

## **Questionnaire and Survey results**

Thank you to all who took part in this consultation exercise. The picture that emerges is an open, welcoming, inclusive church with good music, which does services and social events well, but where some things could be done better. Many people have included thoughtful, imaginative ideas about how aspects of our worship or organisation could be improved. We will endeavour to implement at least some of these even before we have a new chaplain.

### **Methodology**

On 27 February the Churchwardens sent a Questionnaire by e-mail to all 327 people on our contact list. By mid-March we had received about 20 responses. On 20 March we sent another mailing, targeted at Junior Church leaders and helpers, and Council members, giving them the option of responding either with the Questionnaire or by completing an online survey. We received a few more Questionnaires and about 15 Survey replies. On 3 April we targeted a mailing specifically at about 30 people who do not attend church regularly or at all, for instance, spouses of some members. About 10 more replies came in, but it is impossible to say how many were in response to this latest mailing. Certainly some were late replies to previous mailings. Survey responses, and some Questionnaires, were anonymous. On 20 April we sent a 'last chance' mailing to everyone on the contact list setting a deadline of 28 April for replies and giving them the online survey option that had not been in the first mailing. The final total of responses received was 79, including those who did neither the Questionnaire nor the Survey, but sent their thoughts by email. Some couples and families sent joint responses, so the views of more than 79 people are reflected in the summary transcript below.

The nine questions in the Questionnaire (seen below in the transcript of replies) were deliberately open, to encourage people to express their thoughts about the church in their own words. The online survey used the same questions but there were differences, for example Question 2 required a yes/no answer in the Questionnaire but a sliding scale from 0 to 100 in the Survey, and Question 4 in the Questionnaire was open but in the Survey listed 23 things and 5 different opinions that people might have about them. So those doing the Survey were asked their opinion about things like Lent groups or confirmation preparation, which might not have occurred to Questionnaire responders, while the latter elicited answers like 'welcoming new people' and 'flower workshops' that did not appear in the Survey. I have not been able to reflect all the nuances of the Survey responses in the transcript below. Under Question 2 I have counted answers on the sliding scale between 50 and 100 as 'yes'. Under Question 4 I have counted 'well' and 'really well' as 'well', and ignored 'adequately', 'inadequately' and 'don't know'. I have not included Question 7, asking which service people normally attend, which was not in the Survey, as it did not seem to produce any useful information.

### **Results**

70 of the 79 respondents would like the church to maintain what they perceive as its current values and characteristics. 3 did not answer this question, 4 had mixed feelings and 2 were not happy. The complaints of these 6 included being too Anglican, conservatism, property policy and lack of outreach. There is no clearly discernible, generalised wish to take the church in an entirely new direction.

A striking feature of the responses is the number that begin with 'more'. There are a few people who would like less of something, but most people like most of what the church is doing and want it to do more in certain areas.

Diversity is one of our church's main characteristics and the responses we received were of course

diverse, though there were some points that everyone could agree on. One is outreach – everyone agrees it is a good thing, but one respondent praises our 'admirable ecumenical outreach' while another says we are 'lacking in outreach and mission'. Another is young people. Everyone wants to encourage children and young people, and although 30 think we do Junior Church well, there are many who think we are not doing enough in various aspects of children's ministry. Another is the value of variety and breadth. Here again there are disagreements, with some feeling positive about our broad range of services and music, while others bemoan the 'narrow choice of services'. Another is giving to charity, which everyone welcomes, and again some think we do it well and others not. We didn't ask a specific question about our property policy, but everyone who has mentioned it is dissatisfied with it.

Nearly everyone has an opinion on music. The majority see it as one of our strengths. Nobody has criticised the quality of performance, but there are strong disagreements between traditionalists and modernists about the kinds of music we have in church.

Some replies are baffling. 'No main services conducted in Latin' – we have never conducted any services in Latin. And some cannot be reconciled with others, for instance some think it important to maintain Anglican traditions, while others would like us to be less Anglican.

