. For this next LICC event, 'Putting values to work' we will be joined by Canon Theologian of Chelmsford Cathedral, Edward Carter as well as Simon Hickman (Access Insurance) who will share some of his journey to enable Access to become a certified B-corp.

For further details please see page 4 of the newsletter.



Resourcing Change

One area of work we are keen to encourage members to support is our innovative work with enterprises in the global south. The Social Enterprise Programme (SEP) has provided support for 14 enterprises to date and has reached more than 510,000 poor and marginalized individuals so far. These enterprises are being supported to make key improvements in order to reach a point where they are commercially viable and well managed businesses with clear growth milestones, at which point they may want to seek external investment in order to grow further. There is no membership charge for joining the Salt network but members are encouraged to support our work financially and in the first year of the network they have donated over £117,000 to support a wide range of Christian Aid's work including the SEP programme

We are also exploring how we can work with Salt members to harness their business skills and expertise to support our work as well. Earlier this month we spent an afternoon exploring how they may be able to support and inspire the work that we do with enterprises. Members were joined by staff from our programmatic teams who described two handicrafts enterprises which we have supported—Bethlehem Fair Trade Artisans (BFTA), Palestine and Caleidoscopio, Bolivia. The groups examined key data on the organisations and specifically feedback thoughts on:



Semi-finished handicraft goods from Rhema's workshop. Rhema has some of its produce purchased by Caleidoscopio, the enterprise which the London Salt hub reviewed in March.

- What should Christian Aid ask itself when assessing this business, given that we want to see commercial viability & social impact, and
- What should a Technical Assistance package / support for this business look like?

They also fed back thoughts on how we should move this broader programme of work forward in the future. Feedback from this workshop will form part of a review of the strategic direction on the Social Enterprise Programme which will be completed this year.

Members also spent time considering how they could support our work through use of skills / expertise on any ongoing basis and this will form part of an internal review on volunteering. Anyone who is specifically interested in this part of the membership is encouraged to get in touch with Helen to discuss their contribution further.

Finally, in September 2018 we are looking to take a few members to see some of our SEP work first hand. This will be a self-funded trip but will allow supporters to get a real feel for the challenges and successes of this innovative work. If you are interested in being part of this trip, please let us know.

Dates for your Diary:

April:

Monday 30th April 8.30-10.00am: Launch of Salt **North West** (Manchester).

May:

Friday 11th May 10.00am-1.00pm: **Salt Exeter** Workshop—Putting Values to work (Exeter).

Wednesday 16th May 3.00-6.00pm: **Salt East Midlands** Workshop—Tackling Inequality (Leicester).

June:

Monday 4th June 6.30-8.30pm: Joint event with **LICC**—Putting Values to work (London).

Monday 18th June 4.00-7.00pm: **Salt London** Workshop—Good Investment (London).

Thursday 21st June 3.00-6.00pm: **Salt North West** Workshop—Developing a Values based business (Manchester).

July:

Thursday 5th July 3.00-6.00pm: **Salt North East** Workshop—Tackling Inequality (Newcastle).

To register for your place at any of these events just visit our events page [here](#)

Coming to a region near you.....Salt Bristol, Salt West Midlands, Salt Yorkshire & Salt Scotland are all being planned —if you'd like to be a founding member, just get in touch.....

Don't forget...Salt conference 2018

#StrongerTogether: Faith, Business & the Sustainable Development Goals

Friday 5th October 9.30am-4.30pm

A day designed to inspire, support and equip you as disciples in the market place

Tickets on sale to members only: 30th April. Tickets on sale to General public: 14th May.

£55 per ticket

Interested in Salt and would like to find out more?

If you want to find out more about the kind of people who join Salt and why—visit the new Salt [webpages](#) to find out more about our members and what motivates them. If you have any questions or would like to be part of this exciting new movement just contact the [Salt Network](#) Manager, Helen Howe for further details: email hhowe@christian-aid.org