



**The Christian Association  
of Business Executives**

**The History  
of the  
Christian Association of Business Executives**

**in celebration of our**

**70<sup>th</sup> anniversary**

**1938 - 2008**

(inside front cover)

Dear Friends,

I would like to thank Clive Wright and Stanley Kiaer for writing this record, reminding us of the achievements of CAFE over the past seventy years and the influence the organisation has and continues to have as we affirm Christians in leadership positions.

Today there is even more need to bring the values and principles that Christ taught into our workplaces, faced as we are by ethical dilemmas, challenges to our integrity and the erosion of standards. By meeting together and sharing experiences and resources we can be better equipped to live out our faith authentically in word and deed.

Thank you for all your support and contributions over the years which have enabled CAFE to fulfil its purposes

We look forward to seeing how God uses CAFE in the next seventy years...

**John McLean Fox,**

Chairman CAFE

## **The History of CAFE**

The Christian Association of Business Executives (CAFE) was founded in 1938 by a group of Roman Catholic laymen who held senior positions in industry and commerce. Initially it was known as The Catholic Industrialists' Conference and the first officers were Jack Gormley, Paul Kelly, George McClelland and Jack O'Hea (whose family ran Colt, the ventilation company and retained a close connection with CAFE for more than 50 years). There were two principal motivations behind this initiative. CAFE was always intended to be a fellowship of prayer and reflection for those engaged in business and this was realised in a variety of ways including discussion and prayer groups and regular quiet days or retreats together. CAFE's second purpose was to address the widespread and common discomfort felt by many Christians engaged in the world of wealth creation at the negative attitudes expressed by the churches at the time. The aim of CAFE was to help individual Christians to offer their daily work as part of their religious commitment – a part of their worship to God.

Although CAFE was started by Catholics, since Vatican II it has always been open to Christians of all denominations. Likewise, the term 'business executives' has not been a rigorous or exclusive concept. CAFE welcomes participation by all Christians engaged in the world of work. Indeed in its current purpose statement CAFE "affirms Christians in leadership roles in the private, public and voluntary sectors in order to exercise Christian influence through our life and work".

After the disruptions of WWII and the years immediately following, CAFE patiently and quietly continued to minister to individuals concerned to find consistency between their faith and their work. Gradually, in the generally sceptical and often hostile climate towards business that obtained in the 1960s and 1970s CAFE increasingly emphasised

its broader mission, a task enthusiastically embraced by broadcaster and journalist Hugh Kay who was appointed first Secretary and then Director in 1971. Serious discussion and examination of the theological and ethical implications of working life were conducted through seminars and lectures. Regular meetings to explore such issues cemented the fellowship of members.

Drawing upon traditional teachings in this field, notably Papal encyclicals and the writings of thinkers such as Archbishop Temple and Bishop Gore, CAFE sought to interpret business activity as a human response to God's imperative to renew the face of the earth and to undertake the creation and recreation of wealth as part of the process of building God's kingdom on earth. At this point CAFE formulated the concept of codes of business ethics for companies, a positive Christian encouragement to improve standards. It was against this background that CAFE commissioned Professor (later Lord) Brian Griffiths to set out a Biblically based understanding of wealth creation. Griffiths' two books, *Morality and the Market Place* and *The Creation of Wealth*, were immensely influential and still remain major contributions to Christian understanding in this field.

Hugh Kay died in 1986 and at that time the Chairman of CAFE, Neville Cooper, and the new Director, Stanley Kiaer, led the organisation to address one of the fundamental emerging issues for business: the application of Christian moral principles in the management and conduct of commerce and industry. To this end CAFE established the Institute of Business Ethics (IBE) as an inter-faith organisation to promote the study and application of ethical standards in business. IBE focused initially upon encouraging companies to draw up and implement codes of ethics for the corporation. This initiative was complemented by series of IBE examinations of important ethical issues arising in business, with practical guidance set out in succinct, high quality publications.

