DEVELOPMENT PLANNER

ARROW LEADERSHIP PROGRAMME

1. GOAL What new personal or leadership goal do you sense God nudging you to work towards? Or is there an existing goal he is nudging you to revisit? (Be specific, personal, and positive.)	**2. ACTIONS** What **action steps** do you need to take to achieve the goal? These need not be in sequence but simply as they occur to you.	**3. NEXT ACTION – PUT IN DIARY** What **next action** must you do to progress this goal? What might stop you taking this action? What are you going to do about it?	**4. MENTOR CONVERSATION** What **issue**, **question**, **obstacle**, or **idea** would you like to process with your mentor or supervisor/ line-manager?	**5. PRAYER REQUEST** What **prayer request** related to this goal might you share with supporters (intercessor, mentor, peer cell, church, etc.)?
Refine your first draft of your personal vision statement and share it with your mentor and leadership partner by 9 December for their comments.	Send to Matt Hustwayte by 6 December. Then it will be forwarded to your Leadership Partner.			
Date for completion: **6 December 2024**				
Date for completion:				
Date for completion:				
Date for completion:				

© CPAS Not to be used without permission

YOUR DEVELOPMENT THROUGH ARROW

OVERVIEW

PURPOSE

The development goals aim to help participants apply what they learn to their daily lives and leadership. Arrow strives to ensure that participants take action after the conference, rather than leaving inspired but inactive.

Arrow takes an learning approach which recognises the following:

- Learning is only complete when it makes a difference in our life and leadership.
- We don't just learn for ourselves, everyone learns through our learning.
- We don't identify and work towards goals for Arrow, we do them for our growth and development.

PROCESS

After each residential, we invite you to work on four developmental goals. For Residential 2, one goal we ask all participants to complete, and three additional goals are to be identified by you and summarised on the planner provided. Suggested goals are offered, but you're welcome to create your own.

Here is our suggested way to approach identifying these developmental goals:

- Whilst it is tempting to identify more, stick to just four. Better to do fewer things well, than to do a greater number of things poorly.
- Start the process of thinking about possible goals at the end of each module as part of the evaluation and development time.
- Set aside one hour in the week following the residential to prayerfully plan your goals.
- Try to have a balance between personal growth and ministry growth.
- Send a copy of your planner to Matt (arrow@cpas.org.uk) by **6 December**.
- Once you have identified 'next actions' be sure to put them in your dairy so that they happen.
- When you have completed your 'next action' related to a goal, use the planner to identify a new 'next action' and put that in your diary.

You will receive the preparation tasks for residential 3 at Take Two in January.

WHEN SETTING GOALS

1. Writing goals down makes it more likely that they are specific, helps you to remember them, enables monitoring of progress and it seems to have power at the level of the subconscious. Once written, you can also integrate the identified goals in your prayer life.

2. It can be powerful to write goals down as *affirmations* – stated in specific, personal and positive terms (i.e. what you do want, rather than what you don't want) and in the present tense, as though they have already happened e.g. 'I am feeling full of energy and can run upstairs' rather than 'I don't want to feel tired all the time.' 'We have a thriving midweek youth group' rather than 'We want to do something to stop youngsters drifting away from church.'

3. Use your imagination:
   - Imagine your desired outcome as a video.
   - Write goals down as a series of affirmations.
   - Write an article for an imaginary magazine, describing your desired outcome in detail, as if it has already happened, with lots of sensory detail (sights, sounds, smells, feelings).
   - Draw it, photograph it, make a collage from old magazines, visit it, act it out etc. Use every means you can to imagine it.

4. List the steps that you took to reach your goal, from a standpoint that you have already achieved it and are looking back to how you did that. It can also help to list the potential blocks between you and your goals and to formulate a plan to overcome them.

5. Take responsibility for the outcome – project into the future the consequences of achieving your goals. How will they benefit you and other people?

SUGGESTED DEVELOPMENT GOALS

Identify three developmental goals. Some of the suggestions below may be a starting point, or create your own. Write them up on the Development Planner.

Goal: I am making progress on some of my barriers to godly leadership.
Actions:
- Read through my reflections on the barriers to godly leadership and dark side material.
- Identify one barrier/issue/insight I sense God is asking me to work on.
- Share it with my mentor and ask him to help me reflect on it.
- Write a prayer around the issue, pray it regularly.

Goal: I continue to pray regularly for 2/3/4/5 people who don't yet know Christ.
Actions:
- Identify what to pray for each of them over the next few months.
- Invite them to something appropriate (coffee, meal, walk, Christmas service, Alpha).

Goal: I am more confident about how to lead a group of people to discern God's direction.
Actions:
- Reflect with those I share leadership with on any existing 'vision' statement we have.
- Identify ways to improve it.
- Refine the statement.
- Communicate it widely in three creative ways.

Goal: I am sharing faith and helping others to do the same.
Actions:
- Read one of the books recommended in the Modelling Evangelism module.
- Put one hour in my diary to write a letter/email to an emerging leader outlining my understanding of the place of modelling evangelism in the life of a leader.
- Take it to my mentor to discuss.
- Send it to an emerging leader, and arrange a one hour meeting with them to discuss evangelism.

Goal: I am practicing a new spiritual discipline.
Actions
- Read one of the books recommended for the module Encountering God.
- Identify a new discipline to take up.
- Detail what a healthy practice would look like.
- Practice it over six months.

Goal: I will take four individual retreat days between now and August 2023.
Actions:
- Put the dates in my diary within two weeks of the end of the residential.
- Identify a place to go, and if necessary book it.
- Plan what to do on each day at least 48 hours before by putting time in the diary ahead of each day.

Goal: I am more aware of unhelpful drivers and have in place things to help me restrict their impact.
Actions:
- Identify which issue is likely to drive me beyond the call of God.
- Create a poster to remind me of this reality.
- Post it somewhere it will remind me and prompt me to keep alert and prayerful around this issue.
- Talk to my mentor about steps I can take to address it.

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