



St John's Anglican
Chaplaincy
Montreux
Mission Action Plan
June 26th 2016



A Plan for Growth in the Next
Five Years

Introduction: As preparation for the future, the Chaplaincy Council decided that it would be a good idea to have a plan that would guide them for the next five years. This plan would also be a good foundation for the parish profile that would be presented to prospective priests so that they would have a clear idea about the kinds of things that the congregation would like to do in fulfilment of their calling. This document is not “set in stone” but represents the thinking of the congregation at present, and will be subject to review from time to time.

The Council embarked on this process just under a year ago. It began by reading the Church of England’s document ‘From Anecdote to Evidence’ <http://www.churchgrowthresearch.org.uk/UserFiles/File/Reports/FromAnecdoteToEvidence1.0.pdf>

As a result of research in England, this document lists those activities that lead to numerical growth, and those activities and characteristics of congregations that mitigate against it. After reading that document, the Council chose four of the activities indicated by ‘From Anecdote to Evidence’ which we could do, and developed this plan to put them into practice.

The Four areas of activity that lead to Growth which the Council chose were

- (1) Making sure our welcome of newcomers was as good as it could be
- (2) Developing Worship which was clearly *owned* by most members, and clearly *articulated*
- (3) Engaging with new constituencies
- (4) Developing our acts of service to those in need.

This is not all that the document says, or everything that needs to be done as a church* but this Mission Action Plan represents those things that the Chaplaincy Council thinks it can attend to in the next period of time, without necessarily having a permanent priest to drive an agenda, or provide the energy for mission.

*Pastoral Care, for example is not in this plan, because the council thinks that under normal conditions, pastoral care in various forms will continue. It is important to read this Mission Action Plan in conjunction with “From Anecdote to Evidence”

This plan also recognises that we are small in numbers with not so many resources. The Council does not expect that everything will be done at the same time, but that over time, using this plan as a guide, some activities which will lead to numerical growth and growth in faith will be attended to.

By doing this we will know ourselves as faithful Christians, who also want to grow our congregation in numbers.

To Conclude: This plan requires that everyone personalises it, and that everyone is committed to implementing it. This quote from a business consultant is relevant. “You do not have a communication problem, you have a reality problem. If you are not aligned on strategy, why should you expect the public to know or hear you?”

This document is an attempt to get us aligned on strategy.

WELCOME

(1) INCREASE SIZE OF WELCOME TEAM

Increase the size of our 'Welcome Team' so that there are two welcomers on duty each Sunday. This allows for giving of name badges etc. and showing to their place of people at the 'rush' sometimes after 10.30.

(2) UPDATE AND REGULARISE INFORMATION COLLECTING AND FOLLOW UP

(A) Make Sure that Welcomers collect 'Welcome information' from each newcomer if they agree.

(B) Transfer the Data Base of Newcomers and Parish e.mailing list to welcomers by making a 'log in' section on the Web site where CSV file of e.mails can be kept and updated each week by the Welcomers themselves from the information on the 'welcome information' sheets.

(C) The welcomer for that day should send an e-mail of welcome (standard format) from Web Mail to each new person* within 72 hours of that Sunday. Follow up with enquiries for feedback for those who give information but who either don't come back or stop for some reason after 2 weeks absence. Ask if people want to go on the prayer list. Ask if they would like to be assisted to talk to the priest. Ask if there is other help that could be offered. Also: We could follow up on people who don't come anymore.

*NOTE: If we are accorded recognition by the Canton as an 'Organisation for the Public Good' we will receive information about people registering as Anglicans who move into our area. This process needs to be applied to them too.

(3) ARRANGE WELCOME EVENTS

Arrange Apéro (2 per yr. May and October) for newcomers and older members to mix and get to know each other. [Welcome Team]

(4) DEVELOP A WELCOME PACK

Develop a Welcome pack. Including: Latest newsletter, Information Brochure (as completed but updated) Letter of Greeting, Parish Directory.

(5) IMPROVE NAME TAG WEARING AND PRODUCTION

(A) Ensure that regular members wear name badges, with a special focus on choir members.

(B) Warden to take over making of name badges for those who need them.

(C) Place a sheet in Narthex for collection of new names. (Make sure that information is transferred to new name badge maker.)

(6) CO-ORDINATE WELCOME ACTIONS YEARLY WITH OTHER COMMUNITY BUILDING ACTIVITIES

Co-ordinate welcome actions with whole Chaplaincy Council: Each year put on Calendar dates for community building events and 'welcome events'.

(7) FUTURE 'ASPIRATIONS' ADMINISTRATION AND PEW SHEET

For the Future: Ask for 'Chaplaincy Administrator' to know about maintaining the web site.

