



**growing
leaders**

an introduction
to the course

cpas

'This is no standard "course": The combination of group work, teaching, mentoring and time proved a winner. The material is of a consistently high standard, easy to use and works well with people from a wide variety of backgrounds. I would have no hesitation in recommending it to others.'

Dan Clark, Associate Minister, Christ Church Clifton

growing leaders, growing churches

Developing leaders is a priority for all churches. Research consistently demonstrates the clear link between leadership and the health and growth of a church. And with the realities of mission and ministry in an ever changing culture, developing mission-minded leaders is a vital way of equipping the Church for the opportunities of the 21st century.

- Leaders who are led more by Jesus, with a deep concern to be followers of Jesus Christ before they attempt to be leaders of others.
- Leaders who lead more like Jesus, with a commitment to the servant-hearted priorities of Christ and a desire to reflect Christ-likeness in all they do.
- Leaders who lead more to Jesus, with a passion for those who as yet don't know Christ.

The *Growing Leaders* course focuses on developing leaders across the life of the church, and provides practical resources for running a leadership development process over a year.

Now used by hundreds of churches across Britain and the Republic of Ireland, *Growing Leaders* has been a part of the development of thousands of leaders. As one participant said: 'I am now so much more confident of what it means to be a Christian leader, and so much better equipped to lead.'

Read on to find out more.





who is it for?

Anyone in any leadership role within the local church. For example, leaders of:

- Choir/music group.
- Lent course.
- Children's work.
- Social projects.
- Toddler group.
- Prayer ministry teams.
- Young people's work.
- Cell groups, small groups, home groups.
- Churchwardens, elders or deacons.
- PCC/church council/vestry members.


It is also appropriate for those who are emerging as leaders, not yet in a leadership role.

what does it cover?

The course runs over a year with ten sessions, one a month. There is an overview of the content on the following two pages.

Focused around some clear aims, each session includes:

- **Way in:** an exercise to get into the topic.
- **Bible:** exploring the Bible in a variety of ways to help us understand the topic.
- **Activity:** varied approaches to integrating learning.
- **Worship/reflection:** engaging with God in worship and opportunity for personal reflection.



'Fantastic. It really hits the mark – I'm going to do it all over again for another group of leaders!'

Charlie Nobbs, Minister, Grange Park

Overview: *Growing Leaders*

Invitation	April-May	Personal invitations to potential participants.
Exploration	June or July	A relaxed exploration of <i>Growing Leaders</i> (BBQ?) with an explanation of its aims and how it works, and an invitation to consider taking part.
Project 1	July-August	Complete leadership styles questionnaire.

Part 1: Firm foundations for Christian leadership

Session 1	September 24 hours away	Introduction: Leadership matters In this opening session we define leadership, identify the distinctives of Christian leadership, and focus on participants' leadership styles.
See mentor	September	Getting to know one another and establishing parameters of meeting.
Session 2	October	Establishing identity Christian leadership is rooted in our relationship with God. This session explores the basis of that relationship (God chose us/ grace) and the priority of spiritual disciplines in the leader's life.
Project 2	October	Complete spiritual health check.
See mentor	October	Spiritual health check and spiritual disciplines.
Session 3	November	Clarifying call Many Christian leaders struggle with how to use their time. This is an issue of call. We look at biblical principles for discerning God's call and identify a practical tool to help with this.
Project 3	Nov-Mar	Develop personal life statement.
See mentor	November	Reflect on personal life statement.
Session 4	December	Developing character The Bible places a clear emphasis on character issues as 'qualifications' for leadership. What are these qualities and how do we grow them?
See mentor	December	Explore character issues and review Part 1.

Part 2: Key skills of Christian leadership

Session 5	January 24 hours away	Discerning direction Leadership is about going somewhere, but how do we know where? This day explores how we discern God's direction for a group and how to implement it.
See mentor	January	Explore issues of corporate vision and a spiritual disciplines review.
Session 6	February	Developing Leaders Jesus developed others around him. Christian leaders need to do the same. This session focuses on how we help others to grow as disciples and leaders.
See mentor	February	Explore growing people and review personal life statement.
Project 4	Feb-Jun	Developing another person as a leader.
Session 7	March	Leading together Leaders work with people, often in teams, groups or committees. We consider group needs, common dysfunctions of teams, and how to lead well together.
See mentor	March	Explore working together and review Part 2.

Part 3: Keeping faithful in Christian leadership

Session 8	April	Embracing cost Too many people have unrealistic expectations of Christian leadership. We identify costs and how to handle them well.
See mentor	April	Explore costly leadership and a spiritual disciplines review.
Session 9	May	Staying fresh Leadership is a marathon not a sprint. How do we run a marathon well?
See mentor	May	Explore staying fresh, review 'growing leader' project, and review the course.
Session 10	June	Continuing well This is a celebration and commissioning event to end the course.
See leaders	June-July	Evaluation and interview with leaders identifying next steps.

how does it work?

The diagram at the bottom of the page gives an overview of the different elements of the course. It is the combination of the various elements that makes *Growing Leaders* so effective.

Sessions

There are ten sessions over a year, with an exploratory session before the course begins. Each session is two hours long, apart from sessions 1 and 5 which cover a Friday evening and all day Saturday.

Spiritual health check

Each participant is invited to conduct a spiritual 'health check' that helps them review where they are in their relationship with God. They discuss this with their mentor.