*Philippa Seymour*

### **Transcript of responses received**

*1. What do you think have been the key values or characteristics of the Anglican Church of Luxembourg over the last five years or so?*

Welcoming, including to non-Anglicans (30)

Openness (16)

Inclusiveness (14)

Friendliness (9)

Diversity (8)

Community (5)

Multinational and multicultural (4)

Great sense of community worship (4)

Breadth (3)

Liberal/progressive (3)

Spiritual journey (3)

Acceptance of people where they are (2)

Acceptance of the unchurched (2)

Tolerance (2)

Compassion (2)

Ecumenicalism (2)

Prayerful (2)

Worship

Peace

Non-judgementalness

Open-minded

Outward-looking

Humility

Kindness

the Kingdom

Godliness  
 Warmth  
 Faith  
 Respect  
 Intellect  
 Honesty  
 Outward-looking  
 Liberalism  
 Sacramental  
 Subliminal evangelism  
 Good sense of humour  
 Liberal catholic theology and a formal style of Anglican churchmanship  
 Biblical but not theoretical in its theology  
 Understanding Christian values  
 Preaching the Gospel  
 Upholding Christ's teaching  
 Learning about Jesus and the Bible  
 Commitment to an open and honest faith that does not avoid hard questions  
 A broad interpretation of the Gospels that does not necessarily reflect a strictly Anglican line  
 Excellent, thought-provoking preaching (3)  
 Preaching well-adapted to the expatriate communities in Luxembourg (challenging to a predominantly comfortable and affluent demographic)  
 Content more important than ritual  
 Neither traditional nor modern, but with some elements of both  
 Open, all-inclusive Christian worship (4)  
 Thoughtful worship (3)  
 Thought-provoking worship (3)  
 A questioning, truth-seeking attitude to worship (3)  
 Beautiful atmosphere for reflection on our beliefs and values  
 Worshipping through music and prayer (2)  
 Traditional services (2)  
 Middle-of-the-road liturgically  
 Offers a range of services with an emphasis on formal liturgy(2)  
 Formality of services  
 Offers Eucharist twice every Sunday(2)  
 Quality of services/sermons (2)  
 Pleasing all of the people some of the time (2)  
 Upholding Anglican Church presence (5)  
 "Anglican" but not too much  
 Providing Anglophone service  
 A place in Luxembourg for Anglicans and like-minded people to worship and if necessary receive pastoral care (2)  
 Regular services in the Anglican tradition (2)  
 Traditional British Christian values and music  
 Upholding the Anglican musical tradition  
 Strong musical tradition (8)  
 Great choir (2)  
 Quality music  
 Wide range of music as part of worship  
 Meeting place for people who attempt to be and do good in our world. A group opportunity to

consider what that means and how to do it.  
 A meeting place for newcomers where they can discuss things in English  
 Helping newcomers(2)  
 Provides cultural identity for expats  
 Significant pillar for migrant community (2)  
 Sharing common values  
 Family-friendly (3)  
 Ministry to adults, children and teens  
 Has welcomed a larger number of younger people  
 Support for families  
 Family values  
 Aiming to be "salt and light" - present in society - rather than to proselytise  
 Ability to respond to government initiatives (Convention)  
 Some collaboration with other churches, but only where necessary  
 Friendly relations with other religious groupings in Luxembourg  
 Maintains connections with Catholic Church  
 Admirable ecumenical outreach  
 Political awareness(2)  
 Keeping it real (2)  
 Readiness to engage with the real world  
 Emphasis on here and now rather than hereafter  
 Sincerity in recognizing life isn't always easy here  
 Generally outward looking focus and prayerful support of mission.  
 Social as well as religious support (5)  
 Mix between faith and social engagement  
 Focus on supporting the wider community  
 Concern with some of the issues arising in Luxembourg civil society(2)  
 Contributes positively to Luxembourg society(3)  
 Helping people to become integrated in Luxembourg society  
 Witness (Te Deum)  
 Excellent relationships with wider community (2)  
 Seeking constructive relationships with other churches and public authorities  
 Midweek groups indicate dynamism (3)  
 Perception of a lack of dynamism, although in reality much is going on and many initiatives are taken.  
 Ambition – lots of activities offered (2)  
 The right mix of spiritual, social and outreach activities  
 Outreach events raising funds and awareness  
 Members of the congregation are encouraged to join in the many activities involved in running it and increasing its appeal  
 It is very active in different fields, as it has many small groups.  
 Perhaps trying too hard to be all things to all men  
 Bringing people together (3)  
 Answering the need to be sociable  
 Thoughtfulness in caring for each other(4)  
 Supporting those less well off (2)  
 Pastoral care to church members and non-members (2)  
 Supportive  
 Quietly doing much good  
 Action on behalf of the vulnerable