WORSHIP

APPROACH

The 'From Anecdote to Evidence' Document says that growth is associated with congregations that are 'intentional in their chosen style of worship' (p.8) It goes on "**Style of worship, and where a church places itself in terms of theological tradition appear to have no significant link with growth**, so long as there is **consistency and clarity and the chosen style and tradition are wholeheartedly adopted**. The key words from this summary are that style of worship needs to be: **Intentional, clear and consistent, articulated, whole heartedly adopted**.

THE ELEMENTS OF OUR STYLE

WE ARE: Anglican and sacramental: that is, paying significant attention to baptism [initiation] and Eucharist.

WE ARE: 'surprisingly different': we aim for 'full, active and conscious participation' (Vatican II definition) by the whole congregation.

We try to develop a *synthesis* between a commitment to the transforming power of the sacraments and the presentation of these sacraments in a modern way. We are committed to a *development* of the tradition we have inherited with the touchstones of "quality" and "variety" as our guides.

The aim of this *synthesis* and *development* is to try to grow the congregation numerically and to lower its age profile while continuing to attend to some of the worship needs of the present congregation.

	Intentional	Consistent & Clear	Articulated	Wholeheartedly Adopted.
Full, Conscious, Active Participation	20 (5)	20 (5)	18 (5)	16 (5)
Anglican	20 (6)	23 (6)	22 (6)	22 (6)
Sacramental	28 (6)	27 (6)	28 (6)	21 (6)
Trying for a 'Synthesis'	23 (5)	15 (5)	18 (5)	21 (5)
Developing the Tradition	16 (6)	14 (6)	15 (6)	15 (6)
Maintaining Some Elements of Worship.	26 (6)	22 (6)	24 (6)	22 (6)

EXPLANATION:

The 'Anecdote to Evidence' document says that for growth, it does not matter so much what style of worship is adopted, provided that it is intentional, consistent and clear, well articulated, and wholeheartedly adopted by most of the congregation. On each of the elements which outline our 'style' the 6 chaplaincy members present were asked to rate how well we do on each of them, with a "5" being the best and a "1" being the worst. Not every member present registered a score, so in brackets, the number of scores is registered too. So for 'Full Conscious Active Participation, there were 4 scores to make up the score of 20 (5,4,3,3,5), but six scores to make up the score of 26 under 'Maintaining some elements of worship'.

The fact that not everyone contributed to the scoring of every element is itself a signal that not everything here is wholeheartedly adopted, and may be a contributor to our not growing. As well, the 'Development of our Tradition' sector received consistently low scores, and suggests that a lot more work needs to be done there. It also looks like there needs to be work done on articulating this vision, and on securing a whole hearted adoption.

We Are Anglican:

This means that we use what forms of worship which are allowed by 'Common Worship' where these are stipulated. We have the freedom to use other forms when not stipulated by Common worship. As Anglicans we are committed to a sacramental understanding of life, paying particular attention to the Eucharist, and Baptism, particularly of adults.

The Mission Action Plan Calls for us to acknowledge and develop our Anglican identity.

Full, Conscious and Active Participation:

Previously, the priest 'said mass' and congregations 'heard mass'. The priest was the 'celebrant' and the congregations were relatively passive. The 'holy place' began either at the sanctuary communion rail or the chancel steps. Now, the place where the 'holy place' begins is at the Church door. The 'celebrant' is the whole congregation, with priest 'presiding'. This evolves into more 'parts' for the whole congregation to play in saying/singing the responses, singing hymns, reading, interceding, welcoming and offering hospitality and conducting parts of the Eucharist (Communion Minister). This places more responsibility upon the part of the congregation, to be responsible for their parts. It places responsibility on the music leaders to teach the congregation how to sing, and to teach them new responses and mass settings and hymns.

The Mission Action Plan calls for continuing to develop the 'Full, conscious and Active' participation of all members in the Worship each Sunday, especially in regard to the music.

We will continue the quarterly rosters of Sunday ministries and encourage more people to participate in those ministries.

We will continue to place an emphasis on congregational response and participation, for example in the bringing of elements to the altar.

We will make four part music editions of the hymn book available to members of the congregation who can make use of them.

A Synthesis:

While not abandoning the Eucharist for other forms of worship (modern music based, word based etc.) we are attempting to pack the Eucharistic *structure, and process for life*, with contemporary meanings which we hope will speak to a younger group of people, as far as we are able. The Jazz mass is a good example of when this works. The comment "I have not heard before a sermon that put together so well modern concerns with what the Bible says" is another example of when this works. Our series of 'Experimental Eucharists' was another example of this. The pattern of Holy Week and Easter is another example of trying to re-think ancient wisdom for modern times.

