

cpas

THE CPAS SUPPORTERS' MAGAZINE

Connect

1000

YEARS OF CPAS HOLIDAYS



AUTUMN-WINTER 2024



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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CPAS

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Courageously Hopeful

**'DO NOT BE AFRAID...
KEEP UP YOUR
COURAGE...'**

ACTS 27:24-25

I recently had the privilege of preaching at a CPAS patronage church on Paul's shipwreck in Acts 27. I was struck that, despite his companions veering between foolhardy confidence and catastrophizing, Paul brought a message of qualified reassurance: the ship would be lost, but their lives would be saved.

At CPAS, one of our emerging values is being 'courageously hopeful.' We aim to be a non-anxious presence amid stormy seas, enabling Christian leaders to face their pressures with renewed hope and courage.

Paul was able to host a non-anxious space, founded not in his own self-confidence but in the only truly non-anxious presence, God himself. As the angel of God said, 'Do not be afraid... keep up your courage...' Drawing on God's faithfulness, Paul prayed and broke bread with the sailors, soldiers, and prisoners. In trying circumstances, there was space for grace. Much was lost but their lives were saved, and God's eternal purposes were not thwarted.

As we contemplate the stormy seas of the church today, many of us face losing some things we hold dear. It's easy to fall into foolhardy confidence or catastrophizing thinking, but if our confidence rests on God's unchanging faithfulness rather than the structures of ministry we have known, then we too can find Paul's courage to continue to create a space for grace in our local communities, that people may continue to find Jesus in their midst.

May we all hear again the angel's message: 'Do not be afraid... keep up your courage.'

Jon Scamman,
Chief Executive Officer



A handwritten signature in blue ink, which appears to read 'Jon Scamman'. The signature is fluid and cursive, written on a light-colored background.



CPAS Updates



We are delighted that the Patron of CPAS is now His Majesty King Charles III. CPAS has benefitted from the patronage and support of the Royal Household for many decades and we want to thank King Charles for continuing that relationship.

This year, we said a fond farewell to our Vice-Patrons Lord Mackay and the Most Rev Alan Harper. We welcomed our new CPAS President, the Rt Rev Andrew Watson, Bishop of Guildford (top, right).

Bishop Watson said: 'As someone who has hugely benefitted from the ministry of CPAS over the years – variously heading up Pathfinder groups, helping on CYFA holidays, leading a CPAS parish, attending the first-ever Arrow Leadership course, and chairing the Board – I was delighted to be invited to become its President. These are challenging times for the Church of England and never has the Church more needed the resources, consultancy and patronage that CPAS so ably provides.'



TIMOTHY DUDLEY-SMITH

We are sad to report the passing of the Rt Rev Timothy Dudley-Smith. Bishop Dudley-Smith faithfully served CPAS for 14 years, first as Assistant Secretary (1959 – 1965), and then as General Secretary (1965 – 1973).

His legacy at CPAS is still felt today and we give thanks to God for his life and work.



Our new Chair of the Council of Reference is the Rt Rev Dr Matthew Porter, Bishop of Bolton (right).



Bishop Porter said: 'CPAS is an organisation I know quite well, as over the years their training material has been so helpful in parish life, and I've found their staff always supportive and encouraging... I'm delighted to be invited to Chair the Council of Reference and to support their good work going ahead.'

REMEMBERING KATHY AND STEVE BURCH

We are very sad to announce the tragic death of Kathy and Steve Burch, who were struck by a car on Wednesday 28 August 2024.



Kathy served as PA to the CPAS Patronage Secretary for over 17 years and had just retired at Christmas. She was instrumental to the appointment of hundreds of clergy across 692 CPAS patronage parishes. Kathy was not only an accomplished administrator, but she also brought her prayerful and even prophetic faith into her daily work. Steve served as a vicar in the Diocese of Coventry for over 35 years and was well known to many at CPAS.

Kathy and Steve's untimely deaths have come as a shock to many and our prayers are especially with their children and families. We give thanks for the lives of Kathy and Steve and entrust them into the care of their loving heavenly Father.

