

DIOCESE IN EUROPE

THE CHURCH
OF ENGLAND



September 2018

FRANGLICAN

NEWS FROM THE ARCHDEACONRY OF
FRANCE & MONACO



The Wardens of St Michael's, Paris, with the Archdeacon, and their new Chaplain, Jonathan Clark, after his Licensing in June

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THE ARCHDEACONRY OF FRANCE
& MONACO

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www.anglicanfrance.fr

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A WELCOME FROM THE ARCHDEACON

It has been too long since the last edition of (what I had hoped would be) the quarterly newsletter for the Archdeaconry. A positive reason for this

is that I have had less time to sit at my desk *and* more time to be out-and-about across France and Monaco offering support and encouragement to our clergy, lay officers, and the chaplaincies they serve. It also means that there is more helpful information in one newsletter at a time when our chaplaincies need it, as *La Rentrée* begins after the summer holidays.

Archdeaconry Synod

Since the last edition of the newsletter, we have had an extremely positive and energizing Synod, where we were nourished by good worship, good company, good hospitality and superb reflections by the Bishop and our three visiting speakers. The fabulous weather helped, of course. But even the disruption caused both by emergency building work, and strikes by *SNCF*, could not disturb the *bon esprit* and lightness of touch that pervaded our time together at St Jacut de La Mer. In particular, our focus on the implications of 'Brexit' proved helpful and encouraging at a time when we did not (and still do not) know what the 'deal' will be. I am acutely aware of the strain this is causing for so many of us. The Bishop is regularly in touch with key influencers at the European Institutions and in the Westminster government. The Bishop is providing regular updates on his blog

www.bishopineurope.wordpress.com

New Appointments

It has also been a busy time appointing chaplains, and working closely with our chaplaincies as they discern the way forward for their mission and ministry. **Pau, Strasbourg, Fontainebleau, Midi-Pyrénées and Aude, Versailles, Monaco, Christ Church Brittany, and St Raphael** now have new chaplains. Both our

chaplaincies in central **Paris** are beginning new chapters under the leadership of new chaplains, which is a significant development. St Michael's and St George's offer contrasting (and complementary) styles of worship and ways to celebrate faith. They are well-placed to meet the diverse needs, hopes and expectations of English-speakers from across the world who live, study and work in the capital. Jonathan Clark (St Michael's) and Mark Osborne (St George's) come to the Diocese with considerable experience of leading large congregations, and nurturing growth and outreach. This is an exciting time for the 'mixed economy' of our Anglican witness in Paris.

Refugees

At the Archdeaconry Synod, and at the Diocesan Synod in Cologne in May, the Bishop spoke about the evolving and complex needs of refugees arriving in many part of the Diocese. For a long time, our chaplaincy in **Pas-de-Calais** has been seeking to respond positively and imaginatively to the many thousands of migrants who are living in challenging circumstances around the Channel ports. I am delighted that we have been able to appoint a new chaplain here, in a ground-breaking partnership between our Diocese, the Diocese of Canterbury (in which the British Channel ports and rail termini are situated) and the Anglican mission agency USPG (United Society Partners in the Gospel). This arrangement brings together the resourcing and expertise of different agencies to support the work of the chaplaincy, and provides for a more joined-up approach to the dangers of trafficking and other humanitarian concerns on both sides of the Channel. I hope the Pas-de-Calais initiative might offer a sustainable model for other chaplaincies facing similar situations elsewhere in France.

Legislative Changes

Since I last wrote there has been one legislative change, with another on the horizon for the start of 2019, that needs to become part of our everyday processes. The first is the **General Data Protection Regulation** (GDPR), which came into effect across the EU in May. The second is the new regulations concerning the **deduction**

of income tax at source in the current financial year. This will become part of French law from 1 January 2019. There is information about both laws elsewhere in this newsletter.

Clergy Well-Being

Finally, over the past couple of years, there has been much concern expressed, as well as research undertaken, around the health and well-being of clergy. As I write, one of the Area bishops in London has announced he is stepping back from public ministry because of physical and mental health concerns. Much is demanded of those in public ministry, and we are now more alert of the causes of deteriorating mental health. The demands of ministry are often intensified in our Diocese by factors such as isolation, financial and family pressures, being away from 'home' and dependents, as well as the particular dynamics of ministering to communities that pay their chaplain directly. There are well-defined conditions of clergy service that apply uniformly across the Church of England, with a clear statement of provision for time off, holidays, time for study and in-service training, and an annual retreat. In addition, a range of further support is available for clergy who are facing personal and professional stresses. This is a good time to say that it is always helpful when lay officers, and all who belong to our chaplaincy communities, are alert and sensitive to the potential for stress among their clergy. Understanding the *causes* of tiredness, frustration, repeated ill-health or a lack of pastoral engagement, is often more productive for the long-term ministry of the Church than a tendency to blame and rush to ill-informed judgements. Again, there is more information available elsewhere in this newsletter.