The Mission Action Plan calls on us to continue to develop a way forward which engages with modernity, but holds to the truth of a Sacramental approach to life and worship.

We will ask locum priests to focus on "translating the bible messages" to useful advice for our times.

We will continue to host a Eucharist in conjunction with the Montreux Jazz Festival once a year.

We will look for other ways to re-think ancient wisdom for modern times.

Developing the Tradition:

The Mission Action Plan calls for attention to be paid to developing new music, and more modern music from sources such as Taizé and Iona. Following on from this is a commitment to develop our musical tradition, by exploring new forms of music. A particular example of this would be the music from Iona introduced to us by Alison Adam, which has been positively received.

We will investigate and develop new music without abandoning the traditional hymns and settings.

Maintaining certain forms of Worship:

For the sake of meeting the desire for styles of worship that appeal to some members as a significant way to approach God, we plan to maintain certain elements of our programme of services. This would include the maintenance and promotion of Evensong on a monthly basis and the Book of Common Prayer Eucharist on Wednesdays, and the well loved Carol Service.

The Mission Action Plan calls for a maintaining of Evensong, and a BCP Eucharist, while looking for ways to increase attendance at these services.

We will maintain a monthly Evensong service as well as a BCP Eucharist on Wednesday mornings.

ENGAGING A NEW CONSTITUENCY

Our Potential New Constituency:

- (1) English speakers
- (2) Under 60 yrs of age + professionals
- (3) Retirement Homes
- (4) Our 'geographical area' from La Tour de Peilz to Sion.

Activities that we already do which the Mission Action Plan would continue:

Social Media. Facebook, e-mail lists etc. (Note: We intend to actively pursue the use of Facebook for paid and targeted advertising.)

Events (welcome dinner, boat ride etc.) to connect with newcomers. This is part of our 'welcome' Mission Action Plan, but needs attention to make sure it happens!

When Cantonal Recognition happens, follow up new Anglicans registrations.

We will focus on translating attendance at community building events (movie nights, walks, dinners, Lemman International Fair etc.) into attending at Church and inviting to small groups, or Christian initiation activities.

New Activities:

Mission to Residences:

- (1) Contact director of The Bristol, Residence Byron, Les Laurelles, Nova Vita to find out names and numbers of English speakers. Offer transport to Church.
- (2) Build up a data base from this information: Names, addresses, e-mails

Focus on Media: Facebook, Radio 74, WRS , newspapers etc. Think about interviews, newspaper stories about church year and events. This needs to be upward of twice per week, overseen by a highly motivated, aware person.

Investigate the possibility of becoming a Bi-Lingual Church

In order to attract partners of marriages where one speaks more French and one more English, and to attract some Swiss nationals who would appreciate the Anglican way, we may work toward a Bi-lingual service, with English-French for each pew sheet, and sermons or 'African Model' style response to the gospel and intercessions in separate language groups. Possibly start with an experiment?

Conduct a 'Market Place' Survey

Go to 12 village/town markets within 12 months, or regularly (monthly?) to local markets (Montreux, Villeneuve, Aigle, Martigny, Sion?) with our jams and chutneys and cakes, books etc., but also with a survey simply asking 'Speak English? Will you give us some information?' This could be a fundraiser instead of Fetes if it raised as much money over a shorter period. Also think about items that we might give away to attract interest, like fridge magnets.?

Community Forums: Dinner plus speaker. Men's Breakfasts?

Guest Preacher: series for Evensong + Apéro to promote it.