Investing in Younger Leaders



Listening to the people we seek to serve is essential. Matt Hogg, one of our Leadership Enablers, shared how the Leadership Development team prioritises time to connecting with younger leaders. For 25 years now they have done so through the Arrow Leadership programme which is aimed at leaders between 25 and 40 years old. Here Matt shares some of the other ways CPAS has recently connected with younger leaders.

Leadership and Church Planting, Culture Change and Leadership and more. Peer-to-peer learning events have also enabled younger leaders to engage with senior leaders and learn from their experience.'

Matt continued: 'These times have been so powerful for participants but also for us as Leadership Enablers because we see the passion, the energy, the commitment, but also the desire to make a difference for Jesus in the local context. It has given us lots to reflect on and it has helped to guide our own resource development process.'

Over the last two years we have committed even more time to connecting with younger leaders. Not only does this help us keep up to date with the opportunities and challenges leaders face,

but it also enables us to produce timely and impactful resources that better equip churches for mission.

Matt Hogg said: 'We've hosted online focus groups, gatherings, and webinars, wrestling with subjects like

Almost 200 younger leaders have participated in one of these sessions or connected with us in some way. If you know young Christian leaders, ordained or not, who sense God's call to serve his church, please get in touch with Matt at mhogg@cpas.org.uk. We would love to connect.



Ventures and Falcons Behind the Scenes

There is nothing quite like a CPAS holiday. Every year, thousands of children and young people gather across the country for a week of fun, faith and friendship.

We consistently sing the praises of the incredible volunteers who make these holidays happen. However, hidden away at Sovereign Court in Coventry, there is also a team of coordinators working behind the scenes without whom this ministry would not happen.

Beth Mawdesley was a volunteer Venture leader at the holiday Quantock before she joined CPAS as Ventures and Falcons Coordinator in March 2024. When asked what surprised her about the role, she said: 'just how much work goes on behind the scenes to ensure we run safe holidays that enable young people to have loads of fun, have the highlight of their summer and learn about Jesus.'

We sat down with Beth (top) and Brooke Dias (bottom), who also joined as Ventures and Falcons Coordinator in March 2024, to learn more about what it takes to make a Venture holiday happen.





‘So many things happen simultaneously,’ said Beth. ‘We agree the budget with the Overall Leaders of each holiday and pencil in site locations, going through the lengthy booking processes to secure them.

‘Between this and bookings opening, the team are planning the overall leader’s conference,’ continued Brooke. ‘This is a gathering of 80+ leaders from across the country who are trained and equipped for the upcoming season. We’re both really excited for our first conference.’

We asked what tasks need to be completed after bookings open in January.

‘Again, so many things happen all at once,’ explained Beth. ‘While the fantastic Overall Leaders complete the safer

recruitment of thousands of volunteers, we support them by obtaining DBS checks, ensuring references are returned and safeguarding training is completed. We’re paying final invoices, as well as liaising with sites and Overall Leaders to make things work for both parties. It’s a mammoth task and each coordinator has up to 20 holidays they do this for.’

‘What makes it possible and enjoyable is that we have a great team at CPAS,’ shared Brooke. ‘There is a really collaborative and supportive environment which we are so grateful for.’

When we asked what the highlight of their roles was, they were both quick to say: ‘We can’t wait to hear all the stories about what has happened on the holidays and what God has done!’

‘WE CAN’T WAIT TO HEAR ALL THE STORIES ABOUT WHAT HAS HAPPENED ON THE HOLIDAYS AND WHAT GOD HAS DONE!’



ARROW LEADERSHIP PROGRAMME



Arrow Reloaded

Led By Jesus, Lead Like Jesus, Lead More To Jesus



Graduates from the first Arrow Leadership Programme from 1997

For more than 25 years, Arrow has encouraged more than 400 leaders in Christian ministry. In January 2025, leaders from all 17 cohorts are invited to Arrow Reloaded, a special gathering that will give thanks for this programme and the ministry that its many participants have gone on to be part of.