Spirit of goodwill and willingness by a core of volunteers to participate in community and charity events  
 Charity support (4)  
 Awareness of JPIC issues  
 Solid structural foundations  
 Varied social activities  
 Making friends and enjoying each other's company(5)  
 Geographically dispersed  
 Excellent qualities of chaplain and assistants  
 Exemplary support and involvement of all church officers (Council, wardens, rota organisers etc)  
 Using and encouraging the skills of those in the congregation  
 Part of the congregation is very mobile, frequent absences of members

.....  
 Church has become an Anglican outpost in Luxembourg  
 Dominated by long-term expatriates from the UK and reliance on UK protocol in many organizational matters  
 Resistant to change  
 Stagnation  
 Lacking in outreach and mission(2)  
 Narrow choice of services  
 Conservatism in worship, geared towards older members  
 Totalitarian leadership albeit focused on Christian values and charitable giving  
 Domination of clergy (top-down not bottom-up)  
 Chaplain's antipathy towards models of strategic outreach  
 Loss of vicarage and expected loss of church building as physical orientation points  
 Church has been too focused on property issues, sapping energy  
 Property policy lacks vision

*2. Are you happy for our church to continue to uphold these values and characteristics?*

Yes/at least some of them (74)

Yes, we should strive to continue these but we need to expand on them.

We need to build on these solid foundations

It is important we remain Anglican at core

I sincerely hope that Anglican liturgies and the Eucharist will remain the central tenet of ACL.

Church needs to be less conservative in worship and discover greater depth of faith

Lack of outreach and resistance to change are a deadweight

No to narrow choice of services and totalitarian leadership

Music can seem like a closed society to the less well tuned

Foster more positive thinking and joy

Beware of asking too much of people

Should have maintained the vicarage rather than bought 2 flats

*3. If not, why not? What would you like to see change?*

Not much. We might want to work more on helping in any way outside of the church community.

More understanding of personal salvation by faith, without seeing or presenting this as in conflict with our existing values and message

We would like to see more emphasis on Bible-based spiritual growth of church members.

Spirit led – helping people to develop as Christians so they can go out and be 'lights' in the town.

Do not be afraid

Preaching: I prefer a pastoral style of preaching in which reflection on Scripture invites us toward a

greater depth of faith and life application.

Encourage visiting preachers and lay preachers(2)

We should use this opportunity to review preferences for styles of worship: are we one, or rather several coexisting communities?

Should be more family-friendly

Add a focus for young families, if possible, but we are heading that way now as far as we can

Continue building on events for families (e.g. Lions and Lambs and Arts Festival)

More activities for families and young people e.g. Messy church and youth groups - activities that are not always on a Sunday

More services and events at different times of day, for example Sunday evening services.

Not 'All Age' services – all services are all age! But occasional family services for holidays etc

All-age service should be more interactive and child and youth friendly

The introduction of service booklets has been a big improvement but there is still too much paper shuffling - off-putting for first time visitors. Clearer guidance from whoever is leading would help.

Earlier service times: 0900? and 1030? (2)

Length of service = 1 hour max

The main service should start at 10:30 and last no more than 75 mins

More support and welcome for attempts to change service format, wording and songs

More varied forms of service

Shorter sermons (2)

More young adults in church

More involvement from more people

More empowered lay ministry

Encouragement of licensed lay reader ministry

The music

Like to see a move towards traditional hymns

No chanting

More Taize and FSG-type music

First Sunday songs are repetitive and boring

More outreach and mission (2)

Outreach and prayer

No main services conducted in Latin

More interaction with the congregation, feel more a part of the community

Additional volunteer opportunities in the larger Lux communities

Become less 'stiff upper lip'. Show more compassion towards others who may not fit in.

