

**ARROW
LEADERSHIP
PROGRAMME
17**

**STORIES
FROM THE
PARTICIPANTS**

BE LED MORE BY,
LEAD MORE LIKE,
LEAD MORE TO **JESUS**



'HE MADE MY MOUTH LIKE A
SHARPENED SWORD, IN THE SHADOW
OF HIS HAND HE HID ME; HE MADE ME
INTO A POLISHED ARROW AND
CONCEALED ME IN HIS QUIVER'

ISAIAH 49:2

ARROW LEADERSHIP PROGRAMME

The Arrow Leadership Programme exists to equip Christian leaders (aged 25-40) to be led more by Jesus, to lead more like Jesus and to lead more to Jesus. As part of an international alliance of organisations intentionally investing in Christian leaders, we've now run 17 programmes in the UK. This leaflet gives you a brief insight into what participants thought about their experience of Arrow.

Women and men continue in their own ministries while taking part in the programme. They come from all over the UK, and from diverse ministry positions (full time youth/children's workers, incumbents and curates, leaders within Christian organisations, and occasionally people in business) and backgrounds (working in urban priority areas, market towns, cities, suburbia, villages). They are also at different stages in ministry, some with years of experience, others with only two or three. Experience shows Arrow has something for everyone.

At the heart of the programme is a leadership development model that refuses to limit an understanding of Christian leadership to simply leadership skills. Although important, and increasingly complex in a fast changing world, Arrow focuses on call and character as well. It provides an opportunity for participants to grow in self-awareness through assessments and feedback, to identify areas for personal growth, and to be part of a community committed to growth and development. It also focuses on how we engage in evangelism today so that we may be effective missional leaders.

Linked with the four residentials, each participant is assigned a mentor and is part of a peer cell of other participants from the programme. The focus of the programme, therefore, is on personal formation. It isn't simply another course or conference, nor an academic learning programme, but rather an integrated life-change process.

Well, does it work? The experience of the participants of this programme, and the others we've run, seems to be an enthusiastic 'YES'. If you'd like to apply for the programme, recommend someone, or want to support those who go through Arrow prayerfully or financially, please do get in touch.

JO MCKEE, DIRECTOR OF ARROW



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JAMES ADDIS

Church Leader, Quedgeley

The Arrow program has given me space to further explore my calling and character, both from the inside out and the outside in, how did God want to craft me? What are elements of my character that both strengthens and develops, how do I tick and how that impacts others, how do I respond to others. Arrow has been about developing and sharpening existing tools for ministry, and also finding new ones that will release God-gifted potential that will craft and support my ministry for the long hall.

HANNAH BOYD

Vicar, Higher Walton

Arrow has helped me to take stock of my leadership habits and practices, face my dark side and unhealthy rhythms and address them in a supportive and loving environment. The programme has helped to address every part of me and, through writing a personal vision statement, I have set new rhythms which will help me go the distance in leadership.

I have loved the high quality biblically based teaching and input which has been engaging, relevant to my character formation and leadership habits and practices. This has all been relevant for me as an individual and for my leadership context now and into the future. The support, love and care from the team has been brilliant, their honesty in sharing their journey and knowing you are learning from people who are further down the road from you has been so helpful. I have found it a great joy to be learning amongst a community of fellow leaders, being able to process, pray, laugh, cry and worship together.



TOM BROWN

Vicar, Doncaster

It's hard for me to express how transformative Arrow has been for me, and it's no overstatement to say it has saved my ministry. Lord willing, it's also re-established helpful and healthy patterns for a lifetime of service to come. I came into the first residential on the brink of serious burnout, dismayed by how hard parish life was, and crushed by Diocesan targets and the Lord has so graciously used this to pick me up, help me to keep going, and completely transform my approach to ministry in the world and church today. Even after an exceptional theological education and curacy, the teaching, community and pastoral care of Arrow has been utterly vital for me - and an utter joy, too!