James Lawrence, Leadership Champion at CPAS and founder of the UK programme, said: 'Lots of things today don't last but it's such a blessing to see that what we felt called to start 25 years ago here in the UK is still connecting, still resourcing and still relevant.'

Jo McKee, Head of Leadership Development at CPAS, shared: 'The programme has adapted over time but the core emphasis on Christ-centred character,

leadership and evangelism remains firmly in place.'

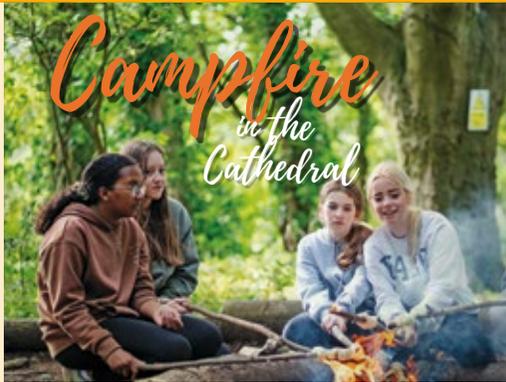
The gathering will take place from 27-30 January at the Hayes Conference Centre in Swanwick. The programme promises quality teaching, personal reflection, corporate worship and fellowship with Arrow participants.

As Jo concluded: 'There is a real buzz within the team as we count down to January. We are excited to see what God is going to do, but we're also keen to listen and learn how we sustain and grow this ministry to benefit the next generation of leaders.'

If you are an Arrow graduate, you can book at www.cpas.org.uk/arrow.

To find out more, email Matt at arrow@cpas.org.uk.

A Year of Celebration



100 YEARS OF CPAS HOLIDAYS – CAMPFIRE IN THE CATHEDRAL

2024 marks an incredible 100 years of CPAS holidays – a century of fun, friendship and the enduring faithfulness of God.

Celebrate this landmark year with us at an atmospheric Campfire in the Cathedral centenary service in Coventry Cathedral on Friday 15 November 2024, followed by hotdogs and marshmallows.

Leaders, volunteers, supporters and attendees from across the decades will come together to give thanks and share stories over a cosy fire.

Tim Friend, Ventures and Falcons Principal, said: 'By celebrating the past, our heart is to fire our faith afresh for a new season of CPAS' ministry among children and young people. We pray that God will continue to equip and empower us as we pursue the goal of providing every child in the UK with the opportunity to explore Jesus.'

Join us and help shape the next century of CPAS ministry. Book your free ticket here:
www.cpas.org.uk/100years



1924-2024



LEADING EVANGELISM LEARNING HUBS

Our Learning Hubs gather up to ten churches who journey together over 14 months to grow individual and corporate confidence in sharing the gospel, making faith-sharing accessible for everyone.

'I would recommend it to any church that is seeking to reach out more effectively with the love of God.'

Our next cohort starts in January. To join us, please view our website:
www.cpas.org.uk/hub.

TEN YEARS OF PCC TONIGHT

In 2025 we will be celebrating ten years of PCC Tonight, a suite of resources which aim to inform, energise and equip PCCs across the country.

James Lawrence, author of PCC Tonight, said: 'PCC Tonight provides incumbents with the tools to navigate common dysfunctions and lead their PCCs to become more fun, fruitful and faith-filled.'

Do you want to transform your PCC? Learn more here: www.cpas.org.uk/resources



Celebrating 100 Years of CPAS Holidays

The Beginning

In 1924, in the fields of Coldharbour, Surrey, 24 children aged between twelve and fifteen years old huddled around a crackling campfire. Away from their harsh lives as factory workers, they sang, shared stories and heard good news that has changed lives for two millennia.

The first CPAS holiday was an exciting, bold new direction of ministry. Looking back, the camp leader wrote: 'How we sang! At first we shouted! But as the days went on, one knew that the girls were realising the truth of what they were singing... we had the joy of knowing that girl after girl sought and found the saviour.'

