

# CATALYST

REJOICE IN  
THE LORD ALWAYS.  
I WILL SAY IT AGAIN:  
REJOICE!

PHILIPPIANS 4:4

UNLOCKING LEADERSHIP POTENTIAL | HOLIDAY FUN  
ARROW REFLECTION | NEW BOOK FOR ORDINANDS

CPAS is  
an Anglican  
evangelical mission  
agency enabling  
churches to help  
every person hear  
and discover the  
good news of  
Jesus Christ.

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quotations taken from the New  
International Version (NIV).

## Our 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.

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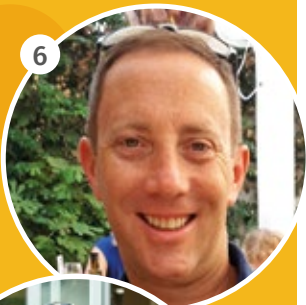
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# WELCOME

JOHN DUNNETT GENERAL DIRECTOR



In the last few weeks and months, we have been praying and working to discern CPAS's strategic goals through to 2025. As part of this process we have identified a number of Bible verses which we believe should continue to shape and inspire our work. One such verse is Luke 19:10 in which Jesus says: 'the Son of Man came to seek and to save the lost'. And without wishing to oversimplify Jesus' words, it does appear that he is indicating here a problem and its solution.

The problem is the 'lostness' of humanity. This is not something abstract, metaphorical or relative. The greek word that Luke employs to report Jesus' saying is related to the words used for 'perish' or 'destroy'. The lostness of men and women is real and substantial. In short, without the regenerating work of God's word and spirit, men and women are lost to God both now and for all of eternity.

The 'solution' (if we can reasonably describe God's amazing grace in such a word) is the good news of the gospel. And what Jesus points to in Luke 19:10 is the 'arresting' reality that his incarnation was part of God's plan to provide humanity with the only way out of our lostness.

In this edition of Catalyst, we are pleased to be able to report from our summer Ventures and Falcons (pages 8-11) – where year on year young people discover for themselves the joy of being 'found' by Christ. We also profile how our leadership training enables local church leaders to nurture their gifts to enable the lost to be found (see 'My Arrow Story' on pages 12-13). Do also read the welcome to Mike Duff, our new patronage secretary.

Thank you for your ongoing interest in and support for CPAS. Let's continue – together – to work and pray that the lost might be found.



## PATRONAGE SECRETARY APPOINTMENT

We're delighted to have been joined by the Rev Mike Duff as our new CPAS Patronage Secretary. Mike comes to us from St Jude's Southsea in Portsmouth diocese following 20 years' experience as an ordained minister, including five years as a CMS mission partner in Indonesia.



Our recently expanded portfolio of patronage churches now covers nearly 700 benefices nationwide, so Mike joins at an exciting time – with significant responsibility for appointing clergy who

long to see more people come to know Christ.

Mike said: 'We want to be partners in the gospel with all local churches where CPAS is a patron, appointing leaders who shape a mission-focused culture and supporting the ministry that God calls them into.'

As a patronage incumbent for 12 years I have valued CPAS' input and support, and look forward to the opportunity to encourage other church leaders.'

Mike is working alongside John Coyne (Leadership Specialist) and Kathy Burch in the Patronage team.

## BIG GIVE CHRISTMAS CHALLENGE

Once again we'll be taking part in the Big Give Christmas Challenge, an annual match-funding initiative which raises millions of pounds for hundreds of charities across the UK.

All funds raised in our 2019 Big Give campaign will help grow the work of Ventures and Falcons, including the increasing impact of our expanding School Ventures. We'd love to create more opportunities for young people across the UK to explore life with Jesus through our various types of fun-packed residential holidays.

The Christmas Challenge runs for just one week, and only donations made on the Big Give website from **midday on Tuesday 3 December** until the same time on **Tuesday 10 December** will count towards this year's appeal.

Last year our generous supporters helped raise just over £42,000 and we're hoping to top that this year. Praise God for the generosity of those who have agreed to match fund donations, and please pray for a great response to this year's appeal.

Find out more at [www.cpas.org.uk/biggive](http://www.cpas.org.uk/biggive).