Shouldn't just be an insular expat club

Bible studies at times that work for working folks (2)

Encourage house groups to enable more opportunities to study scripture and share in fellowship

More openness to other traditions

More contact with the other Christian churches in Luxembourg

Seek closer relationships with other expatriate churches as well as the Catholics (English-speaking and others)

Address the issue of a suitable place of worship

We miss the Church Fair

Choice of new chaplain is far too slow, no succession planning

#### *4. What in your opinion does it do well? (Survey headings listed first)*

Sunday services, in general and 11 am (43)

Music (41)

Conviviality/ social events, e.g. bring and share lunches (40)

Communication – pew sheets etc (32)  
 Junior Church (30)  
 Charity events (31)  
 Giving to charity (26)  
 Communication – website and Facebook (24)  
 Prayer(21)  
 Governance/transparency (21)  
 Special occasions (20)  
 9.30 service (19)  
 Pastoral care (18)  
 Midweek activities (15)  
 Finance(15)  
 All-age worship(14)  
 Choral Evensong (13)  
 Lent course (12)  
 EFG/JPIC group(11)  
 Activities for families (9)  
 Creche (9)  
 Confirmation preparation(9)  
 Looking after the whole person (eg not just a Sunday service but also arrangements for children and a chance to socialise) (8)  
 Discipleship (5)  
 Church Fair (5)  
 Arts Festival (4)  
 Inspirational sermons (4)  
 Welcoming new people(3)  
 Steering a steady path between traditional/high church and evangelical (2)  
 Creating community (2)  
 Lent lunches (2)  
 Variety of services  
 Traditional services  
 Matins  
 Choir  
 Organists  
 Child and youth activities  
 Prayer groups for those who want them  
 Attracts people from a wide range of traditions and backgrounds  
 Social awareness  
 Congregational walks  
 Connection to charitable organisations  
 Flower workshops  
 Lumen (parish magazine)  
 Top-down leadership  
 There have been a number of creative appeals to give to charity outside the financial route, which is good.  
 Our church does most things (but not everything) quite well, but there is always room for improvement. The JPIC (ex-EFG) group is one of its strongest suits.  
 I appreciated strong welcome when I first came and encouragement to register details so that I was on the email list etc

*5. In what areas is there room for improvement / what would you like to change?*

The assumption that the 9.30 service is not as important as that at 11.00 – the proposed plan to move the 9.30 service forward seemingly oblivious to the needs of that congregation!

Shorter 11 am services, at least some of the time (8)

Long sermons can be very good, very thought-provoking: do they have to be long every week though?

Family/children's services (3)

All family services could be shorter.

Please please please family services should last no more than one hour!

The service structure is rigid and aimed at a very traditional audience. Even the family services really do not break with the average weekly service

More family services

More variety of services

More Sunday evening services

Sunday evening services for young people

More inclusive worship for non-Anglicans

Don't always drop psalm or OT reading

Less formal language as it puts off non-native speakers

Preachers should be more audible

More biblical teaching as part of the service (2)

More spontaneous reading of bible, contributions, not just reading from passages, script although I know it is the Anglican way

Less reading (of eg. prayers) from the Prayer Book and more time for meditation would be good

I would like to see a greater importance given to prayer.

Creche

Expand number of volunteers for creche

Improve Youth Group (5)

More support and activities for 10 – 20-year-olds

Provision for the 16+ age group

Provision for young adults

Accent on greater involvement of younger members

More activities for families & not always on a Sunday. Lions and Lambs is EXCELLENT but my youngest is now at school so I miss it. Messy church on a Saturday would be a nice all family addition.

Better bridging the gap between generations and categories of people in the congregation (age, singles, couples, families, church background, work colleagues, ethnic origin)

Please not all new/unknown choruses on first Sundays

Better music – modern form of services – no anthems

More direct welcoming structure for newcomers (2)

Sunday welcome

Continue to be welcoming and reach out to newcomers to Lux.

Where do 'new' members go after baptisms, confirmations etc?

People could be less reserved

Introduce old-timers as well as newcomers to the church in the magazine.

Should use a microphone/hearing loop at services (6)

Definitely microphones for all speakers including priest

Pastoral care (2)

Pastoral care for church members (3)

Pastoral care could be better organised (with due regard to confidentiality). If there were more house groups this could potentially happen at a "local" level, and include prayer support.