One of the first attendees wrote back about the impact it had on her: 'I am having some children... I am going to learn them some of the choruses and tell them about the Lord Jesus who is my Shepard, and that is all I want. My little brother and I has gave our whole selves to Jesus.'



Stories Through the Decades

The lives of children throughout the decades continued to be transformed as they encountered the love of Christ on these holidays.

Philip Bounds shared this story: 'I have memories of singing round campfires at night, having a quiet time each morning, and dorm (a large tent) prayers each night. We peeled



Still Changing Lives Today

Today, 100 years since that first holiday, young people across the UK are still gathering around campfires, singing songs and sharing faith in life-changing moments on Venture and Falcon holidays.

Eden has attended Venture holidays for the last four years. Reflecting on her story, she said: 'I've always gone to church since I was a baby and I've known Jesus. But there was a time at the Venture holiday last year where we were sat around the campfire, and we were all just singing songs of worship. Seeing how much God meant to people made me realise how much he meant to me. It sealed my certainty of my faith in Christ and led to me getting baptised.'

We give thanks to God for every campfire story like this and can't wait to see what the next century brings.

potatoes for what seemed like an army, but would then go on super walks and trips; climbing Helvellyn was the best, even though the clouds descended. Bible teaching, quizzes, hearty singing and testimonies were all part of an experience that had a massive influence on my life... Sixty-two years have passed since that first holiday, and I can honestly say that experience changed my life.'



Oversight Ministry



Earlier this year, David, Head of Communications at CPAS, caught up with Sarah Pix, one of our Leadership Enablers, to learn more about CPAS' role in helping leaders in oversight roles.

So, Sarah, what is Oversight Ministry?

Sarah: Oversight Ministry is a change from the traditional way of leading church. With fewer clergy available, we've seen an increase in Multi-Parish Benefices (MPBs) where one incumbent has oversight over several churches. The largest we've come across is one incumbent with oversight of 27 parishes. Further pressure has led to even larger mission areas encompassing several MPBs, fresh expressions and new worshipping communities, where multiple local leaders are overseen by a minister with oversight responsibility.

Why is it so important that CPAS trains incumbents in Oversight Ministry?

Sarah: We are helping church leaders transition into a whole new working paradigm. Clergy that try to keep working in the traditional model are burning out because you cannot be in five places at once.

We're encouraging church leaders to see themselves as a leader of leaders; where before they did much of the ministry themselves, now it's about raising up those around them, nurturing effective teams who then serve in various areas of ministry.

I can hear your passion and enthusiasm. What is it about this work that inspires you?

Sarah: While these changes are necessary due to declining church attendance, I think we can see God at work here. Perhaps we are returning to a New Testament model of church leadership. The apostle Paul was a classic oversight minister: travelling around, sending letters of encouragement and building up local church leaders.

When Oversight Ministry is done well it can be empowering, releasing people to step into positions of service and leadership.

‘THE APOSTLE PAUL WAS A CLASSIC OVERSIGHT MINISTER: TRAVELLING AROUND, SENDING LETTERS OF ENCOURAGEMENT AND BUILDING UP LOCAL CHURCH LEADERS.’



That sounds really good. Can you share what the Oversight Ministry Course is?

Sarah: Over a year, we work with clergy in oversight roles in small groups. During this time, we provide six ‘colleges’ covering a range of topics, from practical leadership to resilience and self-care. There is plenty of opportunity to root the learning into each person’s context and reflect on the challenges, opportunities and losses which come with this change in working practice.

‘WE’RE ENCOURAGING CHURCH LEADERS TO SEE THEMSELVES AS A LEADER OF LEADERS; WHERE BEFORE THEY DID MUCH OF THE MINISTRY THEMSELVES...’



For more information about the Oversight Ministry Course or how we support MPB leaders, visit our website:

www.cpas.org.uk/thrive.



School Ventures: The Next Chapter



It's a sunny May Saturday afternoon at an activity centre in Lancashire.