As always, I am hugely grateful to our **Area Deans** for the many ways way they support the pastoral care and administration of our Archdeaconry. As I visit chaplaincies, I encounter many people, and many creative initiatives taking forward the mission of the Church, that are a cause of joy and real thankfulness. **Thank you** to all of you for everything you are doing.

GDPR & THE CHURCH

WHO KNOWS? WHAT DO THEY KNOW?
AND DO THEY KNOW THAT WE KNOW?

The General Data Protection Regulation (GDPR) took effect in France on 25 May 2018. It replaces the existing law on data protection and gives individuals more rights and protection in how their personal data is used by organisations. Chaplaincies must comply with its requirements, like any other *Association* registered at the *Mairie*.

Although the law is complex, there are a number of clear underlying principles that makes data handling more straightforward:

- Personal data will be processed lawfully, fairly and transparently.
- Personal data is only used for a specific processing purpose and the person whose data you hold has been made aware of the reasons, and no other data about them should be held without further consent.
- Personal data should be "adequate, relevant and limited." (i.e. only the minimum amount of data should be kept for specific processing.
- Personal data must be "accurate and where necessary kept up to date"
- Personal data should not be stored for longer than is necessary, and storage must be safe and secure.

Key things to remember:

- There are several legal bases for processing data, of which consent is one. Others include legal obligation (e.g. processing Gift Aid or publishing the Electoral Roll), a contract (e.g. letting out the church facilities to third parties), or legitimate interest (routine church management involving rotas, lists of group members etc). In each instance, you need to be able to demonstrate that this data is held lawfully, accurately and transparently.

- You may need to have consent from people for data processing (e.g. email address lists, or where data is shared with in a church directory). In these cases, people must be invited to ‘opt in’.
- People whose data you hold have a number of rights, including that of **knowing how data is used by the data controller**, of **knowing what data is held about them**, and of **correcting any errors**. Also, people have the **right ‘to be forgotten’**. The Chaplaincy Council will need to make provision for people to exercise these rights.
- The GDPR introduces a stronger requirement on accountability for data controllers. For example, where you process someone’s data on the basis of consent, you should to store those consents. Since consent should be specific to a “purpose”, you may need separate consent to cover different areas of data processing within the life of the church.
- Where data “reveals religious belief” it becomes special category data – which requires additional care with regard to processing. We suggest that belief cannot be assumed simply because someone attends or gives money to a church. However, where someone is required to have affirmed belief (e.g. that they are baptised or that they are a regular worshipper) for processing of the electoral roll, for example, then this could be argued to reveal religious belief.
- Note especially that each Chaplain or Priest-in-Charge is considered to be a separate data controller from their Chaplaincy Council because they are separate legal entities.

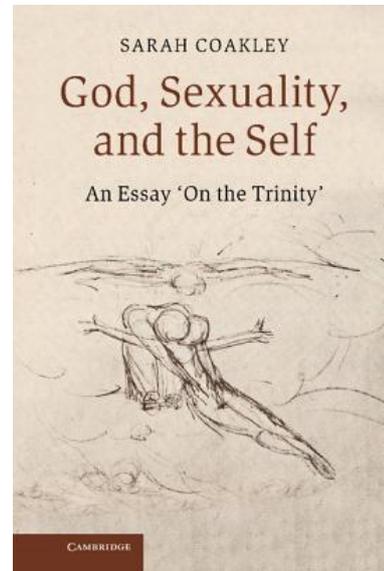
A more detailed briefing for chaplaincy councils and data controllers, as it relates to churches, is available on the **Archdeaconry Website** at www.anglicanfrance.fr

SÉMINAIRE INTERCONFESSIENNEL DE THÉOLOGIE ANGLOPHONE

Eight sessions exploring the theology of
English Anglican theologian,

SARAH COAKLEY

Beginning Thursday 9th October 2018



Centre Istina
45 rue de la Glacière,
75013 Paris
(Métro 6 Glacière, Bus 21 Glacière-Nordmann)
Participation is free after registering at:
seminaire.coakley@gmail.com
Further information:
www.istina.eu/seminaire

Sarah Coakley is an Anglican priest, who has just retired after holding the Norris-Hulse chair in Divinity at the University of Cambridge for 11 years, and where she taught modern and contemporary Philosophy of Religion. In 2012 she gave the Aberdeen Gifford Lectures on evolutionary cooperation and its proposed relation to ethics and apologetics. Her recent books include *God, Sexuality and the Self: An Essay On the Trinity* (2013); *The New Asceticism: Sexuality, Gender and the Quest for God* (2015) and *Sin, Racism and the Contemplative Life: An Essay 'On Human Darkness* (2019).

