

Strategy Workshop

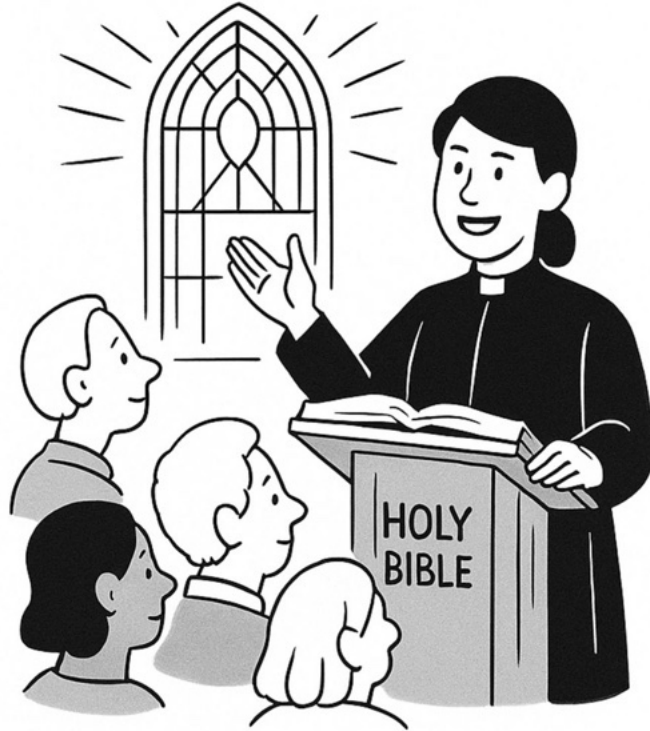
(Oh no, not strategy!)



Archdeaconry of France

16 October 2025

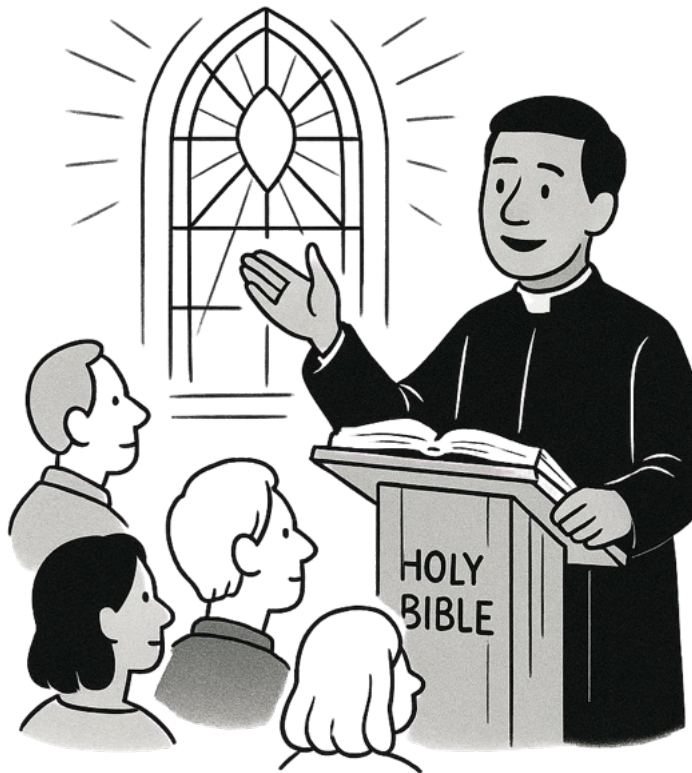
WHAT I THOUGHT
I WAS SIGNING UP FOR



WHAT I THOUGHT
I WAS SIGNING UP FOR



WHAT I THOUGHT I WAS SIGNING UP FOR



WHAT I ACTUALLY SPEND MY TIME DOING



Layers of Strategic Responsibility

What & When

How MICRO

How MACRO

Where

With whom

Change

Ministry direction

Service/Activity Mgmt.

1901/1905 assoc. Mgmt.

Fabric Mgmt.

HR & volunteer Mgmt.

Some, maybe, really depends...

Layers of Strategic Responsibility

2 What & When

How MICRO

How MACRO

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1 Change

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Some, maybe, really depends...

Change:

Some, *maybe*,
it really depends...

What strategic change
would it make a difference
for you to make progress on
this evening?



What strategic change would it make a difference for you to make progress on? ?