Sixty children, accompanied by teachers from three local primary schools, are being led through an interactive programme on the Easter story by volunteers from churches in Blackburn Diocese. The mood is light, smiles are everywhere and the gospel is being shared.

Months of planning has culminated in something special. This is School Ventures in action.

Overall Leader, Mike Barton said: 'School Ventures provides a brilliant way for church volunteers to invest

in their local school. Strong and healthy relationships are built with the children and the teachers, while investing in the children's faith in Jesus in wonderful, fun, and potentially life transforming ways.'

According to a study by Youthscape, 68% of UK churches have less than five children. While statistics make it all too easy to despair, thankfully with God, 'all things are possible for one who believes'.

At CPAS, we are full of faith and expectation for the next generation's future. With 4,632 Church of England schools in England,

imagine the possibilities for collaboration between local churches and schools to reach young people with the gospel.

In School Ventures, we're applying a century's worth of knowledge and experience gained through our Venture and Falcon holidays to help churches engage with their local schools more effectively across the country.

The School Venture programme has started something, and we are excited to grow this ministry so that every child in the UK has the opportunity to explore faith in Jesus.

Safer Spaces



Since appointing Elspeth Young, our Safeguarding Manager, here are some of the ways CPAS has been working to ensure children and young people on CPAS holidays can access and enjoy the safest of spaces.

1 We trained 100 Safeguarding Officers and Deputy Safeguarding Officers across all holidays. We delivered this scenario-based webinar with our Safeguarding Consultants, Thirtyone:eight, giving leaders insight into real-life scenarios and updating them on the changes to safeguarding practice we have made. These include the launch of our Child Protection Online Management System for faster and more efficient safeguarding incident reporting, safer data storage and live support for managing concerns.

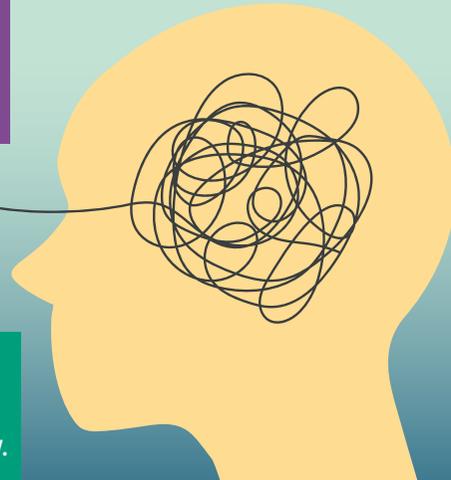
‘Safeguarding requires constant learning, adapting and changing to the needs of the times. What we have done these past six months is embed safeguarding at the heart of what we do. My thanks goes to everyone, at every level, for their desire and determination to make this happen. A special thanks goes to our volunteers, who have provided excellent support for all the young people on our holidays and have embraced the changes made with fervour.’