Earlier this year we piloted a new event called **Leading Well**, providing ideas and inspiration on how to grow as a Christian leader.

When the words Christian and leader are used together we can immediately think of church leaders. But Christians can lead in a wide variety of contexts – work-places, schools, community groups, charities, homes and churches.

Leading Well events explore how to lead better in any context, and how as churches we can resource better leadership throughout the year in simple and doable ways.

Search **[www.cpas.org.uk/events](http://www.cpas.org.uk/events)** for more opportunities to be equipped and inspired for leadership.

## LEADING WELL EVENTS



## HOLIDAYS IN 2020

Bookings for Venture holidays in 2020 will open on 1 December. We'll have dozens of holidays all over England and Wales on offer for children and young people aged 8-18.

Most Ventures take place during the summer holidays but there's plenty of choice at other times of year as well, including Easter plus both May and October half-terms.

On Ventures young people explore life with Jesus and have great fun, so please direct any families you know to **[www.ventures.org.uk](http://www.ventures.org.uk)** so they can find the best holiday for them.

See pages 8-11 to read more about what went on this summer.



**[WWW.VENTURES.ORG.UK](http://WWW.VENTURES.ORG.UK)**

## MINISTRY ASSISTANTS

Two new Ministry Assistants have joined CPAS for 2019/20, working alongside us for 12 months as we give them opportunities to get involved in various aspects of our mission-enabling work.

**Alex Allen** will be mainly based in the Communications and Fundraising team, while **Jeremy Wardle** will be supporting the work of John Dunnett (General Director) and Graham Archer (Director of Ministry).

It's great to have Alex and Jeremy on board. We look forward to seeing how they develop during the coming year and how they're shaped by God for the future.

# UNLOCKING LEADERSHIP POTENTIAL

**H**oly Trinity Huddersfield was looking to develop younger leaders and see people realise their full potential. So they turned to the Growing Leaders course.



Mike Wilkins, vicar of Holy Trinity, had also used Growing Leaders in Winchester, prior to ordination. He said: 'As a church, we were seeking to articulate our vision, and as part of that process we had a desire to grow new leaders from our congregation. A number of people within the church didn't initially see themselves as leaders, but in them we could

see real potential and wanted to give them the opportunity for development and to step up into leadership roles.

'We realised that a lot of our current leaders were in their 50s and 60s, and we really wanted to focus on growing some leaders in their 30s and 40s. So as a result we decided to run Growing Leaders and invited 16 people to take part.

'I really like the emphasis on character development in the course, which is so integral to somebody's leadership potential. Personally, I think character and relationship with God are the two most important things when looking to grow a leader – much more important than competence, which can be learnt.

'Since running Growing Leaders, we have actually restructured the leadership within our church, and some of those who took part in the Growing Leaders course are now in leadership roles. It has genuinely been so wonderful to see the leadership in our church being shared, and to see those people who we knew had a clear gifting being able to really use it and shine.

'The biggest shift since running the course has been to evaluate the effectiveness of our housegroups. Eventually we closed these and launched a new vision for 'Life Groups', many of which are led by those who were on Growing Leaders.



'The opportunity to reflect on the gifts God has given me and how I might use them to build his kingdom was such a blessing. I didn't consider myself a leader as such but through Growing Leaders God showed me that there were areas in which I really could have a role in leading others for him and to him.'

Tania Webb, Growing Leaders participant at Holy Trinity Huddersfield





# GROWING LEADERS

## Growing Leaders course

Looking to develop leaders?

The newly-updated Growing Leaders course focuses on character, calling and skills to grow leaders who lead others to Christ both at church and beyond.

Over 10,000 people have been through the course across hundreds of churches.

Download Growing Leaders and help Christians lead well – wherever they are.

To find out more visit [www.cpas.org.uk/growingleaders](http://www.cpas.org.uk/growingleaders)

‘One of the recommendations of the course is that participants meet with a mentor between sessions. The mentors really valued serving in that vital role, involved in the process of growing these new leaders. Some of these mentoring relationships have gone on to continue to this day, as both parties have found it to be such a positive experience.

