



press release

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Impact of *Arrow Leadership Programme* revealed in ten-year anniversary report

A report into the first ten years of the CPAS *Arrow Leadership Programme* has revealed its positive long-term effects on the life and ministry of church leaders across the UK.

Church leaders marked a series of statements about leadership, evangelism, call and character, with the report showing that *Arrow* graduates are significantly more likely to have a sustainable pattern of ministry and life (responses 38% higher than other church leaders).

Former *Arrow* participants also have a better personal understanding of their call and gifting (28%), as well as being far more likely to have discerned with others the sense of where God is calling their corporate ministry (40%). They are also more liable to minister acts of compassion (28%) and to lead others in acts of compassion (28%). Overall, responses from *Arrow* graduates scored an average of 16% higher than other church leaders.

Arrow was initially founded by Leighton Ford in North America and now runs in seven countries worldwide. The programme came to the UK in 1999 led by James Lawrence, director of development at Anglican evangelical mission agency CPAS. The tenth 18-month programme run by CPAS began earlier this year.

James Lawrence said: 'This report demonstrates the measurable and significant difference to ministry and leadership which comes as a result of the *Arrow Leadership Programme*.

'The results are very encouraging because *Arrow* is designed to bring about transformation which lasts well beyond the end of the programme. The responses and comments indicate that many participants move on from *Arrow* better equipped for a healthy future life and ministry.'

Arrow is an 18-month programme for leaders in churches and Christian organisations aged 25 to 40. It includes four residential weeks, peer cell groups where participants meet between residentials, mentors for participants to meet with each month and intercessors, as well as a series of projects undertaken by participants throughout the programme.

Arrow aims to be transformational in leadership formation. It is based around a developmental model that unites five areas: covenant, call, competency, character and community. Exploring each of these areas, *Arrow* focuses on transformation in leadership and evangelism.

The report was compiled using a survey and a series of in-depth interviews with *Arrow* participants from each of the ten programmes so far. The control group were leaders surveyed before starting the latest *Arrow* programme earlier this year.

Comments from those surveyed included:

- '*Arrow* has helped me to know how to discern where God is calling our church to and how to work with others to discern this. We have a clear vision and focus, which we discerned together and understand.'
- '*Arrow* encouraged me to have regular quiet days and to set up accountability relationships. These are still core to a healthy approach to ministry.'
- '*Arrow* helped me to understand the importance of 'role-modelling' healthy ministry to younger leaders.'
- Another said that *Arrow* led to a 'deeper understanding of my character and openness to acknowledge how strengths and weaknesses shape my ministry and calling.'

The report is also helping to inform the CPAS *Arrow* team as they seek to develop and strengthen the programme for the next ten years and beyond.

James added: 'We are greatly encouraged by the results demonstrating the impact that *Arrow* has on participants during the programme, as well as in the short and longer term. We've also received useful comments about including more on developing teams and leading others in evangelism, which will help us adapt the programme for future participants.'

'The findings are also helping inform our conversations at a strategic level, guiding us about opportunities for CPAS to make a significant contribution to the national conversation within the Church about leadership formation, development and transformation.'

Ends

For further information or to arrange an interview with James Lawrence, director of the CPAS *Arrow Leadership Programme*, please contact Olly Du Croz on 01926 458443 or oducroz@cpas.org.uk.

Notes to Editors:

The *Arrow* report was commissioned by CPAS in association with the Foundation for Church Leadership (FCL) and conducted externally.

For further information about the *Arrow Leadership Programme*, including its model and curriculum, please visit www.cpas.org.uk.