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Thank you for your generous help and support. Without your prayers and gifts, the work in Ireland would not be able to continue.

CPAS is an Anglican evangelical mission agency working with churches, mainly in the UK and Republic of Ireland.

We enable churches to help every person hear and discover the good news of Jesus Christ.

Our vision is to see effective, Christ-like leaders at all levels in our churches: men and women who point others to Jesus.

CPAS is a registered charity, dependent upon the generous gifts of churches and individuals.

To find out more about our vision, ministry and impact visit www.cpas.org.uk.

cpas
growing leaders, growing churches

January 2008

ireland update



CPAS and the Church in Ireland

cpas

growing leaders, growing churches

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

Dear friends

'Regional leadership development adviser' sounds very grand, doesn't it? This is the first *Ireland Update* since I took up my new role with CPAS. Our focus as a mission agency will now be on developing Christ-like and effective leaders for the local church; leaders who are equipped to lead and are passionate about sharing the good news of Jesus in a way that really connects with people today.

Some of the activities CPAS did in the past we will no longer do as we focus on growing and developing leaders of all ages and at all levels in churches. Even though our activities have changed with the times, our original mission to enable churches to bring the gospel to men, women and children remains and is the driving force behind all we do.

In my own denomination, the Church of Ireland, the number of full-time leaders has fallen to less than half what it was 40 years

ago. At the same time, with rapidly changing social patterns, church leadership has become a much more complex thing. The need for clearly focused leaders who can share a vision, build a team, and involve everybody in seeing it through is a crucial one.

I love the story in Acts 6:1-7 where, in the context of an exciting time of growth in the Church, an accusation of favouritism was raised. These things still happen (not in your church of course!) and can easily deflect a church away from its mission. However, what saved the day was good leadership. Acts 6 tells how the Twelve were leaders who enabled people with different gifts and ministries to work together as a team. The result (verse 7) is that even more people found faith in Christ.

These, I believe, are exciting times of opportunity for the Church. There are still conflicts and chores that could easily get in the way of the Church seizing the marvellous

opportunities for mission on our very doorsteps. What will make all the difference is having leaders who are focused on Christ, who have godly character, and who can inspire others to live out the good news of Jesus in word and action.

We, at CPAS, will be doing all we can to equip the Church with that kind of leadership. Will you join us in praying that the work we do will be effective and God will raise up the leaders needed so that it may be so?

Yours in the fellowship of Christ

Paul Hoey



family news

The past number of months has brought some challenges as well as encouragements. My mother was diagnosed with cancer over the summer and after surgery she's now on a course of chemotherapy to be followed by radiotherapy. She's responding well and, while cutting back on some of her usual activities, continues to enjoy getting out and about.

Ruth is enjoying working in a children's nursery in England; Grace is now doing a business course and working her way through college in Belfast; Aaron is doing some theological studies with the St Paul's Institute in London. All still manage to find time to visit mum and dad now and again! Now that the family are around less Sharon has been finding some time to do a little teaching of saxophone and enjoys playing with a local band.

We'd value your prayers for the Lord's protection and purpose.

There is an element of flexibility to some of these events because this update is written and printed in advance. It also does not feature Paul's appointments meeting and mentoring individual leaders and work with parish processes.

diary highlights

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January

- 6 Kilkeel Institution
- 10-11 St Paul's, Lisburn church weekend – *Leading Together on Mission*
- 12 Carrowdore parish
- 13 Randalstown parish leaders' evening
- 14-15 CPAS staff conference
- 16-17 Donaghcloney parish church weekend away
- 19 Carrowdore parish
- 20 Dunmurry parish, *Growing Leaders, Growing Children* evening
- 21 CPAS team day
- 25 Letterkenny, preaching
- 26-28 Methodist Church leadership conference
- 31 Willowfield supporting parish leadership team

February

- 1 Preaching, Seymour Street, Methodist Church, Lisburn
- 3 Mission Council
- 7-15 Outreach week with Millisle and Carrowdore, Bishop Harold Miller and team
- 16-17 Leadership conference with Gordon McDonald
- 20 CIEF meeting
- 22 Preaching, Christ Church, Lisburn
- 24 *Leading Young People* evening at Armagh diocese

March

- 1 Preaching, Tobermore
- 3 *Growing Leaders* evening Christ Church, Lisburn
- 4 CPAS team day
- 8 Preaching, Garvagh
- 16 Down diocese
- 21 *Leadership for Mission* seminar at conference on mission



growing leaders

Make a date in your diary! On Saturday 13 June Ruth Hassall, CPAS leadership development adviser, will be introducing the CPAS courses, *Growing Leaders* and *Growing Leaders – Youth Edition* at the Jethro Centre, Lurgan.

Over 150 churches in the UK and the Republic of Ireland have already completed the CPAS *Growing Leaders* course. Dan Clarke from Holy Trinity Platt, Manchester says: 'This is no standard "course". The combination of group work, teaching, mentoring, and time proved a winner. The material was of consistently high standard, easy to use and works well with people from a wide variety of backgrounds. I would have no hesitation recommending it to others.'

