**THE NEW NORMAL**

**Fewer in the congregation for many chaplaincies:**

* Demographics (ageing or dying)
* Returning to UK or coming less often (visa issues)
* Fewer ex-pat employees (work permits and visas)
* Unwilling to travel (cost of petrol or shielding or illness)
* Fewer children

**Change in origins of congregations, particularly in cities rather than rural chaplaincies**

* Fewer UK origin for reasons above, more from Africa, Asia
* Fewer students in some cities (online learning)
* In some places, a number of refugees and consequent need to adapt

**Electoral roll**

* 6 months habitual worship not possible now that the visa is only for 3 months unless they have a long-stay visa
* Fewer people on the roll

**Changes to habits**

* Online services, video services, online meetings: all recognised as reaching out to those who can’t (or don’t want to) attend in person. Study courses, inviting speakers, enabling the Archdeacon to attend meetings all over France without extensive travel time and costs
* YouTube very effective, Zoom used in most places, enabling connection. But not popular with all
* Technology allows us to reach further afield both around France and abroad

**STRENGTHS**

* Increased use of technology has positive benefits on finances and ecology but also has potential for excluding those who are unable or unwilling to connect
* Increased lay involvement and imaginative solutions to problems

**WEAKNESSES**

* Vacancies and long interregnums
* Reliance on retired clergy
* Fund-raising is often difficult, less money coming in
* Safeguarding training still not adapted for non-English speakers and specifically not adapted for France. Sometimes the material suggests actions which would be illegal in France. This has been pointed out many times but there is still no action
* CWE training also not suitable, some chaplaincies are creating their own training

**CHALLENGES**

* Ageing congregations and ministers
* Sense of struggle especially in some rural areas
* Distance and large areas to cover is still a challenge
* Need to encourage engagement and commitment, too much of the load falls on too few shoulders
* Refugee ministry – exacerbated by the cost of living crisis, donations are less easy to gather
* How to grow the church
* How to improve fundraising
* How to adapt to change in demographics, different sense of identity
* How to recapture the glory of God

**OPPORTUNITIES**

* Encourage ecumenical relations, become better known
* Build links with the local anglophone community by organising celebration event for the coronation of King Charles on 6 May.

**OTHER**

One group mentioned that they did not believe that their chaplaincies would be particularly affects by tensions arising form the recent vote on Living in Love and Faith at General Synod.