



# LEADERSHIP DEVELOPMENT

COURSES, DAYS AND EVENTS FOR DIOCESES TO RESOURCE  
MISSION-SHAPED LEADERSHIP FOR 2025-26



# PROGRAMMES, COURSES, EVENTS AND LEARNING COMMUNITIES

**The changing landscape of Church and society has led us to adapt our leadership development offers to better support today's lay and ordained leaders.**

CPAS offers a flexible mix of online and onsite leadership development sessions which can be tailored to the specific needs and context of your diocese. The examples in this booklet offer a snapshot of the range of training topics available. Sessions can be scheduled for the morning, afternoon or evening, and are also available as full-day events.

## **Our Leadership Training sessions include:**

- **Practical, role-relevant learning** Strategies and tools, informed by the latest Church and cultural leadership trends, are tailored to real ministry contexts, with direct application to church leadership challenges.
- **Engaging, collaborative methods** Interactive discussions, case studies, group activities, and peer learning to deepen understanding and share experiences.
- **Guided by experienced facilitators** Ordained CPAS Leadership Enablers deliver impactful training through diverse and dynamic formats, and are attentive to different traditions, cultures, and learning needs.

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'CPAS' training is always very helpfully presented, clear and relevant. It has helped me see things differently, given me resources, and challenged my thinking.'

# LEADERSHIP DEVELOPMENT TEAM



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# DIOCESAN LEADERSHIP PROGRAMME

**It is both an exciting and challenging time for clergy, as the Church seeks to engage with the mission and ministry of Christ in a rapidly changing world.**

Drawing on CPAS' extensive experience of running leadership development processes, we offer dioceses a tailor-made leadership course for clergy based on the following principles.

- **Transformational process** This is a process (over at least ten months) aimed at transformation of clergy as leaders in ministry and mission. It isn't simply about equipping and applying leadership competences, but also attending to character, vocation and spiritual development.
- **Diocesan owned** This course is a partnership between the diocese and CPAS. The diocese takes the lead in inviting participants, and managing logistics, while CPAS shapes the focus, through consultation with the diocese, and provides resources and support. It can run smoothly alongside other diocesan leadership development initiatives.
- **Intentional commitment** Participants complete an application form and commit to the whole of the course process, with a high expectation of involvement throughout.
- **Contextually focused** Each clergy person is leading in a unique context, and therefore the outworking of the course needs to be tailored to each individual. This is done through a personal development plan and the help of a mentor.

We have successfully completed this course with many cohorts of clergy across a range of dioceses, and are now offering a variety of different courses in terms of length and who they are designed for.

## MORE INFORMATION

To find out more about this programme, please contact James Lawrence, [jlawrence@cpas.org.uk](mailto:jlawrence@cpas.org.uk).

'Peterborough Diocese has run this course five times thus far, and all participants enthuse about the training they receive.

They see real outcomes in their parishes, both in terms of personal growth and in the development of their mission and ministry.

We see the course as a "must have" in our training programme.'

Chrys Tremththamor, CMD  
Officer, Peterborough Diocese





# OVERSIGHT MINISTERS COURSE

RESHAPED  
FOR 2025

**As the Church of England shifts toward larger benefices, mission communities, and new worshipping contexts, the role of incumbent is evolving from direct ministry delivery to enabling and overseeing others.**

In response, CPAS has developed the Oversight Ministers Course, a practical programme to equip clergy with the tools, confidence, and clarity needed to lead collaboratively and missionally in today's complex Church landscape. Designed for those overseeing multiple parishes, benefices, or mission communities, including full-time Area Deans. The course supports leaders in navigating this transition with purpose and effectiveness.

## **Focal areas of development:**

- **Translocal missional leadership** Equipping the people of God for the mission of God, which means increased leadership and less direct ministry.
- **Team leadership** Developing others and embracing diversity, with fewer direct control points.
- **Adaptability** Working with a 'mixed ecology of churches' and adjusting to varied contexts.
- **Collaborative influence** Engaging diocesan leadership with both conviction and openness to the wider vision.
- **Healthy self-leadership** Balancing deep commitment with the capacity to hold outcomes lightly and wisely.

## **MORE INFORMATION**

For further information about the content and the number of sessions, please contact Sarah Pix, [spix@cpas.org.uk](mailto:spix@cpas.org.uk).

'Learning and growing together over two years has hugely helped us to listen to God, put good foundations in place and begin to see the fruit of what we're learning and putting into action.'

We hope to continue reflecting, praying and growing together in the months and years to come.'

Mark Brosnan, Priest-in-charge



# DEVELOPING RESILIENCE COURSE

## A FOUR DAY COURSE ON BUILDING RESILIENCE

**All ministry is demanding and, whilst clergy report high levels of satisfaction in their roles, stress and emotional exhaustion are also a familiar reality.**

Amidst all that is written about human flourishing, well-being and resilience, how does one make sense of the plethora of advice that is out there? And how do we as clergy engage with the specific demands of our role?

These four sessions offer a way to explore developing in resilience drawing on ancient wisdom and contemporary insights.

- **Building resilience** Foundations for Well-being and Pressure.
- **Living with clarity** Priorities, Boundaries, and Focus.
- **Managing expectations** Finding Freedom in What's Yours to Carry.
- **Staying connected** Relationships, Roles, and Resisting Isolation.

## MORE INFORMATION

If you would like to know more please contact Matt Hogg, [mhogg@cpas.org.uk](mailto:mhogg@cpas.org.uk).