Growing Leaders is a great tool designed to grow and develop lay leaders in the local church. The course enables participants to have to have a clearer sense of their calling, to carry out their roles with confidence and skill, and to feel that they don't have to leave behind their Monday-to-Saturday lives when they enter the church building on a Sunday.

Growing Leaders – Youth Edition is a new resource from CPAS following on from the success of *Growing Leaders*. Many young people already hold leadership positions at school and at church, yet have little or no training in what it means to be a godly leader. *Growing Leaders – Youth Edition* aims to develop young people as leaders in all the contexts they find themselves in – school, community, family and church. The course will assist in the development of their social and personal qualities at a formative stage in their lives. It will address their spiritual journeys, giving them the time and resources to reflect and discuss their own commitment to God, and will equip them better for sharing the good news of Jesus Christ.

For more details, get in touch with Paul or have a look at www.cpas.org.uk/growing.

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.



church21 Building leadership teams

One of the major projects Paul is involved in at the moment is the *Church21 Parish Development Programme* for the Church of Ireland which is about to begin its second round of parishes.

It's a two year process designed to enable leaders and members of local churches to work together to discern and shape a vision, to develop an action plan and then to follow it through so that the vision is realised.

A core component of the programme is enabling parishes to build a team of leaders who share this task of moving forward. Leadership in the New Testament is almost always referred to in the plural; church leadership is never a one-person show.

Paul says: 'We're encouraged at the number and range of parishes wanting to take part. For years the Church has been talking about things like building teams of leaders, sharing a common vision and developing action plans. It hasn't yet permeated to grass roots level in

'Our prayer is that as we journey together we'll discover that God has more in store for his Church than we imagined and that when we work together to fulfil his purpose we'll achieve more than we thought possible.'

every place. This programme offers parishes a framework to turn aspiration into action. Our prayer is that as we journey together we'll discover that God has more in store for his Church than we imagined and that when we work together to fulfil his purpose we'll achieve more than we thought possible.'





arrow ireland – a participant’s perspective

The first ever *Arrow Leadership Programme* in Ireland is up and running. What difference is it making? Here, at the half-way stage in the programme, we talk to one of the participants, the Rev Kevin Graham. Kevin has been rector of Millisle and Carrowdore, two small parishes in the idyllic Ards Peninsula in Northern Ireland, for the past three and a half years. He is married with two children.



1) What made you apply to do *Arrow*?

My picture of ordained ministry was very much that of a pastor, with visitation and caring very much at its heart. But about 18 months into my first position as an incumbent it became clear to me that I needed to exercise leadership in a way I had never been trained for. I had no real idea about what practical step I could take to do something about this. Then at our diocesan clergy conference an *Arrow* graduate spoke about the *Arrow* course. As I explored more about it I began to feel that *Arrow* was to be the tool to equip me with the leadership skills and focus I needed.

2) Has it been what you expected?

No! It has shattered my expectations and met a much greater need – one which I knew existed and lay under the surface of my ministry but which I couldn’t express. Yes, *Arrow* provides skills and competencies to enable good leadership, and I am thankful for those. But I hadn’t really anticipated the deep transformational affect of *Arrow*. It’s helped me re-discover my first love. It’s given me the space to reflect on ministry and revealed how much of my agenda was set by living up to the expectations of others. The sense of failure to do this often left me with a crushing guilt. Refocusing on my sense of being called by Christ has brought a new freedom to what I do.

This process of transformation has not been without its pain as the layers have been peeled away, but it has made an enormous difference.



3) What difference do you think it’s making to your life and ministry?

Arrow has not only benefited me. My family and people in the churches I lead are seeing a difference. *Arrow*’s focus on the character of a leader showed me the importance of being a trusted leader, one who is safe to follow. I think it has meant that people around me are able to trust me more. I’ve also learnt how to share leadership with others and we’re already seeing the benefits of serving out of a sense of our combined gifts.

I react to stress in a more positive way (with a very practical result – some stomach troubles I had have now disappeared!). I spend more quality time with my family without affecting my productivity which has, in fact, increased. I can now say ‘no’ to some things because I have a better sense of God’s priorities for my ministry.



Arrow Graduation

The first ever *Arrow Ireland* will be drawing to an end soon. The participants have attended four week-long residentials, completed project work, shared in peer cells, and engaged with mentors – all so that they can be led more by Jesus, lead more like Jesus and lead more to Jesus.

Paul is part of the core leadership team of *Arrow Ireland* with a special responsibility for worship which is a major part of the programme. Paul says: ‘It’s been an amazing privilege to be involved in a significant way in the lives of these young leaders and to see God at work moulding the lives of all of us. Already I’m looking forward to the next programme which will start at the end of 2008.’

A graduation meal for participants, family and friends takes place on 22 May at Queen’s



University, Belfast. James Lawrence, CPAS director of development and the director of the CPAS *Arrow Leadership Programme*, will be the speaker. Recruitment for the next *Arrow Ireland* will be starting soon. Paul is happy to chat with anyone, ordained or lay, who might be interested.

For further details on *Arrow Ireland* go to:
www.arrowleadership.ie