Proactive pastoral care (not just on request) - perhaps involving members of the congregation if resources are stretched  
 Should be lay support team for pastoral work  
 Some degree of lay involvement in pastoral support (whilst recognising that this would need to be done carefully)  
 Church should increase the pastoral capabilities  
 Closer attention to the needs of the bereaved and those in hospital (3)  
 More people to play an active part, e.g. children's ministry  
 More younger people involved in tea/coffee and flower rotas  
 More people getting involved in midweek Bible study and related activities (2)  
 Feedback from non-Sunday activities (e.g. Wellsprings, breakfast bible study, children/toddler groups)  
 More small groups  
 Rename Mothers' Prayers Women's Prayers  
 Midweek events not all on a Thursday please  
 More retreats, Lent groups, Advent courses  
 More outreach  
 Prayer, home groups, mission, outreach  
 More involvement with social justice issues  
 More involvement in mission-type work such as help with refugees – this seems to happen on an ad hoc basis but could again be incorporated into the life of the church, both as a practical help and as a witness e.g. through Serve the City or the Croix Rouge. (2)  
 Community involvement  
 More support for volunteers leading various activities  
 Should give more to charity  
 We need an assistant chaplain to share the burden  
 Better organisation and planning  
 More collaboration with the EU community  
 Communication  
 More online communications. The flexibility in making this questionnaire accessible online was a good first step.  
 Put the sermon on the church website. If the new pastor is as good as (the last one) they are keepers and I would want to re watch them or watch them if I missed church. (2)  
 More publicity  
 Better publicity for Evensong, services and events. It is no good relying on pew sheets - not everyone goes to every service. Nor do the older members look on Facebook  
 I first met up with the church through the church fair. Perhaps now this is not taking place we need to ensure people know about us and that people will be met with a welcome.  
 Choosing a priest. Does the congregation make a choice? Let's hear them preach to us. Give us a say.  
 I only go to the Anglican Church at Xmas (midnight mass) so it would be unfair to give opinions. I find the Church Services a bit old fashioned. From one year to the other (the minister) could not remember who I was ! Perhaps something could be done about meeting partners who don't go to Church ?  
 Move to Cents as quickly as possible; better forward planning.

#### *6. What new thing would you like it to do?*

I'm satisfied with what's on offer

Evolve first Sunday / all age / family worship to be an interdenominational Sunday (less Anglican?)  
 Traditional worship

Sometimes have Matins at 11am (2)  
 Have simpler and more modern service formats  
 A true family service encouraging youth to feel engaged and welcome  
 Occasional non-communion services for young people  
 Prayer/Bible study group for young people  
 More oecumenical functions publicised to encourage participation and local integration - not just to have a 'little Britain' mentality.  
 Outreach  
 More effective outreach in the expatriate and local community; develop better relations with a wide range of other churches and religious groups (2)  
 Get more young people involved  
 Maybe kids lack friendships there but this is due to changing community so really do not know how that could be achieved  
 Traditional 9 lessons and carols service at Christmas  
 Choral evensong rather than a choir concert  
 Audio-visual innovation  
 Audio-visual aids during sermons, eg pictures projected on the wall sometimes, not every Sunday  
 More active engagement with social justice issues as a community (2)  
 Perhaps get involved with more action projects rather than just discussions  
 Putting more energy into helping the wider community.  
 More people volunteering to help (2)  
 Community support  
 More involvement with local charities  
 Regular charity lunches  
 Provide a newcomers' desk after the service to welcome people  
 Hold a newcomers' lunch or dinner a few times a year  
 Adult Sunday School  
 Retreat/Quiet Day  
 Regular home groups for Bible study and fellowship – Alpha course or similar (2)  
 Would any of the prayer groups be amenable to opening up to be a prayer circle to include those joining in prayer from a distance?  
 Revive young adults' group  
 Faith-based book group  
 Pastoral care group  
 Repeat the area meetings  
 Mid-week workplace gatherings, & neighbourhood get-togethers to simulate a conventional geographical parish, and connect people who might not otherwise become connected: drop-in coffee shop or drinks evening?  
 More visiting (2)  
 Bible study with creche.  
 Hold an occasional meeting for atheists and theists aimed at learning culture and wisdom from different spiritual traditions  
 Go back to its Christian roots  
 Move out of its comfort zone more often. Many of the churches in Luxembourg have grown in the last few years but the Anglican Church not so much. I think we need to try and understand why.  
 Revive the Church Fair (2)  
 More social/ charity fundraising events  
 Continuation of this year's new Fun and Fundraising initiatives (i.e. experimenting with different kinds of events to involve more people, raise money for charity and raise the church's profile)  
 More social/community events eg concerts, exhibitions, talks, courses to bring in wider community

