

DEVELOPING MISSION-SHAPED LEADERS



COURSES, DAYS, EVENTS FOR DIOCESES TO RESOURCE
MISSION-SHAPED LEADERSHIP FOR 2022



2020-21 has changed many things, and like other organisations we have sought to adapt our leadership training to connect with the new situations we find ourselves in. We now offer a combination of online and physically gathered training options, including our popular series of monthly webinars.



We are always keen to tailor events to the particular needs of a diocese, so the descriptions in this leaflet are simply illustrative of a range of things we can cover. Events can be a morning, afternoon or evening (cost £200+expenses) or all day (£393+expenses). We have found both part days and whole days work really well online if structured appropriately.

These high quality, practical events vary in format but generally include:

- Teaching, including tools that can be applied in a local context.
- Group learning tasks (for example case studies, reflective exercises, scenario explorations, action learning sets).
- Opportunities to share ideas and experience.
- Space for reflection on personal context.

If you would like further information on any event, costs or availability please contact us.

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LEADING INTO THE FUTURE: RESPONDING TO COVID

2022 is as challenging a year as the previous two. Churches are trying to work out what the future will look like, and leaders will need particular skills and attributes to continue to be adaptable to shape churches around new opportunities.



LEADING INTO THE FUTURE

Out of many possible topics the following find particular resonance with some of the challenges and opportunities of this season.

LEADING WELL WITH OTHERS

Leaders who have thrived during COVID tend to be those who have leaned into others, sharing their leadership. Building on work we have done over many years in this area, we explore the nature of collaborative leadership and how to lead well with others, however big or small the group – from the PCC to the Church Wardens, from leadership teams to staff, from leaders of small groups to leaders of activities.



HANDLING CHANGE

If we are going to embrace the new normal that comes out of a time of crisis leaders will find themselves handling a variety of change processes. Handling change well is an art, and this event explores insights from research and change experiences that help leaders approach change with others in a way that heightens the possibility of success. It covers how people respond to change, how to approach change, and how to handle resistance.

DEVELOPING LEADERS

Many have found that during COVID those who led before the crisis have stepped back, and others who hadn't led before have stepped up. This event looks at ways to identify, nurture and encourage new leaders and to work better with the people you already have in leadership roles. It also considers how to build a leadership development culture within a congregation.

LEADING A CHURCH PLANT

Church planting can appear complicated and confusing, yet it is a great way of reaching new people with the gospel. In our current mixed ecology of churches there are many opportunities to encourage people to plant churches utilising insights from the experience of the last few years.

**NEW FOR
2022**

LEADING INTO THE FUTURE

SHAPING CULTURE

One church leader captured the moment when he said ‘Does God intend to use this crisis as a game-changer for the Church?’ If so, one of the ways things might change is a change in the culture, the way we do things, that facilitates a renewed commitment to Christ’s mission and ministry in the world today. But shaping culture is perhaps the most difficult leadership challenge. How do you shape culture but not trash the past? How do you shape culture and not impose personal preferences? How do you change culture, ensure it is lasting and not just until you leave?



DEVELOPING RESILIENCE

COVID has placed extra demands on church leaders, and at the same time taken away many of the usual rhythms of support. Building on research done across the churches into resilience and well-being, this event offers practical tools for church leaders to reflect on their own resilience quotient, and to explore how to develop resilience without adding extra pressures to their already pressured lives.

LEADING WITH COURAGE

Leadership requires a daily dose of courage, and leading through adaptive change requires even more courage. We will explore what we mean by courage and why leading courageously matters. Drawing on the challenges in our own contexts, it will offer an opportunity to think honestly about the fears that a leader commonly experiences, particularly those which prevent us taking action when we know we should. It will then identify very practical ways of overcoming these fears so that our leadership is shaped by courage and resolve.