‘We quickly found that the course was highly valued, and that participants saw it as a big personal investment and felt it was really worth committing to. If more people in our church

show an interest in developing their leadership skills, or we see gifts in others in the near future, we would definitely run the Growing Leaders course again.

‘I also know of a nearby Elim church that is currently running the course, which really says something about the effectiveness and flexibility of the resource.

‘I can’t think of anything else that compares to Growing Leaders, in terms of what it achieves. We’ve learnt so much from doing it.’



# A SUMMER EXTRAVAGANZA!

**T**his summer's Venture and Falcon holidays have been filled with first timers, familiar faces, conquered fears, new experiences, full tummies and answered questions. As always, there has been excitement, adventure, creativity, love, laughter, and curiosity on our holidays.

Above all, the gospel has been shared with 3,533 8-18 year olds on 77 holidays over five weeks.

Here are some highlights from this summer's adventures...

*Ventures & Falcons*

'You get to learn about God, make new friends and do some amazing activities.' (Ellie, 12)

'I wanted to continue reading the Bible after devotions, because I am seeing that God is what I am searching for.' (Anon)

'You get to spend time having fun with loads of other people your age who can encourage you to keep going with Jesus.' (Anon)

'Ventures are an incredible idea and have been amazing to help me grow in my faith and make lots of friends I'll keep for life.' (Steve, 17)

'I took a non-Christian friend this year and he became a Christian!' (Luke, 15)

'You're away from home but it feels like everyone is family.' (Kate, 9)





'75 children rocked up to our camp site for 8 days of fun, friendship-making and, by God's grace, fruitful teaching this summer. A mix of students, cleaners, investment bankers and more all came to lead with a common cause: a love of Jesus and his gospel.'

(Venture leader)

'Many of our children this holiday did not really understand the concept of family, because of the situations they find themselves in with regards to their personal lives. Whilst walking together as a group on our way back from a wonderful swimming session, one of the children looked up from the walk and said, "Oh, this is what a family is".'

(Falcon leader)





‘We saw young people being incredibly vulnerable with one another, especially around the campfire. They were sharing stories of bullying, broken homes and insecurities and how coming on the Falcon had helped them realise they weren’t alone and they could overcome challenges.’

(Falcon leader)



‘It was fantastic to see friendships rekindled and traditions continued. A packed activity programme of climbing, mountain biking, archery and kayaking was interspersed with onsite games and team challenges. Our evening meetings included collective worship, main talks, discussion groups and a chance to respond and seek prayer ministry. We can’t wait to see what next year has to offer!’ (Venture leader)





# LET'S TALK CALLING with Haslemere Venture

**N**estled in the county of Surrey, Haslemere C is a week-long Venture for 14-18 year olds that's been running for 6 years.



Lauren McCombie Smith and Babz Ojomu are leaders on Haslemere C. They planned a workshop during the Venture around the CPAS resource Talk Calling – a card based resource that helps open up conversations with teenagers and young adults about how to follow where God leads.

Lauren has been leading on Venture holidays for the past 7 years. 'We used Talk Calling in small groups with about 40 teenagers. I lay all the cards on the floor in the different sections (bible verses, blockages, images, and about me) and gave the groups 15 minutes at each station. From the conversations that I heard, they could have spent much longer discussing in their groups.'

Babz has been part of the Ventures family for over 10 years, having attended as a young person before volunteering



as a leader. He says, 'The imagery on the Talk Calling cards is designed to look like a mobile phone app. I really love that, because that's what these teenagers are familiar with, so it makes it relevant for them.'

'I think Talk Calling actually answered questions some of the group had during the week about the future, and gave them some new questions to think about. At the end of the workshop quite a lot of them were up for discussing how they interpreted some of the images and other cards, so it was really good to see how engaged they all were.'

Lauren added: 'Having a safe space to discuss that in a context where you can include God in the conversation is really helpful, and it was really timely as some of the young people had just had their A-level results. Talk Calling is an accessible, new and fresh way to facilitate conversations about calling.'

To find out more visit  
[www.cpas.org.uk/talkcalling](http://www.cpas.org.uk/talkcalling).