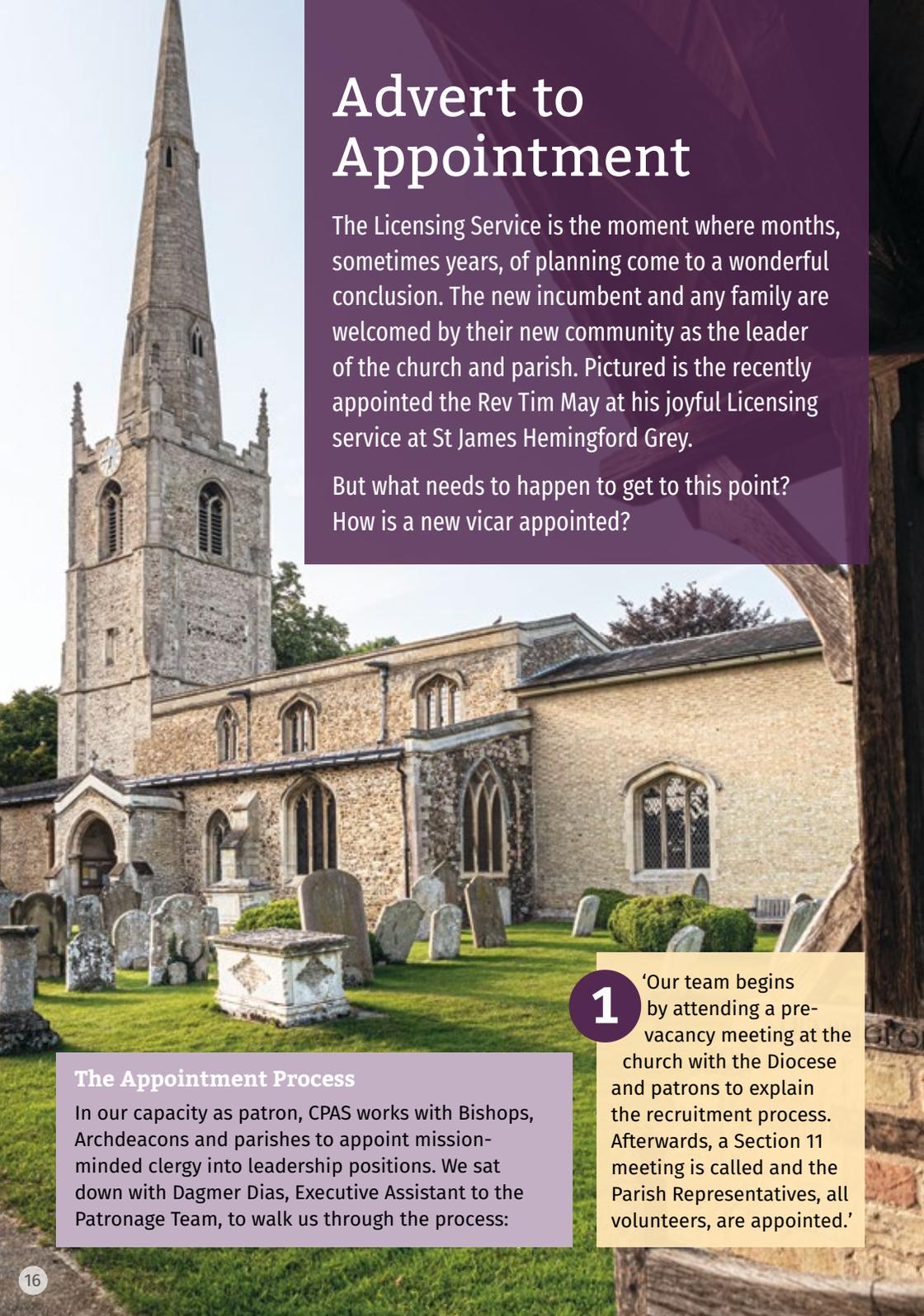
Elspeth Young

2 We enhanced our safer recruitment practices for all volunteers, which now includes the mandatory completion of a basic training module created by CPAS to be context specific to our holidays.

3 We continued strengthening the rapport with our holidays by providing personalised support and guidance on a case-by-case basis.

4 We updated our website with the latest safeguarding policies and procedures, including a new Safeguarding Escalation Pathway.





Advert to Appointment

The Licensing Service is the moment where months, sometimes years, of planning come to a wonderful conclusion. The new incumbent and any family are welcomed by their new community as the leader of the church and parish. Pictured is the recently appointed the Rev Tim May at his joyful Licensing service at St James Hemingford Grey.

But what needs to happen to get to this point? How is a new vicar appointed?

The Appointment Process

In our capacity as patron, CPAS works with Bishops, Archdeacons and parishes to appoint mission-minded clergy into leadership positions. We sat down with Dagmer Dias, Executive Assistant to the Patronage Team, to walk us through the process:

1

‘Our team begins by attending a pre-vacancy meeting at the church with the Diocese and patrons to explain the recruitment process. Afterwards, a Section 11 meeting is called and the Parish Representatives, all volunteers, are appointed.’

