

Spring 2009

catalyst



growing leaders growing churches

**An incumbent's
first steps**

Learning to lead

**Growing into
rural leadership**

A vision for mission

**Venturing into
new horizons**

Empowering young leaders

cpas

Mission: CPAS enables churches to help every person hear and discover the good news of Jesus Christ.

Vision:

We long to see a Christ-centred, Bible-based, mission-focused church where leaders are clear about their call to discipleship, growing in Christ-like character, and competent to lead in a time of rapid change; where leaders discern God's direction, enable action, build teams, develop leaders, facilitate communication, and nurture people; where leaders work in teams, reflecting the diversity of ministries, and model themselves on the servant character of Jesus; where leaders help transform inherited churches, pioneer emerging churches and deliver creative residential ministry, effectively helping children, young people and adults hear and discover the good news of Jesus Christ.



Our vision for the next five years is to be at the forefront of leadership development in churches:

- developing 25,000 men and women to become more effective in leadership
- equipping churches to train a generation of children and young people for leadership
- helping 600 18-25 year olds aspire to and prepare for leadership
- inspiring 150 leaders under the age of 30 to offer themselves for ordination, including pioneer ministry
- equipping 8,500 leaders to be effective in reaching and discipling children and young people through Ventures and Falcon Camps
- working with our 500 patronage churches to develop effective leadership
- promoting research and sharing expertise on issues of church leadership.

To realise this, we will develop mutually supportive relationships with churches and individuals and develop the staff team to fulfil our God-given priorities.

All Bible quotations taken from Today's New International Version

catalyst

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putting Jesus first

Welcome to the latest edition of *Catalyst* and a range of articles that explore leadership in churches from Scotland to London, and from rural multi-parish benefices to the UK's best known mega-church.

In the story of Peter's reinstatement in John 21, Jesus asks Peter three questions. More accurately, he asks him the same question three times over. Essentially, it is this: 'Peter, what's your relationship with me?'. This cuts into Peter's heart, probes him and is even irksome. But Jesus persisted with his question because it was essential to the making of Peter as a leader. He could not be the 'rock' unless this relationship was secure.

Christian leadership is built on a relationship with Christ. The expressions of leadership – its responsibilities and multi-faceted functioning – are infinitely varied. But its root, its source and its inspiration are only found in the relationship that allows us to affirm, with Peter, 'Yes – I love you, Lord'.

In his recently published book on leadership, *Hit the Ground Kneeling: Seeing Leadership Differently*, Bishop Stephen Cottrell refers to Henri Nouwen's plea that church leaders should be 'people with an ardent desire to dwell in God's presence, to listen to God's voice, to look upon God's beauty'. In other words, this is a plea that church leaders – lay and ordained, established and emerging, male and female – should be those whose leadership is built upon a secure relationship with Jesus.

Thank you for sharing with us an enthusiasm for leadership development in the Church. I hope you enjoy reading this magazine – and not just enjoy, but be challenged to rekindle your own relationship with the Lord Jesus.



John Dunnett
General Director

church leadership for the 21st century

The first church leaders I ever knew, back in the early 1950s, were Mr Pope, the leading layman in my Methodist church, and Mr Bishop, the minister. I have been confused ever since.

Anglicans did sort of know what a church leader was – he (always a ‘he’) was the vicar. He was the shepherd, the rest were the flock. Ministry was pastoral. The clergy cared for a Christian nation and gave it moral leadership.

But then exit the vicar in every village, cycling to evensong, Sunday as a day of rest, the authority of the dog collar, moral and ethical consensus, social stability, and all other sepia-printed images of our imagined past. And enter teenagers, rock music, Sunday television, Sunday sport, Sunday trading, secularism, post-modernity, moral relativism, living with partners, multiculturalism, hedonism, global warming, and a whole new millennium to get through.

Somewhere along the line, we deserted our old ‘pastor and flock’ model of church either because there were too few clergy left to sustain it or because we looked at our Bibles with new

eyes. Instead, we realised that we are a kingdom of priests, a gathering where all are ministers and a body in which everyone has a role to play.

And we have realised we are no longer a pastoral Church to a Christian nation; our nation no longer seems so Christian and mostly it does not want us pasturing it. So our self-understanding is changing – we must become a missionary Church to a post-Christian culture. If we don’t the next generations will know nothing about Jesus and the Church will die.

