

ARROW LEADERSHIP PROGRAMME

Develop Your Leadership

EQUIPPING THE CHURCH'S EMERGING GENERATION OF LEADERS



CPAS enables churches to help every person hear and discover the good news of lesus Christ



- Be guided by people who understand leadership?
- **Discern** God's particular calling for your life?
- Develop your character as much as vour skills?
- Balance the various demands on your time?
- Lead people more and drive them less?
- Be more **effective** in evangelism?
- Join a **network** of people prepared to be honest about issues that matter?



THE CHALLENGE

Society is changing. The Church faces huge challenges. Yet Christ's commission remains constant. Leaders today need particular skills. Evangelism, leadership and the Church will all look different in the future. And leadership is more than simply skills. It is based on call and character. It involves vision and commitment. Where can leaders find help?

Arrow Vision

Arrow exists to develop Christian leaders aged 25-40 for the Church across the UK and Republic of Ireland. It develops leaders who are:

- Dependent on the grace of God, confident about who they are in Christ, and empowered by the Holy Spirit.
- Clear about their unique call and consistent in living it out. Passionately committed to evangelism.
- Serving the kingdom with personal lives modelled on the servant character of lesus.
- Skilled and competent to lead organisations or churches at a time of great challenge and change.
- Able to be **faithful** and **fruitful** for the long haul.

In short, leaders who are led more by Jesus, lead more like Jesus and 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 guiver.' Isaiah 49:2

THE ARROW PROGRAMME

Arrow aims at life transformation. It is not merely another course or conference. It doesn't simply add a few extra skills to the life of the leader. but considers the deeper issues of call and character. Over 18 months it provides an opportunity to grow through teaching, reflection, worship, interaction, application, accountability and fun.

Arrow Unites

- Peers grappling with leadership issues.
- Senior leaders with experience of the transitions that life brings.
- Worship and teaching to encounter God afresh.
- Focused development through leadership partners and mentors.
- A safe context for honest exploration of leadership and evangelism.



Arrow is all about integrating learning into life and leadership. The programme includes:

- Four five-day residentials, running from Sunday late afternoon to Friday lunchtime.
- Three Saturdays (participants attend with their spouse or friend): a preparation day, a mid-programme Take Two day and a final Moving On day in the West Midlands.
- A monthly meeting with a local mentor.
- Two meetings with other participants between each residential
- Significant personal assessment and feedback using a variety of tools.
- Guided reading, reflection and preparation/ integration work (approximately three hours per week).

Group numbers are kept small, around 24, to enable everyone to get the best out of the experienced Christian leaders who contribute to the residentials. This also helps to develop community among the participants.

'Arrow 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

'Arrow will refresh you in your calling, reconnect you to God's heart for mission and equip you to go and fulfil your commission.'

Quin Delport, Worship Leader

'Arrow has given me a long-term vision for my ministry in God's Church. Every leader would be helped in doing the programme.' Cris Rogers, Vicar



THE ARROW STORY

The Arrow Leadership Programme is run by CPAS. We are an Anglican evangelical mission agency committed to developing leaders within the UK and the Republic of Ireland.

Our founders' vision was 'the gospel to everyone's door with the single aim to glorify God.' We believe that leadership of healthy local churches is essential to the realisation of this vision.

Arrow was founded by Leighton Ford in North America, in response to what he perceived as a growing leadership vacuum. It was then established in the UK by CPAS in 1999. We are part of a growing alliance of countries who run Arrow (www.arrowleadership.org).

The international vision for Arrow draws inspiration from God's word to Israel (Isaiah 49). Shaped by him, Israel was called to a leading role in God's purposes for his world. Shaped by him, today's leaders continue that tradition.

WHO IS IT FOR?

Those eligible for Arrow are women and men:

- Aged 25-40.
- Who are already in leadership positions in churches or Christian organisations as leaders of other leaders (ordained or lay).
- Who have a concern for evangelism.
- Who are willing to be challenged in their personal development and are prepared to change.
- The majority of participants on Arrow are Anglican, but we welcome applications from other denominational backgrounds.
- We invite those interested in Arrow to enter a discernment process, which involves an application procedure and references. The application deadline for the next programme is on our website, where you can also download the application materials. Alternatively, please contact us for a pack.



WHAT DOES IT DO?

DEVELOP YOUR CHARACTER

Character shapes both who we are and what we do. It is foundational to godly leadership. Arrow aims to help you understand and deepen your character through the study of the Bible, prayer, psychometrics, mentors and peer cells.

DISCERN YOUR CALLING

Many Christian leaders struggle with questions of identity and calling. Our awareness of who we are 'in Christ' may become a neglected area in busy ministry life. By reflecting on your relationship with Christ, and by identifying your particular talents, passions and skills, Arrow helps you discern God's specific calling for your ministry.

DEVELOP YOUR LEADERSHIP SKILLS

The pressures on leaders are immense. Skills learnt in the past may no longer be applicable. Arrow helps you identify your personal priorities, work well with others, and develop new skills in leadership.

DEVELOP YOUR EVANGELISM SKILLS

Evangelism is crucial to the life of the Church. Arrow explores how we and those we lead can play our role in God's mission in his world. Arrow helps you not only to develop personally in evangelism, but also to consider effective ways to grow healthy churches.

THE PRACTICALITIES

COSTS

To keep costs down the programme is heavily subsidised. Each participant is asked to find the programme fee, which can be paid in four instalments. The cost of the current programme can be found on the website. The fee covers:

- The four residentials (full board).
- Extensive programme materials.
- Professional assessment inventories.
- The preparation, Take Two and Moving On days.