Publicise church services and events in local media and schools (2)  
 Send out a monthly Newsletter by email to everyone on the Contact List with an overview of what's going on in the Church that month (with option to unsubscribe). People who don't come regularly to Church won't pick up on things that are announced in the pew sheets.  
 Listserve to facilitate communication about church and other events  
 Appoint a publicity person to supervise publicity for all events.  
 More active social media presence  
 More engagement with schools like St Georges if possible.  
 Compile a members' directory to match names with faces  
 Revive the building fund and have a real goal to find the home we should have had (2)  
 Move - but not to Cents! ( must have separate facilities for junior church/coffee set up - noise during Arts Festival most disturbing for audience and disrespectful to musicians) ?Cessange perhaps  
 If there was ever an available building with suitable parking, an old-fashioned church hall for coffee, library, teenage clubs, play-groups, choirs, meetings, rehearsals - what a dream! (2)

*8. If you rarely attend, is there anything that we could do to make church activities more attractive to you?*

No. For me the church activities are very attractive! I rarely attend due to other commitments.  
 Not really we are happy there but do not go every Sunday  
 Attractions might be distractions.  
 Church needs to be more inclusive towards families with young children and provide social platforms for teenagers and single people.  
 From a purely older person's point of view the physical comforts are very important - easy close parking, comfortable seats, good lighting, seats for coffee afterwards.  
 More appropriate family service and maybe reschedule times  
 Second service (11) is too late. Earlier would be better to allow families to share the rest of their day together. Morning prayers could be very early or swapped with second service.  
 Tighter time management in the 11:00 service (should start at 10:30), earlier service starting at 9:00  
 More First Sunday type services  
 More Sunday evening services  
 A midweek lunchtime service  
 Perhaps a greater diversity of Bible study groups (both in composition and timing).  
 Sing a well known hymn in the 9:30 service  
 Folk and Celtic music  
 Church venue could be more practical  
 Publicise events which are not too openly religious  
 Encourage my wife to go more often

*9. Please add any further relevant comments below.*

Very happy with the church. My daughter enjoys junior church.

I am happy with the church as it is organised at present and would not welcome radical changes.

One of the things I love about this church is the level of intellect found in our services – (the minister) made you think, made you confront difficult questions, and never shied away from challenging you and the church itself. I hope we never lose this, as it is very powerful and keeps the church relevant to today.

I really like the sermon being given as free speech if possible, as in talking directly to people. It

feels more real and less over prepared and just read from a book.

I would like the new priest to keep the Time to Talk portion of the service, to me it has a positive impact on the feel of the service.

I really appreciate the welcome of the church and the good organisation. Many thanks for all the energy and thought that goes into this.

The church is ageing, it is characterised by a series of concentric circles with an inner clique at the middle, which often gives the impression that some groups of people matter more than others.

The church has become less cliquey and more friendly since I first joined, but there is still room for improvement!

I am a RC, my wife is an Anglican so I am not well placed to judge. I approve of the ecumenical approach of the Anglican Church in Luxembourg but please do not lose your identity.

I would like the church to remain firmly Anglican, and not to try to meld (as opposed to working in association with) with other, non-Anglican Christian churches in Luxembourg.

In my view the local organization of the Anglican Church needs to become more independent of the organization patterns in the UK, as it is now a legal person under Luxembourg public law and needs to reflect this fact. One of the priorities should be the recruitment of a chaplain and the selection of a suitable and then a new permanent place to worship to provide some physical orientation for the members of the Church.

Intercessions would be better done from the front if no microphones (2)

I do not think young children should receive eucharist before confirmation. (2)

Young children are not the be all and end all. It is easy to bring a small child to church – getting teenagers there is another matter. More concentration on the teens would be helpful – choir, reading, sidesperson etc including them wherever possible.

Thinking of the future [we] should think of the likely future members ... traditionalists have to move with the times even if the changes might be uncomfortable to them.

Travel has been a major contributor to not being more involved in church life, in fact we travel home so much we are in church more there than in Luxembourg. But we would have more chance to contribute more regularly on Sunday evenings.