End presentation



too much bureaucracy
reactive to mission physical relocation premi
no need - all elements pr more time to do stuff procrastination
venues for widespread con more musicians fear of getting things wr more young people
few overworked to more sh develop worship centre lack of funds participation
teamwork lay leaders attendance to commitment i wish i knew
diversifying our congrega another reader time spiritual direction
open to new money cultural integration distinguish the essential recognition
fear of getting it wrong discipleship training more lay leaders
problems need sorting how to use zoomn ifi déductible donations retreats
more volunteers paid staff release clergy
simplified 1901 statuts



A story of two Paris-area churches



Ministry Direction - some theory

- 1 - Grounded in 2025 reality
 - 2 - Grounded in French chaplaincy experience
 - 2 - *Once I was lost...*
 - 3 - Medcalf Model
 - 4 - SMP Beacon Model
- 

THEN



NOW

EU status + Expat contracts (industry, diplomatic...)

Short-term

Monolingual

Women educated but often not employed

British

Anglican

Strong home-country Christian culture

Strong Anglican school assembly culture

LICC, New Wine, Alpha, Soul Survivor, etc.

In-person everything

Few secular expat networks (work, schools)

Isolation from home networks, family, friends

Limited news/music/culture sources

Dependence on the local for spirituality

French school mandatory age 6

Pre-COVID (more in-person, social habits)

More lenient/trusting health & safety/French laws

Brexit + Local contracts (industry, teaching, etc)

Long-term

Bi/tri-lingual

Men and women in local contracts

Multi-national

Multi-denominational

Rise in world secular/post-postmodern culture

Less Anglican nature of school assemblies (or)

Totally secular schooling

Scandals with leaders of Christian movements

Virtual everywhere

Secular virtual expat networks (thematic)

Constant connection with home networks

Hyper-diversity of culture

Spirituality can be obtained anywhere

French school mandatory age 3

Post-COVID (more virtual, individualistic habits)

Health & safety stricter/Safeguarding/French laws

THEN

MODERNITY

More propositional with regard to TRUTH

More Individualistic

Value Theory

Comfortable with naive Certainty

NOW

post-MODERNITY

More experiential with regard to TRUTH

More Communal

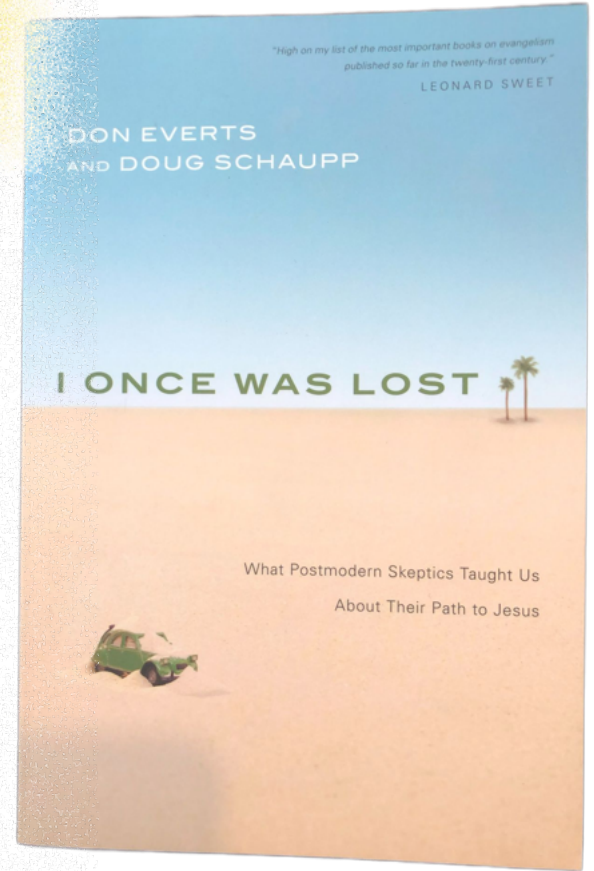
Value Authenticity

Understand Struggle

How might each of these be seen
in the way Jesus lived with others?

Some practical theology:

What does it feel
like to see the light
of the beacon?