‘One of the great joys of working with the excellent materials that CPAS offer is their adaptability and flexibility for the wide varieties of situation and church tradition that the Church of England represents. Whether it’s Growing Leaders, working with PCCs, Mentoring, working with IME or much else, I am consistently delighted by the engagement and positive response from clergy and parishes from across the spectrum’

THE REV PREBENDARY DR NEIL EVANS, DIRECTOR
OF MINISTRY, DIOCESE OF LONDON

LEADING IN EVANGELISM



The church in the UK is in a mission situation, but keeping a church focused on evangelism isn't easy. Instinctive reserve about sharing faith combined with increasing lack of confidence about the place of the Christian faith in society today leads to at best inaction, at worst apathy. Many leaders find themselves unsure about how to lead their church in evangelism. The following days can be standalone or combined in a series using any combination.

EVANGELISM TODAY

Doing what we did in the past doesn't work. We are in a different reality. How do we make sense of the varied mix of cultures we find ourselves in today? What are the connection points for the good news of the gospel? What are churches finding that works in helping people become disciples of Jesus?

THE LEADER AND FAITH SHARING

Leaders cannot ask those they lead to do what they themselves are not doing, yet many find sharing faith personally hard, and therefore struggle to help others to do it. What is the role of the church leader in sharing faith? What are the appropriate ways to model faith sharing? And in all busyness of church leadership, what will keep us connected and motivated for the long haul?

ORDERING CHURCH LIFE AROUND EVANGELISM

Leaders are responsible for shaping the life of a church(es) around the core practices of Jesus, one of which is making disciples. How do we shape an evangelistic culture in our church? How do we discern a plan for evangelism that connects with the reality of our context?

EQUIPPING OTHERS TO SHARE THEIR FAITH

The coal face of evangelism is ordinary Christians sharing their faith in everyday life, but many feel inadequate and incompetent to do so. The day considers some core principles for equipping people to share their faith, and considers a variety of methods for developing courage, confidence and competence.

IDENTIFYING AND RELEASING PIONEERS AND EVANGELISTS

Pioneers and evangelists are gifts to the Church. Many churches have one or other (or both) of these people tucked away somewhere in the congregation. How do identify, equip and release them to fulfil the role God has for them in pioneering new forms of church, and in sharing the faith?



PROGRAMMES, COURSES AND LEARNING COMMUNITIES

We offer dioceses several longer interventions – each can be specifically tailored to the requirements of a diocese. They are all aimed at significant transformation in both the church leader and their church context.



LEADING EVANGELISM LEARNING HUB

NEW HUBS
IN 2022

The church in the UK is in a mission situation, but keeping a church focused on evangelism isn't easy. Instinctive reserve about sharing faith combined with increasing lack of confidence about the place of the Christian faith in society today leads to at best inaction, at worst apathy. This process takes a blended learning approach where the church leader and at least three others in the church explore how to lead a church(es) to a place of appropriate evangelism over an 18 month period. It covers:

- Our context today: how to read the present in the light of the past and the future.
- The role of the leader as model: faith sharing for church leaders.
- Ordering church life around evangelism.
- Equipping others to share their faith.
- Identifying and releasing pioneers and evangelists.

To find out more about this scheme, please go to www.cpas.org.uk/hub or contact James Lawrence jlawrence@cpas.org.uk.



DIOCESAN LEADERSHIP PROGRAMME

It is both an exciting and challenging time for clergy, as the Church seeks to be about the mission and ministry of Christ in a rapidly changing world. Drawing on CPAS's extensive experience of running leadership development processes, we offer dioceses a tailor-made leadership course for clergy based on the following principles.

- **Transformational process** This is a process (over at least ten months) aimed at transformation of clergy as leaders in mission. It isn't simply about applying some leadership skills, but addresses underlying issues of character, vocation and the spiritual life.
- **Diocesan owned** The course is run by the diocese, resourced by CPAS. The diocese decides who it is aimed at in consultation with CPAS, invites people to attend and arranges the practical details. It may easily run alongside other leadership development provision within the diocese.
- **Intentional commitment** Participants complete an application form, and commit to the whole of the course process, with a high expectation of involvement throughout.
- **Contextually focused** Each clergy person is leading in a unique context, and therefore the outworking of the course needs to be tailored to each individual. This is done through a personal development plan and the help of a mentor.