IBE became established as the primary point of reference on business ethics and its work was sponsored and supported by companies like Esso and Lloyds Bank with donations and contributions. By 2000 it became clear that IBE had reached the point where it should be established as a separate independent charity and this was duly done. For several years some CAFE trustees also served as trustees of IBE, thus ensuring continuity of intent and understanding. Today IBE is a robust and successful organisation in its own right.

In recognition of the work of Hugh Kay CAFE established a series of annual lectures to be delivered by eminent thinkers on subjects related to religious belief and the world of work. These prestigious lectures continue today. A list of those who have delivered lectures is to be found below.

Severing the umbilical cord to IBE left CAFE with the challenge to re-define its purposes and mission for the twenty-first century. The early formula of small meetings, quiet days and even weekend retreats had served CAFE and its members well, but by the late 1980s and early 1990s it was clear that social and work pressures made it increasingly difficult to sustain that approach. During this period members regularly met in London at the Westminster Theatre for talks and discussions on a variety of topics related to faith and work, a programme that earned good support. In 1997 a regular quarterly supper fellowship successfully brought members together to discuss papers prepared by one member of the group and this initiative was well supported for 10 years. CAFE also began its series of occasional CAFE papers, at which invited speakers address a variety of topics consistent with the objects of CAFE and which have made significant contributions to thinking on faith and work. The CAFE papers are open to all and are delivered at different locations in London and continue to be a valuable element in the work of CAFE.

After the separation from IBE a series of trustee away days were held to formulate the way ahead and these resulted in identifying the next major CAFE contribution to the interface between faith and work.

Under the leadership of Chairman John McLean Fox, CAFE developed and launched in 2006 its *Principles for Those in Business*. Designed as a statement of corporate responsibility and personal values drawn from a Christian perspective, the Principles are a structured discipline to assist individuals and to complement at the personal level the commitment to ethical standards promoted by IBE for companies. Take-up of the Principles was immediate and successful, endorsed as they have been by business and church leaders alike. A guide giving further help in making use of the Principles has reinforced the concept of a personal discipline which is also available online on the Principles website. The Principles also provided input into the Chartered Management Institute's review of their Code of Practice for Managers as CAFE worked alongside groups from other faiths.

For a third time, following the Brian Griffiths books and the establishment of the IBE, CAFE has, with the Principles, brought to working Christians an important initiative to sustain and inspire them as they go about their daily work. CAFE and its members seek to broaden this understanding by regular networking events, which provide an opportunity to meet and discuss issues in an informal setting. In addition CAFE continues to offer occasional talks and conferences, some in collaboration with similar organisations, and of course to maintain the annual Hugh Kay lectures.

On 1 October 2007 CAFE joined forces with '**Women on the Move**' an independent organisation of high profile Christian women in leadership roles who meet together regularly to discuss relevant topical issues. Lady Gill Brentford OBE founded Women on the Move in 1993 to support, energise and resource gifted Christian women to enable

them to maximise their talents and skills, initiate new projects and inspire others in advancing the kingdom of God.

In all it does, CAFE remains true to its founding objects, with three principal purposes:

- promoting the study and application of Christian moral principles in the management and conduct of business
- study of the practical application of Christian social teaching to the modern economy
- promotion of high standards of business behaviour

#### **PATRONS**

The Archbishop of Canterbury, The Cardinal Archbishop of Westminster, The Free Churches Moderator, The Moderator of the General Assembly of the Church of Scotland

#### **ADVISORY COUNCIL**

Lady Gill Brentford OBE - Founder of Women on the Move, Richard Chartres - Bishop of London, Kieran Conry - Bishop of Arundel & Brighton, Eddie Donaldson - KPMG, Charles Eve - Goldman Sachs, Jill Garrett - Caret, Philip Green - United Utilities, Stephen Green - HSBC, Lord Griffiths of Fforestfach - Goldman Sachs, George Mallinckrodt - Schroders, Chris Moorhouse - IBE.

