# Arrow leadership programme 19

## Application Form

### February 2026 – October 2027

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| Your Name: | | | | | |
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| Introduction Thank you for considering the Arrow Leadership Programme. The application form can seem rather daunting, but please don’t be put off! Your answers give us a picture of who you are and the shape of your ministry, which helps the discernment panel make a prayerful and considered decision. There are certain criteria the panel uses to select participants to ensure a good balance in the group (for example, age, gender, denomination).  When completing the form, where a word limit is not specified please keep your answers concise to between 200-350 words. If for reasons of physical or other disability (e.g. dyslexia) you need to complement your written application with additional material please enclose a voice recording (for example MP3) lasting no longer than ten minutes addressing the personal, leadership and evangelism questions.  Please complete and return the form by 12pm on 7 November 2025. As the application form does not guarantee acceptance onto the programme, all applicants will be informed of the discernment panel’s decisions by early February 2026. If you require any assistance please contact Matt Hustwayte (Arrow Programme Manager) E: arrow@cpas.org.uk T: 02475 103592. Application Process Key Dates  |  |  | | --- | --- | | Application deadline: | 7 November 2025 | | Applications considered by: | January 2026 | | Applicants informed of outcome by: | Early February 2026 |  Checklist | | | | | |
| I’ve completed the whole form. | | | | |  |
| I’ve given each referee all information needed to complete the reference. | | | | |  |
| I’ve emailed or included a photograph. | | | | |  |
| I’ve typed my name on the cover page (page 1). | | | | |  |
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| **Please complete this form in Word, typing your answers. Please do not use UPPER CASE.** | | | | | |

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| General Information | |  |  |  |
| **Personal Details** | |  |  |  |
| Surname |  |  | Age |  |
| First name(s) |  |  | Date of birth |  |
| Title |  |  | Gender |  |
| Church attended |  |  | Marital status |  |
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| **Contact Details** | | | | |
| Address |  | | | |
| Email |  |  | Contact tel. no. |  |

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| Current Employment | |  |  |  | |
| Job title |  | | | | |
| Current employer |  | | | | |
| How long in this position? |  |  |  |  | |
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| Using bullet points, list three main focus areas of your work. | | | | | |
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| Denomination? |  |  | Where are you professionally? Please indicate | | |
| Are you ordained? | Yes  No |  | Started a new role  Settled in my current role  Thinking of moving on to a new role  About to start a new role  Start date and role: | | |
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| Are you currently under investigation/discipline by your church, denomination (e.g. CDM) or civil authorities? | | | | | Yes  No |

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| Employment History List all your previous employment history from the age of 18 (most recent first). | | |
| Dates in years | Employer | Position |
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| **Education and Training**  List any relevant education and training programmes you have attended in the areas of leadership and evangelism. | | |
| Dates | Programme or course | Key areas covered |
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| Personal *Where a word limit is not specified please keep your answers concise to between 200-350 words.* |
| 1. Use bullet points and brief sentences, for any clarification, to outline key moments and milestones in your spiritual journey, from coming to faith to the present. (No word limit) |
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| 1. What have you learnt recently about yourself that has helped you in your church/ministry leadership? |
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| 1. In the past year what has helped you to grow in your relationship with Jesus? |
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| 1. Please describe an experience of failure (recent, if possible) which was your fault. This could be from your personal life or from the workplace. Comment on how you may have grown as a result of this experience. (500 words max) |
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| Leadership *Where a word limit is not specified please keep your answers concise to between 200-350 words.* |
| 1. Beginning with your earliest recollection, bullet point in a few words your experiences of exercising leadership to date. Also include a sentence about when you first realised that you were a leader. |
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| 1. What most energises you in your current leadership role? |
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| 1. What do you find most draining about your current leadership role? |
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| 1. Looking ahead to the next five years, what three leadership challenges do you anticipate will be most significant for you, and what are your reasons for identifying them? |
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| Evangelism *Where a word limit is not specified please keep your answers concise to between 200-350 words.* |
| 1. How do you understand and explain the gospel—the good news about Jesus—to non-Christians who ask who He is? In your answer, please include the context (e.g. foodbank, school) in which you have shared this message. |
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| 1. Briefly describe two examples of people you have shared your faith with in the past year. |
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| 1. Describe your involvement in furthering evangelism through your leadership role. |
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| 1. Reflecting on your own experience, what are the three aspects of evangelism you find most challenging? Please include a brief sentence explaining each one. |
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| Goals/Objectives | | | | |
| In a sentence, what is your motivation for wanting to participate in the Arrow Leadership Programme? | | | | |
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| From Another’s Perspective Ask someone who knows you well (friend, parent, flatmate, spouse) to choose 8-12 words or phrases that best describe you. | | | | |
| Their relation to you |  |  |  |  |
| Words to  describe you |  | | | |