SAFEGUARDING & PERMISSION TO OFFICIATE – AN UPDATE

In the Diocese in Europe, we are especially grateful for the ministry of many clergy who serve chaplaincies on an occasional or 'locum' basis – not least in providing cover during vacancies, as well as enabling chaplains to have holidays and time off for study, retreats and sabbaticals. **All** clergy who exercise a public ministry in the Diocese *must* have the Bishop's Permission to Officiate (PTO) – even for one-off occasions. Chaplaincy councils and wardens should familiarize themselves with new guidelines, issued by the Church of England House of Bishops. The full document can be accessed at

<https://www.churchofengland.org/sites/default/files/2018-07/House%20of%20Bishops%20Policy%20on%20PTO%20July%202018.pdf>

These guidelines reflect the commitment of the House of Bishops to safely appointing and supporting all those who exercise an authorised public ministry, and ensuring that their training and authorisation is up to date. In particular, this reflects the fact that all clergy with PTO are engaging in ministry that will bring them into contact with children, young people and vulnerable adults, and all diocese across the Church of England must follow the House of Bishops' Safer Recruitment guidance.

Chaplaincies should not invite any priest (or lay minister) to officiate without first satisfying themselves that they have the appropriate authorization. Similarly, chaplains inviting priests as 'visiting preachers' or to officiate at occasions such as family weddings and funerals, should notify the Bishop's office. They should also be aware that Canon C8(2) requires them to be satisfied that the priest in question holds a current License or PTO in another Diocese (as this is an indication that safeguarding clearance and training is up-to-date). If in doubt, please contact the Archdeacon or your Area Dean.

BREXIT & CITIZENSHIP Some Biblical Reflections

At the **Archdeaconry Synod** in April, there was considerable emphasis given to the likely impact of Brexit on those living in France who hold British Citizenship (which is many – though not all – who worship in our chaplaincies). To help us reflect on our sense of belonging, as well as our anxieties about dislocation, at this time of confusion and political posturing, we were led in two excellent sessions by **Michael Sadgrove**, Dean-Emeritus of Durham, on passages from St John's Gospel. His reflections are a valuable contribution to the questions around what it means to be Christian and Anglican in France, as our EU citizenship looks like being removed next year. They can be accessed at <http://northernambo.blogspot.com/2018/04/>

ARCHDEACONRY SYNOD 2019

Next year's Synod will be shorter, but no less engaging, and in a new location.



DOMAINE LYON ST JOSEPH
(just outside Lyon)
from Thursday 16th May to Saturday 18th May

A report of the 2018 Synod is available at <https://anglicanfrance.fr/2018/05/02/hints-hopes-and-horizons/>

TAXING ALTERATIONS IN 2019

France is one of the last few European countries which has not yet adopted a PAYE system for tax collection on income on a monthly basis. Currently, there is a time-lag between the date when income is received and the date when the corresponding income tax is paid. With the introduction of *Prélèvement à la Source* (PAS) from 1st January 2019, this time-lag will disappear.

The advantage of the change means that French income tax and social contributions are levied on income *as and when it is earned*, under a system very similar to PAYE in the UK. For many of our chaplaincies, the changes will primarily effect the way chaplains (and other employees such as organists and caretakers) are paid.

- The tax is paid monthly, unless the taxpayer has been able to opt for quarterly PAYE instead.
- The new system applies to all sources of income: salaries, pensions, rental income, from a business or self-employment.
- The tax must be directly deducted 'at source' and the Ministry of Finance will advise employers of the % rate to deduct.
- Monthly and pay-slips must show
 - The sum (*l'assiette fiscale*) to which the % rate is being applied
 - The % rate (*le taux de prélèvement*)
 - The amount which has been deducted from the salary
 - The amount the employee would have earned without this deduction of income tax.
- The new format of salary slip should be sent to the employee as from September 2018 (but with no deductions in 2018), for information.
- The individual taxpayers' reporting obligations will not change. There will still be a French income tax return to be submitted in May of each year to report the income of the previous tax year.