We have successfully completed this course with many cohorts of clergy across a range of dioceses.

To find out more about this scheme, please contact James Lawrence jlawrence@cpas.org.uk.



'Peterborough Diocese has run this course three times thus far, and all participants enthuse about the training they receive. They see real outcomes in their parishes, both in terms of personal growth and in the development of their mission and ministry. We see the course as a "must have" in our training programme.'

CHRYSTREMTHTANMOR,
CMD OFFICER, PETERBOROUGH DIOCESE

THRIVE

MULTI-PARISH BENEFICE (MPB) LEARNING COMMUNITY

In 2012 we conducted some research into multi-parish benefices. It is clear that the trajectory of many dioceses is towards an increase in the number of multi-parish benefices, and also an increase in the number of parishes in such benefices. It is also clear that whilst there are a variety of models that exist to try to help clergy adapt to the changing role such positions involve, many are struggling and most feel under-resourced.

Over the last seven years we have run a learning community process in a variety of dioceses. The communities run over 24 months, involve clergy and lay leaders, are local to the MPBs on them, and involve four main gatherings (one every six months).

Our aim is that each MPB will be enabled to:

- Discern vocation to play their part in God's mission.
- Work well together across the benefice and within individual churches.
- Develop suitable leadership structures.
- Navigate culture change with creativity, wisdom and care.
- Grow in confidence and be energised by faith.

If you would like to know more please contact Pam Macnaughton
pmacnaughton@cpas.org.uk

‘Learning and growing together over two years has hugely helped us to listen to God, put good foundations in place and begin to see the fruit of what we’re learning and putting into action. We hope to continue reflecting, praying and growing together in the months and years to come.’

MARK BROSANAN, PRIEST-IN-CHARGE



FLOURISH

A LEARNING COMMUNITY TO SET GOD'S PEOPLE FREE

Flourish is a joint two-year CPAS and LICC programme. It emerged from the Setting God's People Free initiative. Flourish's primary aim is to nurture the missional courage, confidence and competence of churches to enable Christians to become confident disciples of Jesus Christ and flourish in both their 'gathered' and 'scattered' lives.

Flourish aims to achieve this through developing the missional leadership gifts of ordained and lay leaders drawn from groups of churches. These leaders are equipped, challenged and supported to go deeper in their inner lives, to nurture their skills and confidence as leaders in change and to work together well as a team.

The course is led by CPAS and LICC but owned by the diocese. Each course is tailored to the challenges and opportunities of the diocesan context and anticipates, from both leaders and the churches represented, a high level of commitment and engagement to the programme's aims throughout.

To find out more about this scheme, please contact Charles Burgess cburgess@cpas.org.uk.

NEW
COHORTS FOR
2022



DEVELOPING RESILIENCE

A FOUR DAY COURSE ON BUILDING RESILIENCE

All ministry is demanding, and whilst clergy report high levels of satisfaction in their roles, stress and emotional exhaustion are also a familiar reality. Amidst all that is written about human flourishing, well-being and resilience, how does one make sense of the plethora of advice that is out there? And how do we as clergy engage with the specific demands of our role?

These four days offer a way to explore developing in resilience drawing on ancient wisdom and contemporary insights.

- **Day 1** This introductory day explores a framework for thinking about well-being, stress and pressure and offers a variety of practical insights into how to build resilience.
- **Day 2** Clarity about what to do and what not to do is a key factor in resilience. We'll explore how to discern priorities and order our lives according to those priorities.
- **Day 3** Others expectations of us and our own expectations of ourselves can exert a significant drain on us, especially when they are undisclosed. Using two tools we identify what to do with expectations.
- **Day 4** The complexity of the multi-hat dynamic of clergy roles, the commonality of conflict, and the weight of pastoral responsibility can easily lead us to becoming isolated. We will focus on how to nurture nourishing relationships amongst those within the congregation, diocese and our wider relational context.

If you would like to know more please contact James Lawrence
jlawrence@cpas.org.uk.