#### **HONORARY PRESIDENT**

Kenneth Adams

#### **TRUSTEES**

Kully Dhadda, Iain Hasnip, Revd Dr Richard Higginson, Ralph Hollinghurst, Stanley Kiaer, Patrick Lavin (Deputy Chairman), Revd Professor Jack Mahoney SJ, John McLean Fox (Chairman), Guy Negus; Ben Paine, Eve Poole, Christina Rees, Peter Shaw CB, Clive Wright OBE (Deputy Chairman)

#### **DIRECTOR**

Jackie Nelson

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Charity Registered in England and Wales no. 256182

Websites: [www.cafe-online.org](http://www.cafe-online.org) [www.principlesforbusiness.com](http://www.principlesforbusiness.com)

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**HUGH KAY MEMORIAL LECTURES**

- 2007 Lord Griffiths of Fforestfach**, Vice Chairman of Goldman Sachs: "Religion in the Workplace".
- 2006 Stephen Green**, Group Chairman of HSBC: "Sustainable Shareholder Values, why Values Matter".
- 2005 Dr Laura Nash**, senior lecturer at Harvard Business School: 'Reframing Faith and Work for Lasting Success'
- 2004 Rt Rev'd James Jones**, Bishop of Liverpool: 'Must Business Cost The Earth?'
- 2003 Sir Mark Moody-Stuart**, Chairman of Anglo-American PLC: 'The Role of Business in Developing Countries'
- 2002 Rt Rev'd Timothy Wright OSB**, Abbot of Ampleforth: 'Where Faith Leads Business'
- 2001 Most Rev'd Dr Rowan Williams**, Bishop of Monmouth, Archbishop of Wales: 'Ethics and Globalisation'
- 2000 Rev'd Leon Sullivan**: 'The Global Sullivan Principles'
- 1999 Lord Griffiths of Fforestfach**, Vice Chairman of Goldman Sachs International: 'The Third Way: Sacred or Secular?'
- 1998 Sir Stuart Hampson**, Chairman of the John Lewis Partnership: 'Reward and Respect – The Inclusive Approach'
- 1997 Most Rev'd Lord Eames**, Archbishop of Armagh, Primate of All Ireland: 'Ireland: To Be or Not to Be.....?'
- 1996 Dr Nicholas Tate**: 'Education and the Common Good – The Role of Business'
- 1995 His Eminence Cardinal Thomas Winning**: 'The Church in the Market Place'
- 1994 Rosemary Harthill**: 'Communication'
- 1993 Professor Jack Mahoney**, SJ: 'Christian Approaches to Modern Business Ethics'
- 1992 Sir Dermot de Trafford**, Bt: 'Corporate Governance'
- 1991 Rt Hon Viscount Tonyandy PC DCL**: 'Prisons and Penal Reform'
- 1990 Clifford Longley**: 'A Can of Worms?'



## HOW ABOUT JOINING CABE?

**The Christian Association of Business Executives** *affirms Christians in leadership roles in the in the private, public and voluntary sectors in order to exercise Christian influence through our life and work.*

CABE aims to support Christians who work in leadership roles by exploring the relationship between the faith that they profess and the world in which they work.

We affirm that this work is a valuable and necessary part of God's creation, and that in it Christians have a unique and special contribution to offer.

CABE also calls upon individual Christians to bring the values and moral teachings of Christianity to bear upon the manner in which their work is conducted.

You are warmly invited to become a member of CABE to support and participate in our various initiatives. Membership costs £30 per year.

### **Activities include:**

- The annual Hugh Kay Memorial Lecture
- CABE papers by Christian business leaders
- CABE Network evenings
- 'Principles in Business' seminars and events

**If you would like to join CABE,  
please contact our Membership Secretary**

**Jackie Nelson  
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Tunbridge Wells  
Kent TN2 5AT**

[cabemembership@talktalk.net](mailto:cabemembership@talktalk.net)

with your name, address, phone numbers and email address.

Full details regarding CABE and its activities are shown on its websites

[www.cabe-online.org](http://www.cabe-online.org); [www.principlesforbusiness.com](http://www.principlesforbusiness.com)

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