In this context church leadership has already changed radically in my lifetime and will need to change radically again. Already we have lost many of the male clergy, but they have been replaced by female clergy, unpaid clergy, retired clergy, Readers, youth ministers, children’s ministers, families’ workers, administrators, personal assistants, worship leaders, elders, ministry teams, leadership groups, standing committees and synods of every conceivable size. It’s



not quite ‘every member ministry’ but it’s certainly ‘many member ministry’ as we pour untold energy into servicing the many-headed organisational monster we have created.

Sadly, this recovery of the ‘body of Christ’ understanding of Church has turned the idea of church leadership internally onto the existing community. Leadership in the 21st century missionary Church must become focused outwards to the world not inwards to the Church. Internal church structures will need to be slimmed down so that our best people are not all tied up in them. Churches should be communities more than organisations. The role of the vicar will be to lead and enable the whole missionary community to infect the world with its faith.

As Archbishop William Temple put it about the time I was being born: 'The evangelisation of England is a work that cannot be done by the clergy alone; it can only be done to a very small extent by the clergy at all. There can be no widespread evangelisation of England unless the work is undertaken by the lay people of the Church. The main duty of the clergy must be to train the lay members of their congregations in their work of witness.'

So clergy leadership becomes more strategic. To pastor an existing faithful flock is comparatively easy, but to create, energise and deploy a whole missionary community needs new and rarer gifts.

We need to seek out and recruit new types of people for ordination, some of whom the selection process used to deliberately screen out. Active recruitment of the best people (strategists, pioneers and entrepreneurs dissatisfied with the status quo) is something that has not yet been tried – it is time it was. Another

challenge is to train and equip clergy for the leadership role we need – this too would be a novelty for the many clergy who feel they received an interesting education at college but were never actually trained then or later for the job they are expected to do today.

Leadership in the 21st century missionary Church of England is looking pretty challenging but also fascinating and exciting. Let's inspire new generations of leaders to rise to the challenge!

The Venerable Bob Jackson
Archdeacon of Walsall and the growth officer for the diocese of Lichfield. Bob Jackson is the author of *Hope for the Church* and *The Road to Growth*.

Leadership in the 21st century missionary Church must become focused outwards to the world not inwards to the Church.



venturing into new horizons

Carmel Murphy, a full-time youth worker at a church in Sutton Coldfield, tells us why Ventures are such an important part of her life. Here she explains how Ventures had a massive impact on her own leadership development, as well as the continuing inspiration of seeing teenagers grow in their Christian faith.

VENTURES
Life-changing holidays for 8-18s



'I love finding creative ways to share the gospel with young people and Ventures gives me a fantastic opportunity to do this,' she said. 'A Venture holiday also provides the time and space for me to forge deeper relationships with the young people I already know. Some have made commitments to Christ on Ventures, while others have not yet reached that stage and are still weighing it all up. Yet they are all happy and excited about being part of a Venture where they are shown – and told about – the love of God.'

'Each year young people testify to experiencing the reality of Jesus in their lives, and how God has been encouraging and challenging them. We have seen prayers answered and God

move in powerful ways as he reveals himself to the young people. Many are hungry to know more of God and choose not to settle for anything less.

'The church where I work is quite small, and it's great for the youth group to be able to meet other young Christians on a Venture holiday. Strong friendships are made and they can then support one another throughout the year.'

Carmel's experience of Ventures has played a significant role in developing her own call into leadership. 'Ventures were instrumental in me becoming a youth worker,' she commented.

'I was actively encouraged by an overall Venture leader to investigate becoming a full-time youth worker. I had never thought I would be able to do youth work as a job because that would be too much fun to count as work!

'Ventures provided a safe place for me to grow as a Christian leader, and to develop my leadership skills.

Serving as a leader equipped me to work with young people both on Ventures and in a wider youth work setting.

'Ventures were also a great testing ground for my gifts. The encouragement I received after preaching at a Venture enabled me to see that God had indeed gifted me in that area. Overall, Ventures has helped me make

the transition from only leading groups of young people to leading groups of volunteers.'

And now Carmel is the one helping develop other young Christian leaders. She added: 'Other Venture leaders took risks on me, and now I seek to do the same with young leaders on the Adcote 2

Venture. Most of our leaders were

once Venture members, and developing these leaders is key to the continued success of our Venture.