Our mentors generously donate their time. Each participant is responsible for transport costs and purchase of books for study/ integration work.

We strongly encourage you to seek the endorsement of your church, diocese or organisation and a contribution from them towards your costs. Please do not allow cost to be the governing factor when deciding to apply to the programme. We have a bursary fund, and limited grants for those who need them.

DATES

The programme runs for 18 months. It starts two months before the first residential, and ends four months after the last. Programme dates are available on the website or from Sally Taylor (see back page for contact details). Participants invite a friend/their spouse to the preparation, Take Two and Moving On days.

(full board). e materials. nent inventories. e Two and Moving '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

'This programme is simply the best thing by miles for leaders in ministry. I love the unique way it blends leadership, evangelism and spiritual growth to create something which is life and ministry enhancing. It has been a huge privilege to have been involved in with it'

Dave Male, National Advisor for Pioneer Development, Church of England

THE IMPACT OF ARROW

Since 1999, over 300 men and women have experienced the impact of the Arrow Leadership Programme on their life and ministry. Could you be next?

Empowering

Esther Prior Curate, Deptford

I know people who have at first disgualified themselves from Arrow because they perceive leadership as 'not being their thing' and yet Arrow is so much more than a leadership programme – it delivers on the promise to run a programme that impacts the whole of life. I had just found out that we were expecting our first child when Arrow started. Alongside the intense joyful anticipation of becoming a mum was a real anxiety about what ministry would look like after my son's birth. Arrow has provided support structures as well as a safe space to reflect on these things. As I come to the end of the programme, I find myself empowered as a mum, a wife, a disciple and a leader.

Priceless

Helen Fraser Assistant Curate. Surrev

I am convinced that this experience will make a fundamental difference to my life and the lives of those

I have the privilege to lead until heaven becomes home. A rare delicacy made up of belly laughter, safe spaces for tears, gracious challenge. vast experience, enormous wisdom, massive encouragement, open-heart surgery, excellently modelled leadership all underpinned with boundless love and gathered at the feet of the throne of grace. Thank you Lord for this priceless experience.

Enabling

Sophie Wellbelove Youth Pastor. Woking If you are keen to figure out how to be a better version of vourself and own vour leadership, do Arrow. It has helped me to dig deeper, to go further and to raise my game, to step up.



Practical

Ben Read Assistant Curate. Carmarthan One of the things that really impressed me about Arrow was how practical it really was.



This is no academic exercise which affects only your thinking: it is not about burdening already busy Christian leaders, or heaping yet more guilt on leaders who feel inadequate. No. Arrow is a transformational experience which affects not only your thinking, but your practice, not only your ministry but your whole life. At its heart. Arrow is about following Jesus and learning from him. It's about his spirit challenging us through his word to be better disciples of lesus. It's about reminding us of God's heart for lost people and equipping the church to reach them by equipping leaders to model and teach evangelism. God has used Arrow to encourage, equip, transform and inspire – long may he continue to do so

Equipping

Ollv Mears Ioint Vicar. Rugby

Arrow is geared towards personal transformation in the life of the leader – and it works! It has been a brilliant experience.

The emphasis on personal formation. as well as effectiveness in leadership role. is very powerful. It provides a safe environment to explore calling and deep encouragement in a supportive community to grow in leadership. Its emphasis on leading for mission has sharpened me in my own evangelistic ministry. Through Arrow I've grown in confidence, not just having a new skill set to work with for leadership and ministry, but knowing my own calling to be a child of God and to serve from that place of acceptance and grace. You might think that's obvious for any Christian leader – and it is – but Arrow relays the foundation of our place before God and life in him as the source for effective leadership. It also emphasises leadership for the long-haul – and that's what I have been equipped for.



open heart surgery. But this is not to be feared. Reaching into the very heart of both ministry and self. it has offered hope and growth for every part.

Transformational

Claire Banham Lay Minister, St Albans

Arrow has been a challenging, supportive, transformational process that has enabled me to step up to be the leader God has invited me to be. At times it's actually felt as if I can physically sense the growth process taking place as I have been guided through the programme. It's been incredible and humbling to be invested in to this extent and I am so thankful.





Far-reaching





Enriching

Steve Bailev Team Vicar. Leicester

For me the whole Arrow experience has been something that has enriched my life and ministry. I have found the wav it all



integrates together really helpful, more than just hearing some great teaching. I have been helped to process and bed in the material. The teaching and tools are great gifts to sustain a lifetime of ministry and the whole programme is run praverfully with a reliance on the work of the Spirit. I have learnt a lot about myself, been encouraged in the good bits and challenged in the bits that need to change. With the intentional purpose of the programme I have faced areas of my ministry that I could have chosen to ignore. Long may the Arrow equipping continue!



IS GOD PROMPTING YOU TO APPLY FOR THE NEXT ARROW LEADERSHIP PROGRAMME? The CPAS Arrow Leadership Programme has equipped over 300 leaders aged 25-40 for a lifetime of fruitful ministry. During the 18-month programme, a mix of residential weeks, integration work, mentoring and peer groups resource the Church with men and women who are led more by Jesus, lead more like Jesus, and lead more to Jesus.

Please visit www.cpas.org.uk/arrow to find out more about:

- Programme content.
- Values and philosophy.
- Model of leadership development.
- Structure of the programme.

Alternatively, please contact Sally Taylor, Arrow Programme Manager, on staylor@cpas.org.uk or call 0300 123 0780 (Ext 4390).

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