STEPHEN CARTER**Associate Vicar, Canterbury**

A previous participant strongly encouraged me to apply and my church wanted to support me do it. Arrow has been the most transformational investment in my own leadership, and maybe even faith, during my seven years in ministry. The team are prayerful servants with prophetic eyes to speak truth with grace. It's been lots of fun and we've been well loved. I'm going to miss the residential but take heart that it's set me up for a lifetime of continued learning and growth. My diary and energy are now shaped around my priorities, and I'm better equipped to order and mobilise a community for evangelism.

**SAM CHEESMAN****Bishops Chaplain, Blackburn**

I am delighted I came onto the Arrow Programme. It is not always easy, or at least it shouldn't be as it is designed to poke and prod at some deep aspects of one's life and ministry but the professionalism of those brought on board, the care of the team and the rootedness in Christ allows serious excavation work to be done in a way that leads to great growth. I would recommend this programme wholeheartedly to anyone willing to challenge themselves and seeking to grow deeper roots in God's love and call for their lives.

**BECKAH CLARK****Vicar, Elmdon and Hobbs Moat**

I came on Arrow in a position of leadership and feeling God's call to be a leader, but feeling like I didn't fit the position or the calling. Through Arrow, God's truth has been spoken to lies that were holding me back and I've been able to inhabit my shape as a disciple and as a leader. The content has been releasing and equipping, but the transformation wouldn't have been possible without the safe environment that the team work so hard to create. I have felt so empowered by the prayerful support alongside me that has enabled me to bring into the light some of my fears and allow God to work in and through them. Words that come to mind when I think of Arrow are integrity and authenticity. It's been the only space in 11 years of full-time Christian ministry where I've felt it's safe to be honest and myself.

**THEA EDWARDS****Vicar, Farnborough**

Arrow is a rich tapestry of Bible teaching and leadership formation. It puts the tools in your hands for everyday ministry and weaves everything through the joy and grace of Jesus. It's an incredible context for reflection, creating better habits and patterns, picking up fresh ideas, community and new friends across your whole life. The programme couldn't have come at a better time for me as a young woman finding my feet in primary leadership. It's set me for many, many years to come.





JAMES ELLIN

Associate Vicar, Worcester

Participating on Arrow has been a transformative experience that has deepened my faith and equipped me with invaluable skills for serving those I lead. From the moment I entered the program, I was welcomed into a community of passionate individuals who shared a common commitment to pursuing Christ-like leadership.

The curriculum was thoughtfully designed, combining biblical teaching, practical lessons, and hands-on experiences to nurture both spiritual growth and practical leadership abilities. Through engaging discussions, mentoring sessions, and immersive teaching modules, I have been developing a greater understanding of my unique calling and taken a toolbox for how to effectively communicate and inspire others in Gods mission.

The programme expanded my knowledge of Scripture and encouraged me to apply biblical principles in real-life situations, equipping me to address complex challenges with wisdom and discernment. The supportive environment fostered deep friendships particularly through peer cells and encouraged vulnerability, allowing us to share our personal journeys, struggles, and triumphs. Overall, Arrow has empowered me to make a positive impact in my community and has been instrumental in shaping me into a servant leader who wants to see Gods Kingdom grow.

RICHARD HANFORD

Priest in Charge, New Ollerton

I came on Arrow as I ended a training position and was moving to be Priest in Charge for the first time. Arrow has helped me spiritually and practically to step into this new role.



CHRIS KRAWIEC

Rector, Morcambe

Whilst I definitely could not describe Arrow as an easy and totally enjoyable experience I would still soundly recommend it to anyone who wishes to take seriously their own growth and development as a leader and as a disciple able to go the distance. The aspects that I have found difficult are around growing into the necessary changes and adjustments which have become apparent during the programme. The pastoral care, team involvement, prayerful support and obvious love and care I received on Arrow have nurtured and encouraged me through this journey.



NICK LATTIMER
Priest in Charge, Stannington

Arrow has been hugely helpful to me personally in growing as a disciple and as a leader. Through the investment in my own development I believe the benefits for the church I lead are really significant too. I think the power in Arrow is that on top of high quality input, there is a carefully-designed framework of relationships, a learning community and accountability which gets me doing the things I know I need to do.