'I am the kind of leader who comes alongside other people and seeks to empower them. I try to build up others, and help them to grow in their God-given giftings. People invested in me and took risks on me, and now I want to do the same.

'I am the kind of leader who comes alongside other people and seeks to empower them.'

'We want each leader to be operating in their area of gifting, and so provide the space for younger leaders to try out new things, such as planning activities, leading discussion groups or giving talks, because often young people aren't sure of what their gifts are.

'The more experienced leaders encourage and give feedback. In each dorm, an experienced leader mentors a newer leader.

'A crucial aspect of being a Christ-like leader is developing other leaders, and it's a privilege to be able to invest in others in this way.'

Photo: James Bacon



growing into rural leadership



Photo: ©2009 John Houlihan

When Richard Walker became vicar at a group of three rural churches in east Yorkshire just over a year ago, it soon became clear that he would benefit from some extra assistance in defining and maintaining the church's vision for mission.

He called on Michael Nokes, CPAS regional leadership development adviser, to work with him on creating a coherent vision across his three churches.

Following 12 months of re-organising various ministries and creating a mission action plan, a mentoring relationship with Michael has now been established as Richard puts that plan into action.



Richard said: 'In parish work it is all too easy to get lost in the detail, especially with so much day-to-day routine required by the management of two busy parishes.

'As a result, I took an early decision to take a step back and look at the church's vision for mission from a broader perspective, and that's where Michael came into it.

'This mentoring relationship gives me a level of accountability in delivering our

new mission action plan. He will help me challenge the vision when it's needed, highlighting its strengths and weaknesses, to help the church in a wider sense.

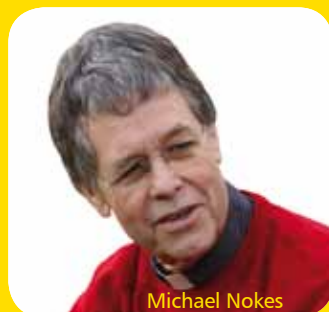
'I want to see how we can build the firm foundation of leadership and how that enables us to widen the net. We're considering doing the CPAS *Growing Leaders* course at a later date to help achieve that aim.

'Through developing leadership – and that includes me as well as others who support the church's work – we are hoping to see the churches grow. It also ensures that we all keep on a scriptural and Christ-like path.'

Richard's aim is to bring together the vision for his two parishes and one benefice, which serve a population of more than 10,000 across the villages of Elloughton, Brantingham and Brough.

This is his first parish incumbency, following 13 years as a manager and scientist with Yorkshire Water before training at Cranmer Hall in Durham and serving his curacy at St Mary's, Scarborough, an urban parish vastly different to where he is now based.

Richard's priorities include the development of house group leaders, to ensure that they are well led both biblically and socially. 'I want to see the church's influence grow in new areas, planting or seeding new congregations,' he added.



To help with this process, Michael is working with Richard piloting the new CPAS leadership audit, *Leadership Matters*. This resource helps churches assess their current state of leadership health, as a first step towards identifying key areas of development.