In the past year, the CPAS Patronage Team has helped fill over 60 vacancies across the country, including the Reverend Tim May. When asked about CPAS' role in supporting the appointment process, Archdeacon Richard Harlow said:

'CPAS Patronage helped us make a brilliant appointment in a complex situation. Knowing that someone, with the depth of experience that CPAS' Mike Duff brings to this role, was supporting the parish, helped us bring out strengths and challenges so that we were able to

discern well whom God was calling to lead these two parishes on the next stage of their life together.'

At the time of writing, 152 vacancies are still open.

As we offer CPAS' patronage services free-of-charge due to the financial challenges facing many parishes, this service is only possible thanks to your generous support. Thank you wholeheartedly! For more information, please visit our website: www.cpas.org.uk/patronage



2

'We work with the PCC and Parish Reps to create a Parish Profile and agree application dates. The advert then goes live.'

Assuming we have had a good uptake in applications, we begin the shortlisting process which leads to a panel meeting. Finally, the big day arrives when all candidates are given a parish tour and a formal interview.'

3



'To appoint, there must be a consensus between patron, Diocese and parish, after which work begins for the licensing service.'

4



Big Give Campaign



The ministry of CPAS touches the lives of thousands and it is only possible through your support. Children have the chance to explore life with Jesus, many for the first time. Church leaders are equipped to share the gospel and raise up others in their community. Almost 700 parishes receive investment and input from their patron.

The Big Give Campaign is the perfect opportunity to sow into God's ministry, with every donation doubled. Thanks to your generosity and kindness, last year we surpassed our fundraising target and raised an incredible £144,000 (incl. Gift Aid).

We want to say a massive thank you to everyone who supported us last year. A particular thanks goes to those who helped us recreate the 'Highest Nativity' in the UK in Snowdonia.



As we approach Big Give 2024, we're excited to return to Snowdonia for an even bigger Nativity challenge, this time with 30 walkers. If you would like to join us, please follow this link:

www.cpas.org.uk/nativity

Find out more about donating to Big Give at www.cpas.org.uk/biggive



Supporting CPAS



CPAS supporters are part of something wonderful! Do you long to see people across the UK hear about Jesus through local church ministry? Here are some ways to pray, give and serve.

WAYS TO PRAY

Pray for CPAS' vital ministry every day with our free quarterly prayer calendar. Download from www.cpas.org.uk/pray, contact us to receive a printed copy by post or follow us on PrayerMate (available on iOS and Android) for daily prayer points.



LEAVE A LEGACY

By leaving a gift to CPAS in your will through your solicitor, you will be helping many men, women and children come to faith in Jesus beyond your own lifetime and for generations to come. Contact the Rev Martin Kavanagh at mkavanagh@cpas.org.uk to find out more.

EXCITING ADDITIONS TO THE FUNDRAISING AND COMMUNICATION TEAM

We were delighted to appoint Clarissa Pato (left) to the role of Church Relationship Officer, following two years of faithful service as Fundraising Administrator.

Clarissa said, 'I'm so excited to work closely with our churches, listen to their stories and learn how we can add value to their missional work.'

To connect with Clarissa, please contact cpato@cpas.org.uk.

GIVE NOW

Inspired by our work? Give right now at www.cpas.org.uk/give, call 0300 123 0780 (9am-4pm Monday to Friday) or send a cheque payable to CPAS to the address on page 2. If you are interested in giving regularly – something is so helpful to us as we plan ahead – please contact supporter.relations@cpas.org.uk



Church Giving

Give one-off or regular gifts as a church by phone, cheque or by contacting David Skoppek at dskoppek@cpas.org.uk. We also offer free materials to help in your ministry



We were also thrilled to appoint Bethany Ferguson (right) as Communications Officer.

Beth said, 'I have felt immediately at home in CPAS and I could not be more excited to be part of such wonderful ministry, telling the stories of how CPAS has impacted the lives of so many.'

To connect with Beth, please contact bferguson@cpas.org.uk.

**Do you want to see
evangelism embedded
in the life of your
congregation?**

Starts January 2025

LEADING EVANGELISM LEARNING HUB



www.cpas.org.uk/hub