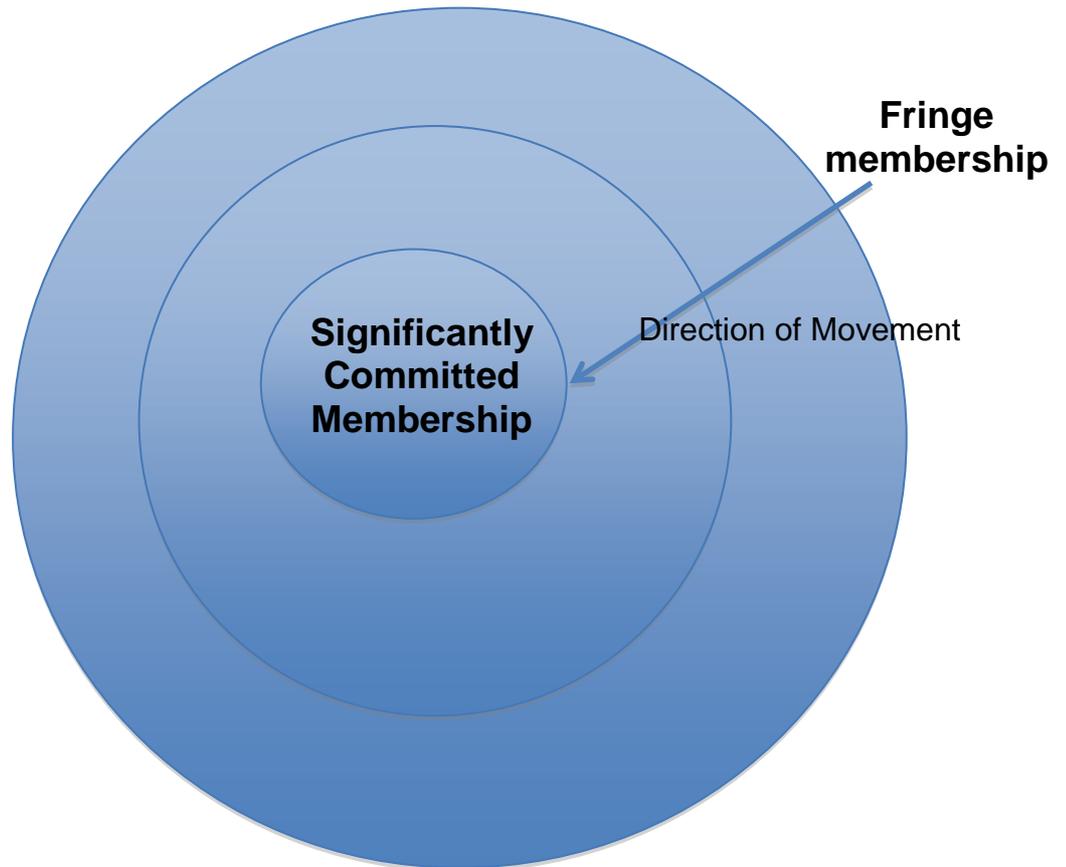
Much Needed Ministry: Publicity Officer/Committee to co-ordinate activities

We will send a mailing to all our contacts on the arrival of each locum priest during the interregnum, informing our members of their arrival, and inviting them to come.

What we do now

Explanation of the Graphic

There are many legitimate places to be on one's faith journey, but with good co-ordination and invitations to 'take the next step' for you we hope to help people gradually move from the fringe to the centre of faith life in the Church.



DIACONAL WORKS OF SERVICE

Diakonia is: “Service to and Solidarity with Those in need and the Challenging of Unjust Structures”

- (1) Many members of St. John’s as a result of their Christian commitment engage in many acts of service as individuals. These actions should be recognised and celebrated.**

- (2) We will continue to support the refugees and asylum seekers** in our area by establishing a small committee to support those whom we know in (a) dealings with government and other services (b) support in finding employment (c) developing a ‘culture club’ [coffee mornings, going shopping, conversation] with the aim of helping to integrate new arrivals (d) Investigate the possibility of language teaching through the Wycliffe Organisation’s half day training programme in the ‘Growing Participant Approach’ to language acquisition.

- (3) Continue to offer support for those on the fringe of our congregation,** and for members, with handy man jobs, help with computers and new technology, transport etc. We will make a list of available skills that can be offered, and make known that this is a service that we can provide.

- (4) Re-activate the series of forums developed by Kimberly & Fr. Paul.** Continue our engagement with the Muslim community, particularly by arranging a visit to the Mosque in Aigle. This activity also makes good connections with the diocese’s Mission Strategy, in that it promotes reconciliation as a process to be pursued by our congregations.

- (5) Re-think, and formulate a policy about our congregation’s giving to organisations other than St. John’s Congregation.**
This process will involve
 - (a) Discovery of who gives privately already and to what charities
 - (b) Acknowledgement of present giving, and discovery of how much we give through the ‘Oikocredit’ organisation, the Carol Service, Lent and Advent Appeals.
 - (c) Investigate the possibility of making a policy to give a fixed percentage of all our fundraising to outside organisations, via an outreach committee.

- (d) Investigate the possibility of making one Sunday each month 'mission Giving' Sunday, where we ask congregation members to give above their normal offering, to mission agencies which will be decided by the Chaplaincy Council
 - (e) Find partners in mission in other places for a 'Jumelage' [Twinning] arrangement with them.
- (6)** We will inaugurate an "electronic / virtual" prayer group for mutual support of our members

Commendation

We will regularly commit our actions and plans to God in our regular Sunday intercessions.