Mentors

Participants meet their mentor between each session. These meetings last between 60 and 90 minutes. The pack contains material to help identify, equip and support mentors.

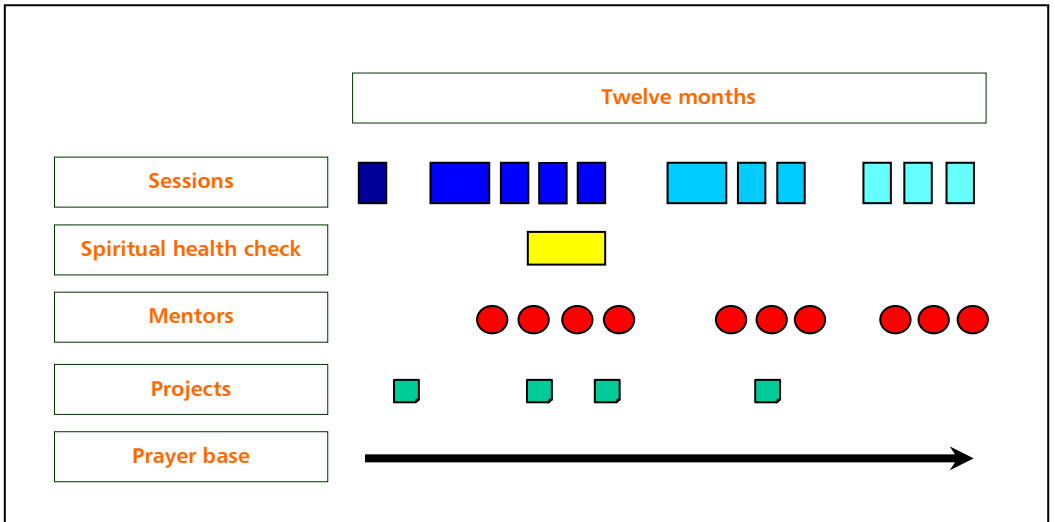


Projects

There are four practical projects as they go through the course. They are designed to help integrate learning with life and leadership.

Prayer base

Growing Leaders is not simply a few extra skills in leadership. It is about transformation. This is God's work in people's lives, and we encourage participants to identify someone who will pray for them as they go through the course. We also encourage the church to pray for the course as the year progresses.



what do you get?

The pack contains everything you need to run the course, including a copy of the course book. The materials are designed to be comprehensive yet flexible.

Introduction

A comprehensive guide to the philosophy behind the course and the practicalities of running *Growing Leaders*.

Videos

- Promotional video for use with those you want to introduce to the course.
- Introductory video explaining how the whole thing works.
- Ten session introductions, giving insights into how best to run each session.

Leaders' guide

Explaining how to run the sessions with detailed notes on the aim, content and delivery of the material.

Participants' handouts

They are provided on paper in the pack, and as colour PDF files on the CD-ROM. Many of the sessions have additional activity sheets which may be printed directly from the CD-ROM.



Mentor resources

There are two mentor guides. One explores how to find mentors, the other is a guide for those who take on the role of *Growing Leaders* mentor. There is also:

- A training session for equipping your mentors at the start of the course with PowerPoint and handouts.
- A mentor feedback sheet.
- Ten mentor bulletins downloadable from the website, one for each session with practical ways to follow up the session with a mentee.

Web-based additional resources

There is a range of additional resources online, downloadable via a free subscription. These include:

- Videos with ideas on how to run the course.
- Four additional sessions to be run over the following two years.
- An ideas forum where course users post their suggestions of things to improve the course.
- Further resources in the *Growing Leaders* suite, including *Growing Leaders – Youth Edition* and *Growing Women Leaders*.
- A registry of churches using *Growing Leaders* courses so you can find one near you.
- A bi-monthly email update on all things *Growing Leaders*.



Running *Growing Leaders* in Gloucester city centre

We have now finished the second *Growing Leaders Course*. We are an inner-city multicultural area with about 40% of folk from an Afro-Caribbean background. The majority of our folk are not school achievers and those who work have unskilled or semi-skilled jobs. The first course was with our Local Ministry team and others with quite a wide range of people.

Looking back over what has happened since we can see how much more confident many of the members have become. For some it was a helpful revision course, while for others it released them into ministry. All are more confident in taking responsibility in worship and other areas of church life. Two have taken the responsibility of restarting our church magazine but with a wider focus. Another has become Church Warden, two have been invited by the congregation to join the Local Ministry Team and others have joined the Church Council.

Their confidence has enabled others to see their potential and help them realise it. This support and affirmation by the wider church community gives them confidence to take responsibility for new initiatives. We are looking to start Messy Church in the autumn.

Our second course has just finished and we are noticing the same change in those who were not in leadership roles. They have grown in faith, awareness of their gifts and confidence to develop and use them. This is seen in the leader of our senior citizens' group, and the coordinator of the men's group. There is also a new willingness to be involved in wider community life and a readiness to take leadership there. We are now recruiting for year three.

We find the material excellent. We use the basic material (there is much to choose from), and tailor it for our context.

I unhesitatingly recommend this course. It has made a great difference to our church.

Robert Simpson
Priest in Charge, St James and All Saints, Gloucester

For information about our extensive range of leadership development services please go to our website or contact us at:

CPAS, Athena Drive, Tachbrook Park, WARWICK CV34 6NG

T 01926 458458

F 01926 458459

E info@cpas.org.uk

www.cpas.org.uk