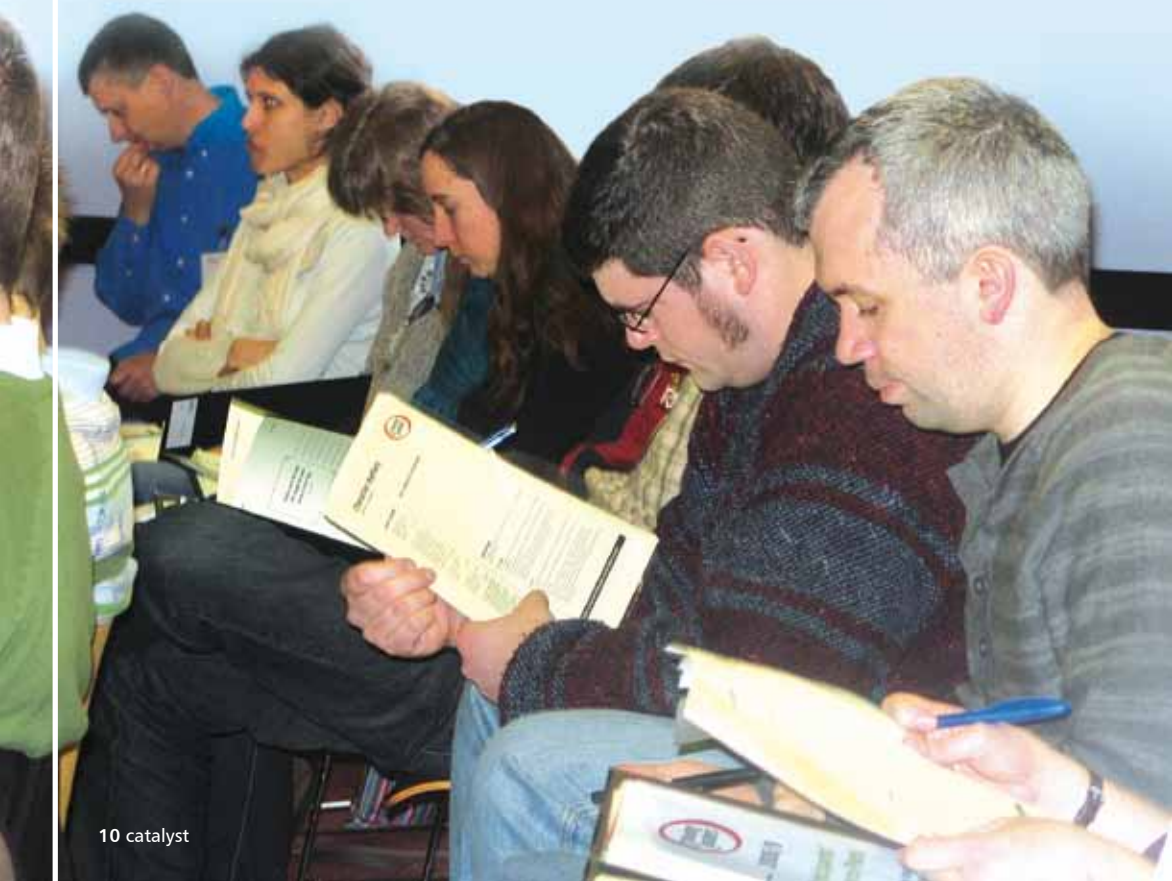
Michael, who will also lead the church's next PCC away day which has a focus on strategy, added: 'This is a really exciting time in the life of these three churches. With many very gifted people and Richard at the helm the best is clearly yet to come.'

'I want to see how we can build the firm foundation of leadership and how that enables us to widen the net.'

growing leaders

across a deanery

In several areas across the country, groups of churches have joined forces to run the *Growing Leaders* course with participants from several places of worship. One such course, now on its second iteration, takes place in the Edgbaston deanery in south-west Birmingham.



'I knew that *Growing Leaders* would be a valuable resource, especially for many younger members of St John's.'



Led by a team from St John's, Harborne, the idea to open the course to other local churches came from associate vicar the Rev Dr Rob Bewley, who has also completed the CPAS Arrow Leadership Programme.

'During the *Arrow* course I developed a greater understanding of my passion for developing young leaders,' said Rob. 'I knew that *Growing Leaders* would be a valuable resource, especially for many younger members of St John's.

'I had planned to run the first course "in-house" before offering the invitation further afield. However, there was such enthusiasm following initial discussions at deanery chapter that we involved others from the outset.

'As one of the larger churches in the area, we also feel that it is our responsibility at St John's to be generous and share our resources with the wider Church.'

The first *Growing Leaders* course included six participants from the neighbouring parishes of St Boniface and St Germain's, while Christ Church, Quinton has also become involved this year.

Plans are already in place for a

third course to begin later this year, when the aim is to have 24 participants from St John's and 12 from elsewhere in the deanery.

Rob added: 'There have been obvious benefits of including other churches, especially expanding the horizons of participants and discussing how leadership applies beyond their own perspectives. Leadership becomes more strategic if you can think outside your immediate context.

'At St John's most people we've invited onto the course are in their 20s and 30s, although others from the deanery have been older and added their wider experience to the mix.'

Invitations have been made to involve people with a wide range of leadership roles within the church, including youth and children's leaders, small group leaders and worship leaders, as well as those involved in a wide range of outreach and evangelism ministries. Some are in less formal leadership, such as positions of Christian influence outside the church.