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| Arrow Covenant If selected, you will become a member of a carefully discerned cohort of leaders with whom you will learn and grow in community. To ensure the best transformational experience, we ask all participants to agree and actively participate in every aspect of the programme (set out below).  It is required that you attend all four residentials, in their entirety, and that your supporter (spouse or friend) attends the Preparation, Take Two and Moving On days. Please indicate below whether you and your supporter are able attend the given dates. In considering the applications, priority will be given to those who can make all dates.  All residentials begin at 5pm on Sunday and end at 2pm on Friday. All day events start at 10am and finish at 4.30pm. Webinars are held on zoom, 1-2.30pm on Wednesday afternoons. | | | |
|  | **Dates** | **You** | **Your supporter** |
| **Introduction Webinar** | Wednesday 11 February 2026, 1-2.30pm | Yes  No |  |
| **Preparation day** | Saturday 14 March 2026 | Yes  No | Yes  No |
| **PV Webinar** (Personal Vision) | Wednesday 15 April 2026, 1-2.30pm | Yes  No |  |
| **Mentor and Participant Webinar** | Wednesday 13 May 2026, 2-3pm | Yes  No |  |
| **Residential 1** | 14-19 June 2026 | Yes  No |  |
| **PV Webinar** | Wednesday 8 July 2026, 1-2.30pm | Yes  No |  |
| **Residential 2** | 4-9 October 2026 | Yes  No |  |
| **Take Two** | Saturday 9 January 2027 | Yes  No | Yes  No |
| **PV Webinar** | Wednesday 10 February 2027, 1-2.30pm | Yes  No |  |
| **Residential 3** | 7-12 March 2027 | Yes  No |  |
| **PV Webinar** | Wednesday 5 May 2027, 1-2.30pm | Yes  No |  |
| **Residential 4** | 13-18 June 2027 | Yes  No |  |
| **Moving On** | Saturday 9 October 2027 | Yes  No | Yes  No |
| **Now put these dates into your diary to keep them free!** | | | |
| If you are selected for the programme will you: | | | |
| Commit to monthly meetings with a mentor/coach? | | | Yes  No |
| Commit to meeting twice between residentials with a small group of other Arrow participants? | | | Yes  No |
| Commit to completing residential preparation and post residential development tasks? | | | Yes  No |
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| Have you read the [CPAS Basis of Faith](http://www.cpas.org.uk/basis-faith) which can be found on our website? | | | Yes  No |
| Do you agree to honour [‘The Five Guiding Principles’](https://www.churchofengland.org/sites/default/files/2017-10/the_five_guiding_principles.pdf) set out by the Church of England? | | | Yes  No  N/A |
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| Finance The fee for the Arrow Leadership Programme is £4350. We are aware that, even though heavily subsidised by CPAS, this is a large amount of money. Please do not let the cost prevent you from applying for the programme as we will be able to give you advice where to find funding.  Please note, you are not required to source your fee at this stage. However, all successful applicants are required to pay a non-refundable deposit of £350 upon accepting an invitation to participate in the programme. The remaining fee of £4000 is paid in four instalments, due two weeks prior to each residential. Please see the CPAS website for details of the fees policy in the event of a participant withdrawing from the programme.  **Note to Female Applicants**:  If you are ordained in the Church of England or Scottish Episcopal Church, the Women’s Continuing Ministerial Education Trust (WCMET) has generously offered grants of £1,000 for each of the two years of the programme (e.g., £1,000 in 2026 and £1,000 in 2027) to Arrow participants. Details on how to apply can be provided if your application to the programme is successful. | | | | | | |
| I intend to pay the programme fees: | | From personal funds  With the help of my church/diocese | | | With the help of my organisation  Other help | |
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| The Arrow Bursary Scheme The bursary primarily exists for those working in poorer communities. Under normal circumstances the maximum bursary is £500, given after participants have sent in evidence of having approached other sources for funding. | | | | | | |
| At this stage do you envisage needing to use the Arrow bursary scheme? | | | | | | Yes  No |

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| Data Sharing Please note that this form and references will be shared with the Arrow Programme Discernment Group, a small carefully selected group who will meet in January 2026 to consider all applications.  If successful your application, acceptance and reference forms will be shared with the Arrow Programme Team.  We take confidentially seriously and will treat the information on the forms with respect and sensitivity.  If you have any concerns about this please contact Matt Hustwayte (Arrow Programme Manager), arrow@cpas.org.uk. |

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| References Please choose three referees:   * Where possible, please provide a reference from someone who has oversight of you. If that’s not applicable, you may instead ask a mentor, spiritual director, a former colleague with oversight (e.g. a training incumbent or line-manager) or a close colleague who knows you well.\* * Someone you work closely with in your context. * A Christian friend who knows you well.   \**From our experience Bishops and some Archdeacons do not have enough time to write a detailed enough reference.*  To each of your three referees, please send the reference form (downloadable from [www.cpas.org.uk/arrow](http://www.cpas.org.uk/arrow)). All references need to be completed and returned to [arrow@cpas.org.uk](mailto:arrow@cpas.org.uk) by 12pm on 7 November 2025. We are unable to consider your application without references, so please check they have been sent in. Please note that we may contact your referees by telephone if we need to clarify anything.  When making your selection, please ensure there is a **mix of genders** and that your referees **know you well.** | | | | |
| **Referee 1** (someone who has oversight of you) | |  |  |  |
| Name: |  |  | Address: | |
| Telephone: |  |  |  | |
| Email: |  |  |
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| **Reference 2** (someone you work closely with in your context) | |  |  |  |
| Name: |  |  | Address: | |
| Telephone: |  |  |  | |
| Email: |  |  |
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| **Reference 3** (A Christian friend who knows you well) | |  |  | |
| Name: |  |  | Address: | |
| Telephone: |  |  |  | |
| Email: |  |  |
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| Please send a recent high-resolution digital image of yourself to us by email as an attached file. If you are selected for the programme the photograph will be included in the participants’ profile and sent to other participants and all visiting speakers, so please ensure it is a head and shoulders type shot of good quality. | | | | |
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| Signed: | |  | Date: | |
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| **Well done! You’ve made it. Please go to page 1 and use the checklist to ensure you’ve completed all the requirements.**  **Thank you for taking the time to complete this application form.**  **Please return the form to:**  E: [arrow@cpas.org.uk](mailto:arrow@cpas.org.uk)  Post: Matt Hustwayte, CPAS, Sovereign Court One, Sir William Lyons Road, COVENTRY CV4 7EZ | | | | |