JONNY LEE
Rector, Bispham



Without Arrow I suspect I would be in the early stages of burnout. Starting incumbency hit me like a ton of bricks. Arrow provided not only incredibly relevant training and formation but also a supportive peer group at a similar stage. The foci of evangelism, character and leadership are expertly combined to form a grace-filled yet challenging curriculum that I expect to be drawing on in a lifetime of ministry.



JESS MCLAREN
Vicar, Letchworth Garden City

Being a participant on Arrow has been a huge privilege. Arrow has set my sight afresh on Jesus, given life to my passion for mission and evangelism, developed my giftings and given me tools to run the race, whilst being surrounded by an incredible team and new friends.

TORI MOERMAN-REDDING
Children's and Families Minister



Arrow has been such a gift for my life and ministry, and a privilege to be a part of. I have grown in confidence in the calling that God has on my life, and how that interacts with my particular giftings and interests. The practical tools that have equipped me to lead well with others, lead the church towards becoming an evangelistic community and manage conflict will continue to inform my practice in years to come. And all of this has been in the context of soul-nourishing Bible teaching, worship and community. I can't speak highly enough of the team who have walked this journey with us, and the many experienced practitioners who have taught, shared and spoken life and enthusiasm into often undervalued areas of ministry life.

ED MORRISON**Priest in Charge, Mexborough**

I wasn't sure exactly what to expect, but very quickly I found Arrow was made up of a group of fantastic people, both leaders and participants. I've made firm friendships and learnt so much, not only from the sessions themselves, which are all of exceptional quality and insight, but also from those conversations had with others where new ideas, good practise and tips are shared which revitalise and give you confidence to enact when getting back to your context. Being held to account has made me get on and do a whole load of things that I just know I wouldn't have done, and it's already having an impact on my ministry, life and wellbeing.

**JAMES NEAL****Rector, Chorlton**

Having done a fair amount of leadership training in advance of Arrow, I wasn't sure whether it would be a repeat of things I'd already covered. However, the reality is that my experience has been almost a decompression chamber of learning more about myself and what it means to lead that leaves no area untouched, and has challenged various ways of operating and attitudes that had been a set. Rather than informational, acquiring more knowledge, this has been transformational.

Arriving on the edge of burnout, I have not only stepped into healthier ways of being, but I feel reset in a trajectory to thrive in all aspects of life now, and in the years to come. It is wonderful that through this process we have formed as a group, despite differences, and I anticipate continuing journeying with many of the other people for many years to come. I'm so thankful for the experience, those who've led us through the programme, visited and shared so generously.

**IAN YENERALSKI****Youth and Outreach Minister, Fleet**

A serious and measured re-evaluation of all that I am and all that I do. I have been encompassed by an overwhelming outpouring of God's love through a team of Jesus-centred leaders, who have an authentic calling to encourage and equip fellow ministers for a life-long ministry for our Lord Jesus. I have found Arrow to be more than I could have imagined. It has awakened in me my first love, and enabled me to not settle but to strive on towards the goal. If you are wanting to go deeper with God, be challenged to your core, filled with encouragement, and deal with your rubbish, then the Arrow programme is for you.





'Both the world and the Church are crying out for leaders – both men and women – of clear-sighted vision, finely-honed ability, cast-iron integrity, and a wise but confident faith in the living God. For more than a decade the Arrow Leadership Programme has set about the task of developing such leaders.'

Andrew Watson, Bishop of Guildford

'Arrow has blended together challenges to my heart and mind as well as my actions as a leader. Grab the opportunity with both hands if you can!'

Jackie Mann, Church Leader

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James Addis

Toby Artis

Hannah Boyd

Tom Brown

Stephen Carter

Sam Cheesman

Bekah Clark

Thea Edwards

James Ellin

Richard Hanford

Rachel Hepburn

Chris Krawiec

Nick Lattimer

Jonny Lee

Jess McLaren

Tori Moerman-Redding

Edward Morrison

James Neal

Yener



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