Jac White, who co-leads a small group and completed the course last year, said: '*Growing Leaders* has given me a greater awareness of what it means to be a leader, and also what a responsibility that is. I realised that my job as a leader could be placed in any setting, and that I need to act like a leader who is led by Christ myself.'

Geoff Heyes, a small group leader who completed the course last year, said: 'I have been made to feel valued and appreciated at every opportunity, while the sense of investment by our leaders was clear in the group sessions. This has really encouraged me to step into more of a leadership role, knowing that I have the support of those around me.'

an incumbent's

The Rev Heather Atkinson attended the CPAS *Buck Stops Here* course shortly after becoming the priest-in-charge of Christ Church, Moldgreen and St James, Rawthorpe in Huddersfield late last year.

During my curacy I had a very good incumbent. However, four months after I was priested he left and I was thrown in at the deep end. I survived the test but I knew there were some gaps – things I still needed to know if I was going to be a confident and effective vicar.

'I found out about the CPAS *Buck Stops Here* course while still a curate, and the course took place right at the beginning of my new post as the vicar of two parishes in Huddersfield. Perfect timing!

'One of my greatest fears as a new vicar was chairing the PCC, as I hadn't really ever had the chance to do it as a curate. It was wonderful to be able to attend the *Buck Stops Here* before doing that for the first time.

'One of the course sessions involved thinking about our church's identity, and I realised this wasn't clear or

defined in either of the two churches where I was now vicar. I decided I wanted to address this with the PCC, as well as discussing the feeling within both churches that services had become staid.

'I was asked in a small group on the course how I would address the issue of church services. I wasn't sure what the best way would be, especially not being an expert at PCCs. Somebody suggested that I sent out questions before the meeting asking 'what do you like about worship?', 'what's been good about the services?' and 'what needs to change?'. This suggestion also prompted the idea of sending out information on different church identities – as featured in the *Buck Stops Here* course handbook!

'PCC came up rather soon after the course, and I put some papers together as suggested. People on the PCC said they hadn't had their brains taxed like that for a long time!

'The realisation that we

needed a new mission statement came out of our discussions. We are still praying through this and will begin to formulate it over the coming months, before starting to work on a five-year mission plan.

'We discussed resolving the lack of liturgical variation used in services over the past ten years. One change I suggested was singing the Sanctus in some Eucharist services, and following a trial to help overcome some reservations there was general approval and this has now been implemented.

'Also, nobody on the PCC could remember if they had ever talked through a baptism policy. Following the good advice picked up on the *Buck Stops Here*, I sent out different baptism policies for the PCC to think about and we now have an agreed one in place.

'The *Buck Stops Here* helped me to conquer my fear of chairing a PCC and has enabled me to feel more equipped as a vicar.

first steps

'This has enabled PCC members to move forward in their thinking. They prefer the more diplomatic approach which engages them and gives them confidence in me to lead them into the next five years.'

The *Buck Stops Here* is a great opportunity for those moving from a curacy to an incumbency or from sector ministries to parochial posts. The course includes input and advice from experienced ministers – topics include leadership, vision and goal setting, managing change and time, developing evangelism and teaching, communication, vicarage life and pastoral care.

To find out more about the next *Buck Stops Here* course, visit www.cpas.org.uk and click on the new incumbents link.

Photo: ©2009 John Houlihan

Welcome to
holy trinitybrompton



arrow

developing the gift of leadership

Edward Hobbs is currently on the staff team at Holy Trinity, Brompton, and is involved in a church planting project. His experience of being on the CPAS *Arrow Leadership Programme* was valuable preparation for leading a church, which he's now putting into practice.

'Theological college had provided me with many tools for Christian ministry, but nothing specifically tailored to leadership,' he said.

'I saw that growing churches were led by people with developed leadership gifts and skills, and since I want to lead a growing church, I sought out training in Christian leadership development.

'My first step was finding a mentor – a more experienced leader who knew what it was like to lead a growing church. I never want to be without one again. The CPAS *Arrow Leadership Programme* was suggested to me by my mentor, and I seized this opportunity to invest in leadership development.'

Edward first noticed a need

for training on leadership development while in his previous post as associate vicar of St Nicholas, Newbury. He highlights that the apostle Paul describes leadership as a spiritual gift: 'We have different gifts, according to the grace given to each of us ... if it is to lead, do it diligently' (Romans 12:6,8).