Once the tax returns have been processed, the tax office will still issue an income tax statement in August and if a balance of French income tax is due, the adjustment will take place in the last quarter of the year by way of change of the amount of monthly PAYE payments due.

There is a comprehensive summary of the changes at <http://www.completefrance.com/french-property/tax/all-you-need-to-know-about-the-payee-tax-system-in-france-1-5034665>

There is also a clear presentation on the French government website at

www.impots.gouv.fr/portail/actualite/prelevement-la-source

PEOPLE & PLACES

We assure **The Reverend Bob Hurley**, our Chaplain in **Grenoble**, of our prayers and best wishes as he prepares to move to a new ministry later in the year. Bob has been appointed as Associate Pioneer Minister of the West Cheltenham Team Ministry in the Diocese of Gloucester. Alongside his ministry in Grenoble, we are grateful for all that Bob has contributed to the wider life of the Archdeaconry, not least through his musical gifts.

It was with great shock and sadness that we learned of the sudden death of **The Reverend Gareth Randall**, our Chaplain at St Bartholomew's, **Dinard**, on 16th August. We assure Fr Gareth's brother and all his family, as well as the congregation in Dinard, of our support and prayers at this difficult time. The large congregation at his funeral included many representatives from local civic life, as well as strong ecumenical representation. This is just one sign of how well-integrated Fr Gareth's ministry was. May he rest in peace and rise in glory.

MIND, SOUL & BODY

Towards Clergy Well-being and the Mutual Flourishing of all God's People



The ordained ministers of the Church of England are both a vital part of the mission of the Church, and are largely seen as the public face of that mission – particularly by those who are not frequently involved in the life of the Church, but look to us at significant moments in life. The Church as a whole needs to ensure that its clergy find their ministry life-giving, sustainable in the long-term, and properly supported in crisis as well as in less risky moments. The wellbeing of the clergy is crucial to the health of the Church at worship, in mission, and in pastoral care.

In the Diocese in Europe, chaplains, and those closest to them, are very often 'away from home.' The huge distances covered by our chaplaincies can often mean that our chaplains can feel more isolated – especially as regular meetings with other colleagues (e.g. Deanery Chapters) are not as frequent as is often the case in Britain and Ireland. In situations when the 'workplace' is also the home, and there is a blurring of boundaries between ministerial life and personal life, where emotional or financial pressures begin to impinge, or unreasonable demands are being made on their time and energy, clergy need to make time for their own self-care and not only ensure, but insist, on a healthy work/life balance. This is especially so since the growth in IT as a communication tool. It should be remembered that, in France, it is now illegal for employers to expect employees to respond to work emails outside core working hours.

In recent years, there have been a number of evidenced-based studies into the subject of clergy well-being, and the changing pressures and stresses they face.

By highlighting the Church's responsibility to its clergy, Canon Simon Butler, a member of the General Synod, has produced a [background paper](#). It proposes a **Covenant for Clergy Well-being**. This is now being produced in response to a vote in the General Synod in July of this year, after a debate which heard of the impact of stress, isolation and loneliness on clergy's lives and ministries. In particular, there was recognition that ministerial pressures can adversely affect mental, physical and spiritual health.

The debate also heard how the Military Covenant recognizes the sacrificial service of those in the armed forces, and of the duty to support and value them in practical ways. Although the parallels with the Church are not exact, Synod heard how a similar pattern of mutual commitment could become the norm in the Church. A working group, made up of members of the General Synod and others with expertise in health and education, have begun work and aims to bring proposals for a Covenant back to the Synod by July 2019.



Where the clergy face stresses and pressures in this Diocese there are already a

number of support mechanisms in place, and the Archdeacon is always glad to speak to clergy who feel they might benefit from appropriate support.

However, this is not a clergy-only issue. All of us can play our part by being alert to the pressures our clergy face, and the tell-tale signs of the negative impact that stress and over-work can bring. Encouraging chaplains to take time off, and allowing space for personal and family time, is a vital part of this.

Time will be given to this at the 2019 Archdeaconry Synod, and chaplaincies will be kept fully briefed of how the Covenant will effect chaplains' working agreements.

THE BIGGER PICTURE



In France, the Church of England is part of the [Diocese in Europe](#) and a Christian presence in over 80 different [locations](#) serving a diverse, international, English-speaking population. We work closely with our ecumenical partners in other Christian churches. We are a focus for worship, outreach, prayer, sanctuary and nurture. We belong to one another.