Living with God as a Christian

Seeking after God/ meeting God

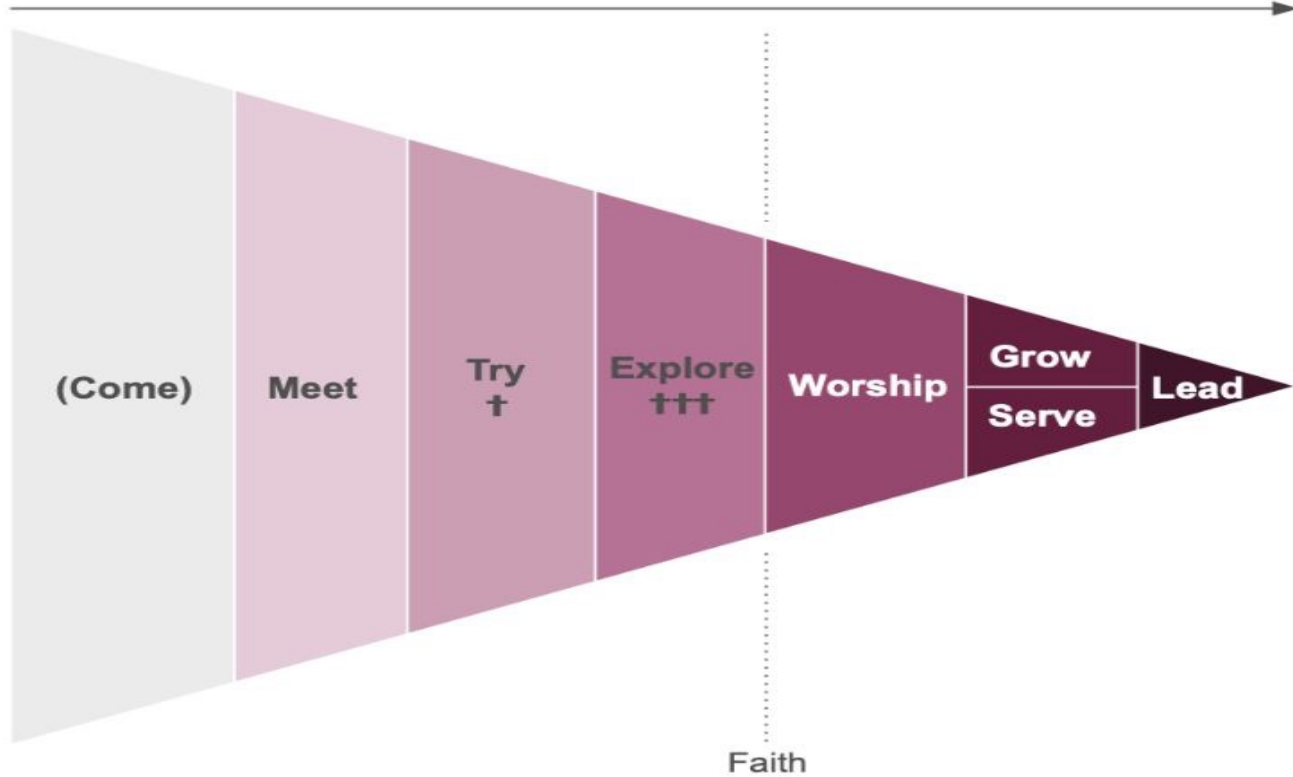
Opening up to change

Becoming curious

Trust a Christian



'The Holy Trinity Journey'





Growing in gifts and serving

Living with God as a Christian

Seeking after God/ meeting God

Opening up to change

Becoming curious

Trust a Christian

Lead

Grow/worship

Explore

Try/Taste

Meet

Come



Growing in gifts and serving

Living with God as a Christian

Seeking after God/ meeting God

Opening up to change

Becoming curious

Trust a Christian

Lead

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Explore

			Growth Journey Phases								
season/ liturgy	Sermon Themes		Meet - CY	Meet - YA	Meet - Gen	Try/Taste		Explore	Grow	LEAD	
			trust a Christian			becoming curious opening up to change		seeking after God entering the kingdom	living in the kingdom		
Summer											
	Vision & Mission								6 small groups		
			Picnic								
				YA Chaplain welcome							
						Pre-marriage Course	Young Adult	Alpha			
	All Saints							Alpha			Strategy Day
						Pre-marriage Course		Alpha			
			SMP-area history Tour					Alpha			
Vacances de la Toussaint		All Saints' Day				Pre-marriage Course	Young Adult	Alpha			
								Alpha			
					Chaplain's welcome	Pre-marriage Course	Clothing swap	Alpha			
	Advent					Pre-marriage Course		Weekend away			
								Alpha			HG Leaders
		9 Lessons & Carols					Young Adult	Alpha			
		Nativity & then Tamil Christmas					all age nativity - crib service	Alpha			
		1 service					9 Lessons & Carols	Alpha			
Vacances de Noël	Christmas Day	Christmas Day									
							Young Adult?				