'This made me realise that leadership is not just a secular or a business concept, but a vital gift for serving the Church,' he added.

'God had given me the spiritual gift of leadership, but the gift needed building up. The *Arrow Leadership Programme* with its residential weeks, projects, peer cells and mentoring enabled me to grow, and honed my gift of leadership. I felt more confident and able to lead in a new and different way.

'The sessions on setting vision and developing strategy were real highlights, and relevant to working in both smaller and larger churches. This training will be invaluable when I plant and lead a church myself.

'The opportunity on *Arrow* to learn from people with direct experience of Christian leadership was a real blessing, as was being part of a group asking similar questions and working through similar issues of leadership.

'When I was approaching the end of my time in Newbury, and thinking and praying about where to go next, I wrote to various church leaders asking for advice. Nicky Gumbel, the vicar at Holy Trinity, Brompton, wrote back encouraging me to come to HTB and to get involved with church planting.

'The intention is to plant a church outside London, and we are still very much in the initial stages of looking at where to go. Church planting is completely exciting and completely terrifying at the same time!

'But I want to take risks for God and be open to what he's calling me to do. I long to build an Acts 2 church – a church where each day men, women and children are saved and added to the kingdom.

'The CPAS *Arrow Leadership Programme* has helped equip me for church planting, and was great preparation for leading a growing church.'

To find out more about the *Arrow Leadership Programme*, visit www.cpas.org.uk and click on the *Arrow* link.

introducing... chris kellock

Chris started work at CPAS in January as the new regional leadership development adviser for Scotland and the three northern dioceses of England.

Q: Can you tell us a little bit about yourself?

I was born and raised around the picturesque Scottish county of East Lothian. I went to school in Dunbar and North Berwick, before studying history and theology at Edinburgh University. After my ordination as a Church of Scotland minister I worked as an assistant minister in a parish church; as the national youth evangelist for Scripture Union (Scotland); and latterly served seven years as a Royal Air Force chaplain. I have worked all over Scotland in schools' ministry with Scripture Union, and served at home and abroad with the RAF, most notably in the Falkland Islands and Cyprus.

Q: Who developed you as a leader?

There have been several people who have influenced me and developed my leadership ability. As a young teen I remember observing Doug Nicol, who faithfully led the beach mission in my home town, with boundless enthusiasm and energy. Then Willie McPherson and Eddie McKenna who encouraged

me, helped me to work out what it meant to serve others, to lead no matter what the circumstances and to recognise the importance of being a good follower. I have worked alongside those who cast the vision and those who built it piece by piece, learning as I went along the need for strategy and planning. Steve Radley taught me the importance of quiet reflection in leadership, and the joy of teamwork as gifts and skills were recognised and shared in the building of God's kingdom.

Q: What are you looking forward to in your new role as regional leadership development adviser for Scotland and the northern dioceses of England?

The huge potential for seeing people grow in leadership. I'm looking forward to working in partnership with other churches and agencies so that there is strength and integrity in what I do. CPAS offers a unique angle on leadership development, and we have excellent resources which can be tailored to all sorts of uses and contexts. I look

forward to spending time with the many people I will be meeting, and journeying with them. In this, alongside the other regional leadership development advisers, I hope to develop my own thinking and understanding of leadership and its relationship to the calling of God to bring others to faith. And a bit of fun thrown in as well!

Q: What could we pray for you?

Prayer is so important in this work; my overall prayer is one of thanks to God for the work for CPAS over the years, with a prayer of expectation for what he is going to do in the future as CPAS focuses on leadership development. Please pray specifically for God to open the doors whereby key partnerships might be forged across denominations and with individual leaders, so that together we might grow and build the kingdom of God through the work and witness of the Church.

If you would like Chris to help you or your church with Christian leadership development, please contact him on ckellock@cpas.org.uk or telephone **07809 860912** during normal office hours.



Photo: James Bacon

fun-packed, unforgettable Christian holidays for 8-18s



cpas Falcon camps

CPAS Falcon Camps provide challenge, excitement, fun, rest and laughter for 8-18 year olds who face disadvantage in their day-to-day lives. This summer 28 holidays will take place, giving over 500 children and young people the respite, fellowship and adventure that a Falcon Camp brings.