# ARROW REFLECTION

With the 15th Arrow Leadership Programme drawing to a close in November, we asked Jo McKee, vicar of St Andrew's Radcliffe, near Manchester, to look back over her Arrow journey.

## **What brought you to Arrow?**

'I had been aware of the Arrow programme for a number of years before I started; I knew other church leaders who had been on it. There was a possibility of applying for a place while serving my curacy, but the time just didn't seem right. Then I hit my 40th birthday and I thought that the window of opportunity had passed me by. I was quite bereft at having missed out. But, after explorative conversations with CPAS I applied and was accepted onto the programme as the oldest member of the cohort!'

## **What have been your hopes for the programme?**

'I have been in a variety of church leadership roles since my teenage years, and before ordination I trained and was employed as a professional musician, a vocation that nurtured creative gifts but not necessarily leadership or strategy ones! So, an important part of Arrow has been to help me grow in these skills. It has also given space for intentional growth in personal formation. For me this has been recognising the "fears" in me that would hold me back from doing God's will and following his ways: how I might limit God and also try to keep or take back control. In addressing these "fears", I have found that my burdens are less and my "yoke" is definitely lighter!'



## How has Arrow impacted you and your church?

'Recently I have been exploring getting involved with another ministry which would take me out of parish for a couple of days per week, and the PCC were unanimous in their support. They felt that they had gained new insights in evangelism and church growth through Arrow, and that continued learning and being with others outside the parish was as good for me as it was for them.'

## Tell us about one of the highlights of Arrow.

'One of the many highlights has been my Peer Cell. At the start we were put into groups of four and we have travelled the Arrow journey together. In many ways we have become a support group for one another. We have kept one another accountable for personal formational, leadership and evangelism growth; supported one another in times of need and have also laughed until the tears have been rolling down our faces!'

## How has Arrow helped you to be led more by Jesus, lead more like Jesus and lead more to Jesus?

'The programme has deepened and rooted my ministry in Christ-like leadership providing me with a safe community of like-minded people to process it in. I have grown in my relationship with Jesus and I am more confident in leading in his power, rather than my own strength. Ultimately, I have grown in my love for Jesus and I long for Jesus to be made known in the community that I serve. I wholeheartedly recommend Arrow as it's a place where the heart, mind and soul are equipped to love and serve Jesus.'



'Ultimately, I have grown in my love for Jesus and I long for Jesus to be made known in the community that I serve.'



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Running over 18 months, the Arrow Leadership Programme is an integrated learning process, carefully designed to lead to life change. Applications for the next programme are open until 2 December 2019. If you know anybody who might be interested, we're on the lookout for the next group of leaders aged 25-40 to start Arrow in spring 2020. Visit [www.cpas.org.uk/arrow](http://www.cpas.org.uk/arrow) for more details.



**I**n compiling reading lists to accompany the leadership modules he teaches to ordinands in a number of different theological institutions, CPAS Leadership Specialist Ian Parkinson was frustrated at the lack of a single-volume textbook on Christian leadership which could serve as a course book. So, he decided to write one.

*Understanding Christian Leadership* is due to be published early 2020 by SCM press. Here's how Ian describes it.

## UNDERSTANDING CHRISTIAN LEADERSHIP

Evidence, both anecdotal, and research-based, suggests that the exercise of good leadership makes a significant difference to the health and vitality of any organisation, including the local church. Whilst this leads some people to devour uncritically any and every leadership Ted talk or article, and to try and apply its principles unfiltered in their own situation, others remain suspicious of leadership discourse. What contribution, they ask, have secular insights to offer to a sacred enterprise? *Understanding Christian Leadership* sets out to offer an apologetic for a distinctively Christian approach to leadership. In doing so it seeks to bridge three divides within leadership thinking:

**Theory and Practice** – It offers a sound theoretical base for reflective leadership practice without drifting into the more ethereal realms of some leadership theory, which seems too far removed from our lived experience to be of any use to us. It then goes on to explain how such theory might inform some key leadership practices.