Every lighthouse has a totally unique frequency

We can't do everything, be everything,
or be everywhere.

We need ways of focusing our efforts
in tune with our 'frequency'.



Do a quick mapping of
your chaplaincy
using the models shared.

How much have activities changed
in the past 5, 10, 20 years?

Are there gaps on the 'steps'?

*(Reflection then breakout
group conversations)*





Ministry Direction - some HOW

- 1 - Vision vs Strategy conversations
 - 2 - Running a Strategy Day
- 

Theology, Vision and Values

Matthew 13.52: The disciples' new role: they are to become *people* who understand both the old story of Israel and the new thing God is doing through Jesus. **We need to understand 'the old and the new thing'.**

“Lord, for the years, your love has kept and guided, urged and inspired us, cheered us on our way....”

Starting from where we are. “What is that that in your hand?” Ex 4.2

Start	Stop	What
9:30	10:00	Welcome_coffee
10:00	10:45	Prayer & Worship
10:45	11:00	<u>What we do and why</u> History, Legacy, Vision Now & Then context changes Our unique lighthouse 'frequency'
11:00	11:15	<u>Frameworks for the day:</u> Beacon Steps in Paris To the Nations: in the city, on the margins, through worldwide church Marks of Mission 2 main workstreams during the day: In Paris, To the Nations
11:15	11:30	Coffee & Comfort
11:30	12:30	Whole group activity: Strategic mapping, identifying gaps Choose focused working groups + initial gathering
12:30	13:15	Lunch
13:15	13:30	Prayer
13:30	14:15	Continue focused working groups
14:15	15:00	<u>What we want to do/become in the next 3 to 5 years and what will it take?</u> Is God inviting us to make any changes? (Stop, Start, Continue, Change) Resourcing
15:00	15:30	Prayer & Worship





Whole group engagement image

Focus group presentation image

Focus group presentation image

Focus group presentation image

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Focus group presentation image

GROWING IN GIFTS AND SERVING

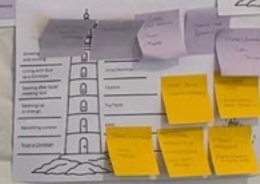
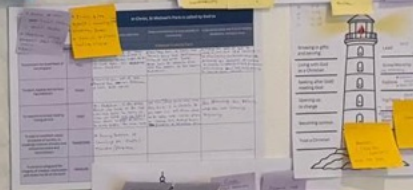
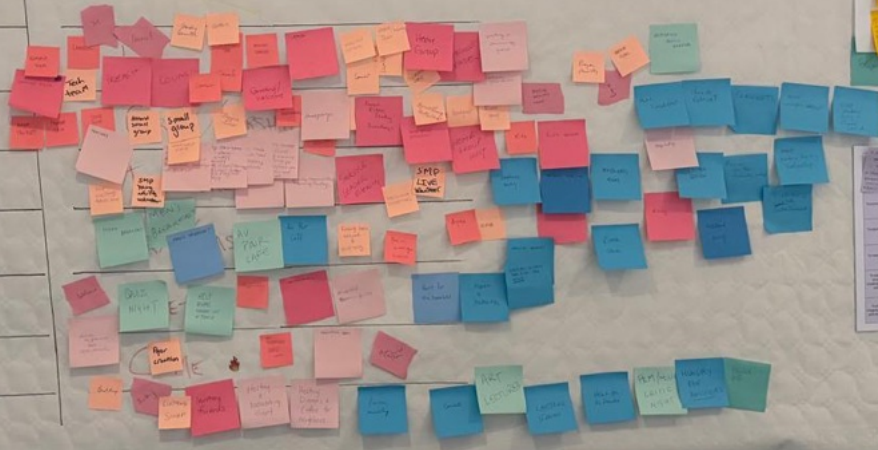
LIVING WITH GOD AS A CHRISTIAN

SEEKING AFTER GOD / MEETING GOD

OPENING UP TO CHANGE

BECOMING CURIOUS

TRUST A
CHRISTIAN



STOP

START

CONTINUE

CHANGE

What would you like to take from tonight back into your chaplaincy ministry?



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