Ensure that the ACL is aware of the implications of Brexit and lobby for a clear policy for the Diocese in Europe.

Be aware that we do not all live in the Luxembourg bubble.

Sorry to see demise of Church Fair which was an important outreach activity

Providing an open lively Christian presence, offering a radical alternative to the values of the surrounding secular society, while also meeting the needs of people leading increasingly full

modern lives, is a challenge not just of 'our church', but everywhere.

I am not in favour of the proposed move to Cents as I feel strongly we should remain in the centre of town to provide the best access to the church for as many people as possible.

Church building should remain in the city centre.

Please do not move to Cents.

It is a pretty wealthy congregation and I think we should consider buying or building our own Anglican church in Luxembourg (as happened in other European countries years ago). I don't think it makes sense to rely on the existing Catholic church buildings, with all that goes with that arrangement, on an ongoing basis.

The congregation needs a bit more clear information and transparency of changes that may, or may not, happen. It was quite some time before I was aware of the possible move to Cents.

For ourselves we would welcome a thoughtful, spiritual chaplain with a good sense of humour and cerebral rather than evangelising approach. More Rowan Williams or Giles Fraser, less Billy Graham.

We are impressed by the recruitment process and the fact that the community is involved. Thank you to all members of the Anglican Church in Luxembourg who are giving their time for that. We think that the Chaplaincy Prayer to be used during the 'Interregnum' is a terrific idea and we will continue to pray to have a good transition for everyone.

Let's get a permanent priest fast! Why wasn't the process started before last one left? Gaping hole (uncertainty) until new arrival -not good

I do not understand that the church will be without a priest for a while although I had the impression that it was clear that (the chaplain) wanted to retire...???

I feel at home in the church and enjoy the services and other activities. I feel that the church has the capacity to be even more present and visible in the community than it already is. The recruitment of a new Chaplain is absolutely crucial. In my view we need to seek to build on the good work done by (the last Chaplain) over the last 14 years or so. Ideally our new Chaplain should have good theological and communication skills, combine good leadership and administration, be a compassionate and effective pastor and be able to represent our church and community to good effect in the public sphere. This is a lot to ask! However I suggest that these are the kinds of skills to look for in our short-listed candidates.

Ahead of the selection of the new chaplain, I think it is important that we have an open, friendly and compassionate chaplain who is at ease with welcoming new members to our congregation and encouraging them to get involved with the Church's activities. Command of the French language would be an advantage but is not absolutely necessary. It would also help the Church if the new chaplain, whilst focusing on his/her ministry to the congregation, also has the ability to continue good relations with other religious communities here in Luxembourg and be interested in Luxembourg society as a whole.

In looking for a new minister I would like to underline my belief that we need someone who really understands the current political situation of people living here (anxiety caused by Brexit). I would

also appreciate someone who is able to preach and discuss current politics. I feel we live in disturbing times, I come to church in the hope of being offered a Christian view, notwithstanding the need to preach the Gospel in more general terms.

Unless this church takes more seriously the task of reaching out beyond its own members, it runs the risk of becoming a religious club only for the insiders. It would be good to have someone at the helm who is interested in strategic thinking about mission and engaging with people in the wider English-speaking community with a view to growing the church. I recommend *The Healthy Churches Handbook* by Robert Warren.

I feel we need a parish priest who is going to concentrate on the people in the pews. Visiting is also a vital part of the ministry here we are all living at least mildly bizarre lives and could do with support. Organisation is also important.

Inspired, visionary, encouraging and supporting leadership is what is needed to meet the needs and aspirations of the church, its members and body and its mission.

The new Chaplain should come from the low church tradition of the Anglican Community.

The ideal candidate would for me be someone youngish yet experienced (around 40), with an open mind (no Christian fundamentalists or creationists, thank you) but not happy-clappy.

My wish would be to find someone who can encourage participation across the whole congregation and who will delegate and not control too much. Perhaps as a congregation we have to be more accepting and less critical of what we get. After (the last chaplain) it'll be hard to find someone whose sermons are so interesting, or so long.

Can we please have a chaplain who is young or young at heart. We have young families and a congregation which is open to more fun, family oriented activities and prayer groups. We like to learn and to get together. We like to pray together.

We need someone who is kind, supportive, well organised, replies to emails, plans ahead, motivates people and supports their initiatives.