**Sacred and Secular** – at the heart of the book is an exploration of a biblical and theological understanding of distinctively Christian leadership. This in turn gives us a set of criteria for weighing the validity of different secular leadership insights. Understanding that divine wisdom can be found in contexts other than the overtly sacred, the book nevertheless argues for a robust confidence in our own Christian, leadership tradition, urging its practitioners to be shapers of leadership culture, rather than merely the recipients of cultures formed elsewhere.

**Leaders and leadership** – Although individual leaders have a vital role to play, the book argues for an understanding of leadership which is a rather more nuanced and dispersed process. This is a particular emphasis of leadership in the New Testament, where the leadership of the Spirit appears to be expressed widely through the shared life of the whole body of Christ.

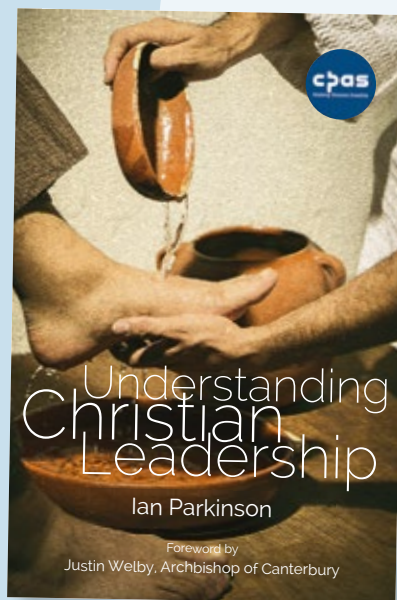


‘...my hope is that this will prove to be an informative and helpful tool for all those exercising leadership at any level...’

A theoretical and theological foundation for leadership is set out in the first part of the book which explores the nature and contribution of leadership, as well as weighing some of the philosophical and theological reservations commonly expressed towards leadership. The distinctiveness of Christian leadership is explored in two chapters which offer detailed examination of biblical words for leadership and the way in which key theological motifs shape our approach to leadership.

The second part of the book considers key aspects of the work of leadership (including chapters on collaboration, growing and developing others, and leading change), and the way in which their practice is shaped by reflection on the Christian tradition. A final chapter explores the spirituality of leadership. Each chapter is accompanied by a case study relating aspects of the practice of Christian leadership in a variety of different contexts.

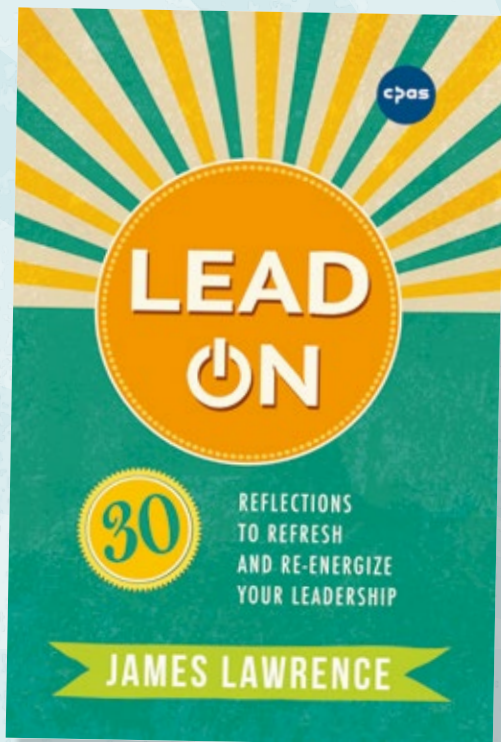
As well as serving as a leadership primer for those engaged in academic study, my hope is that this will prove to be an informative and helpful tool for all those exercising leadership at any level, whether in local churches or other organisations, enabling them to lead more effectively and in a more authentically Christian fashion.



# LEAD ON BOOK

cpas

The Lead On book offers 30 reflections for leaders to take stock of both their inner and outer life. Purchase this resource from the CPAS bookshop now, and start this season by reviewing your leadership.



‘No matter how much input you have received as a Christian leader, giving yourself a leadership MOT every now and then is essential. Lead On will help you to do this, as well as being a hugely valuable toolkit of extra reading, listening, and resources for leadership.’

Rev Mark Wallace, Vicar of St Mary of Bethany, Woking

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