One of the ways we can express this sense of belonging is through the **Archdeaconry website** which is a gathering-place for news and information about our life *together*. [Rosemary Ulyett](#) is our super-efficient webmaster and will gladly upload news stories and notices for forthcoming events. There is a lot happening in our chaplaincies, and it is important that we share ideas and initiatives with each other, as well as provide visitors to France with a sense of what our churches offer.

- Do you have good news stories to share?
- Are you discovering new ways of worship, outreach, exploring the faith, and being more integrated in your local communities?
- What can you offer visitors and those new to your area?

- How is the community of faith making a difference to peoples' lives?

Please think about **identifying a person** from your chaplaincy who can be in regular contact with Rosemary. This is one way of ensuring the website is always fresh and up-to-date. Also, please make sure your social media feeds (e.g. Twitter) are followed by the Diocesan feeds.

New IT Webinars

Social media is becoming an essential tool of communication, both within and beyond our church communities. It can also be daunting. The Diocesan Communications Team is offering 10 free 1-hour training webinars. The first two will be:

Wed 5th September - Social Media from Scratch *Want to get started with social media but don't know where to start? Learn how to take the plunge and pick up some best practice tips along the way. You can book here*

<https://www.eventbrite.co.uk/e/social-media-from-scratch-tickets-48589541627>

Wed 12th September - Effective PowerPoint and Presentational Tools

If you have to give presentations but you're not sure you're making the most of your material or knowledge, then this one-hour webinar is for you. Communications consultant Nick Clarke will guide you through the do and don't of great presentation and getting the very best for presentation tools like Microsoft PowerPoint. You can book here

<https://www.eventbrite.co.uk/e/effective-powerpoint-and-presentational-tools-tickets-46838665710>

LOOKING AHEAD

LEVEL 2 SAFEGUARDING COURSES

Saturday 22 September 2018 at

23 rue Larade, 31200, Toulouse

Note the church entrance is in Rue Clausade

43.62813894389973 N /
1.4310979843139648 W

Wednesday 17th October 2018 at

Centre Paroissial, 75 avenue J Lurçat
Terre Rouge, 46000, Cahors

44.46234851368796 N/
1.4556455612182617 W

The programme will begin at 09:30 and close at 16:30 on each day.

Please bring a packed Lunch. Tea and coffee facilities will be available.

To reserve a place please contact **Caroline Gaumy** as soon as possible

caroline.gaumy@europe.anglican.org

Our Interim Diocesan Secretary, **Mike Fegan**, has been a very welcome presence since he joined us last year. Mike has been crucial in helping to drive forward the Bishop's vision, and in encouraging a renewed and positive culture in the Diocese. In the meantime, the post of **Chief Operating Officer** (Diocesan Secretary) has been advertised. The successful candidate will build on the work Mike has begun in putting the Diocesan Strategy into action, and in enabling organisational change. S/he needs to be creative, an excellent communicator, and able to build strong relationships. S/he will also have a track record in leadership, experience in empowering teams, and a commitment to see the Church grow in strength and depth. This is a significant development in consolidating the senior leadership team in the Diocese, and to enable the 'centre' to better serve our local chaplaincies.

Jeanne French is well-known to many of us, and served as our Assistant Diocesan Secretary for many years. Last year, Jeanne returned to our London office as our Interim Appointments Secretary. I know that those of you who have been in contact with Jeanne have appreciated her professionalism and the experienced empathy she brings to the process of appointing new chaplains. As Jeanne's time in this role comes to an end, it is good that we have welcomed **Barbara Omoro** who now works in our Brussels office. Barbara will become the principal point of contact for the administration of appointments in our Diocese. In the meantime, Jeanne French will continue to be part of the life of the Diocese in her on-going role as Secretary to the Friends of the Diocese.

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Blog

www.bishopineurope.wordpress.com

FRIENDS OF THE DIOCESE IN EUROPE

ANNUAL FESTIVAL EUCHARIST

Saturday, 15 September 2018 at 12 noon.

St Mark's Church, St Mark's Square,
Prince Albert Road, London NW1 7TN

The Diocesan Bishop,
The Rt Revd Dr Robert Innes,
will preside

The Revd Canon William Gulliford,
Diocesan Director of Ordinands,
will preach

Followed by a cold buffet lunch
(donations invited) with glass of wine,
with an address by the Bishop

Nearest Underground station is Camden