Falcon Camps are run by teams of committed and enthusiastic volunteer leaders who are passionate about communicating – through their words and actions –

God's love. Many children and young people hear and respond to the gospel message for the very first time on a Falcon Camp.

The Falcon Camps update features inspiring stories from the lives of children and young people who have benefited from a Falcon Camps holiday. If you would like to receive these updates, or would like more information on supporting the ministry of CPAS Falcon Camps, please contact us at **supporter.relations@cpas.org.uk**.



Our vision includes equipping 8,500 leaders to be effective in reaching and discipling children and young people through Ventures and Falcon Camps.

supporting CPAS



Thank you! Since May 2008, more than £48,000 has been donated to the Ventures subsidy fund. This has enabled over 700 children and young people to experience a life-changing holiday with Ventures. If you would like to help a child or young person attend a Venture holiday in 2009, please contact the Ventures team on **01926 458456** or **ventures@cpas.org.uk**.



Follow us on Twitter!

Log onto Twitter to receive daily prayer points and up-to-date news from CPAS. www.twitter.com/cpasnews

Martyn Sargeant is the CPAS operations director, responsible for our support services, including finance and budget management.

Q: The work of CPAS focuses on developing leaders. How is this funded?

CPAS is dependent on the generous donations of supporters for the funding of our work. This comes from both individuals and churches, and includes legacy gifts, which are an important part of our financial base. We also get some income from things like investments, renting out space at our offices and tax recovered through Gift Aid.

Obviously, in the current economic climate, it's quite a challenge to ensure we have sufficient funding for the work we believe God's called us to. Many churches and individuals are struggling financially and,

like most charities, that has a knock-on effect for CPAS. So we're even more grateful for what people are able to give at this time.

Q: How does CPAS use the money generously donated by supporters?

The majority of our costs are staff-related, so the gifts of supporters are primarily used to enable leadership development advisers to work alongside churches and individual leaders. We have two groups of advisers – one based here at our Warwick offices, working across the UK and Republic of Ireland, and a second group with advisers based in each of the regions, who work more locally.



Photo: James Bacon

Q: How can I support CPAS financially?

We're immensely grateful for any support you can offer, particularly at the current time. Enclosed with *Catalyst* is a gift form. This can be used for one-off gifts or to start a regular donation to the ministry of CPAS (whether monthly, quarterly or annually). If you prefer, donations can be made online at www.cpas.org.uk. You may also like to consider leaving a gift to CPAS in your will – contact the supporter relations team on supporter_relations@cpas.org.uk or **01926 458430** if you'd like more information.

Mission Sunday at St Stephen's

Sue Mottershead helps promote CPAS in her church, St Stephen's, Tonbridge. Each year, St Stephen's holds a Mission Sunday focusing on the different mission agencies they support, including CPAS. Sue said: 'It was fantastic learning more about the different charities and people that we support as a church, from South America to Romania, as well as CPAS working in the UK. The day was also a good reminder that we are all missionaries right where we are.'

'We wanted to motivate people to follow their own call from God, and to be inspired by the work the mission agencies are doing. Through a variety of talks, quizzes and PowerPoint presentations, the Mission Sunday was a great opportunity to find out ways to become involved with organisations like CPAS.'

There are a number of ways you can promote CPAS in your church. We have posters you can display, postcards you can give out, and PowerPoint

presentations you can show, which are all available from the supporter relations team. Please contact us on **01926 458430** or email supporter_relations@cpas.org.uk.



the growing leaders – youth edition course

imagine...

Young leaders growing in Christ-like character as they are equipped to lead in their churches, in their schools and colleges, and in their homes.

Growing Leaders – Youth Edition helps imagination become reality.

The course is designed to run over two terms with a mixture of teaching, mentoring and practical application to develop 14-18s in leadership. It includes

- leaders' notes and resources
- photocopyable handouts
- the course book *Ready to Lead*
- CD-ROM with *PowerPoint* presentations and additional resources.



'This has been the single most effective training I have done for young people seeking to develop their leadership. It's focused, down-to-earth and inspiring. I can't wait to run it again.'

Andy Castle, youth pastor at St Stephen's, Twickenham

For more information see www.cpas.org.uk and click on the *Growing Leaders – Youth Edition* link.

The *Growing Leaders – Youth Edition* course costs £58.75 and is available from CPAS
W www.cpas.org.uk T 01926 458400