# LEADING EVANGELISM LEARNING HUB

**In a post-Christendom, post-Covid world – where many young people have little or no connection to the church – we face both challenge and opportunity, as a growing openness to spiritual conversations invites us to reimagine how we share the gospel today.**

**Who It's For:** Incumbents from any theological tradition, or a lay-minister with significant church oversight, with a team of 2-5 key leaders from their context.

**Purpose:** Strengthen evangelism in your local church context through shared learning and practical application.

**Duration:** Eight sessions over 12-14 months.

**Core Commitments:**

- One Saturday day session per term.
- One evening session per term.

**Core group meetings:** Every six weeks to reflect and apply learning locally.

**Learning Focus:** Collaborative exploration, practical tools, and context-specific strategies for evangelism.

- **Connect** Evangelism begins with connecting, with God, the Church's calling, people's real-life contexts, and the culture we seek to reach, making the gospel relevant and accessible.
- **Model** Leaders must model faith-sharing themselves, setting the tone and example for others as they take responsibility for evangelism within the church.
- **Order** Effective church leadership involves shaping a community around Jesus and his kingdom, creating a culture where evangelism is a natural and shared priority.
- **Mobilise** Evangelism is for the whole body, and leaders are called to equip everyone to share their faith, while identifying and releasing those gifted as evangelists.

## MORE INFORMATION

To find out more about this scheme, please visit [www.cpas.org.uk/hub](http://www.cpas.org.uk/hub) or contact Matt Hogg, [mhogg@cpas.org.uk](mailto:mhogg@cpas.org.uk).



# LEADING WITH OTHERS SESSIONS

**Out of many possible topics, the following particularly resonate with some of the challenges and opportunities of this season.**

**LEADING WELL WITH OTHERS** Explore the principles and practices of collaborative leadership across teams, congregations, and church structures.

**HANDLING CHANGE** Gain tools and insights to lead change effectively, respond to resistance, and support others through transitions.

**DEVELOPING LEADERS** Learn how to identify, nurture, and empower new and existing leaders to sustain a culture of leadership growth.

**AGILE LEADERSHIP** Reflect on adaptive leadership approaches that help you lead confidently in uncertain and evolving contexts.

**LINE MANAGEMENT/ SUPERVISION** Equipping leaders with essential leadership skills, including how to give clear, constructive feedback that facilitates personal and teams growth.

**NEURODIVERSE SUPERVISION** Discover practical strategies for supporting and managing neurodiverse individuals with understanding, creativity and care.

**SHAPING CULTURE** Understand how to intentionally shape a church culture that fosters forward-looking mission and ministry.

**DEVELOPING RESILIENCE** Equip leaders with research-backed tools to build personal resilience without increasing the weight of responsibility.

**LEADING WITH COURAGE** Explore what courageous leadership looks like and how to overcome fear to lead with boldness and integrity.

‘One of the great joys of working with the excellent materials that CPAS offer is their adaptability and flexibility for the wide varieties of situation and church tradition that the Church of England represents.

Whether it’s Growing Leaders, working with PCCs, Mentoring, working with IME or much else, I am consistently delighted by the engagement and positive response from clergy and parishes from across the spectrum.’

The Rev Prebendary Dr Neil Evans, Former Director of Ministry, Diocese of London



# LEADING MISSIONALLY SESSIONS

**As interest in Christianity grows, the Church in the UK is presented with exciting opportunities for mission. These sessions – available individually or as a series – offer flexible ways to build leaders' confidence in sharing their faith and provide practical tools to equip church communities for effective mission.**

## **FAITH THAT CONNECTS**

This session explores how the Church can effectively share the gospel in a rapidly changing, culturally diverse world. It asks how churches can connect meaningfully with today's context to make disciples of Jesus.

## **THE LEADER AND CONFIDENT FAITH SHARING**

Leaders set the tone for faith-sharing, yet many struggle with it themselves. This session examines the leader's role in evangelism, how to model it authentically, and what sustains motivation in the demands of ministry.

## **ORDERING CHURCH LIFE AROUND EVANGELISM**

Evangelism isn't an add-on, it's central to the Church's mission. This session looks at how to cultivate a culture of disciple-making and develop evangelistic strategies that fit your local context.

## **EQUIPPING OTHERS TO SHARE THEIR FAITH**

Many Christians feel unprepared to share their faith. This session outlines key principles and practical methods to build confidence, courage, and competence in everyday sharing of the Good News.

## **IDENTIFYING AND RELEASING PIONEERS AND EVANGELISTS**

Churches are often sitting on untapped gifts. This session helps leaders identify, equip, and release pioneers and evangelists to start new initiatives and reach others with the gospel.





# IME CURATE LEADERSHIP DEVELOPMENT

**IME 2 is a vital stage in the formation of curates for a lifetime of faithful and fruitful ordained ministry.**

Drawing on 20 years of experience, we work with dioceses in three flexible ways:

- **Training Weekends** Focused on core leadership themes, exploring both theological foundations and the personal and practical dynamics of ordained leadership.
- **Yearly Sessions** Themed days on leadership and evangelism, drawn from our broader CMD offerings and tailored to the IME context.
- **One Off Sessions** Standalone workshops covering key leadership topics to suit specific training needs.

Topics are engaging, theologically grounded, and practically relevant.

## IME AREAS OF LEARNING

- Theological foundations for leadership.
- Leading with confidence.
- Leading from the second chair.
- Spiritual life of the leader.
- Vulnerability and leadership.
- Developing resilience and well-being.
- Developing courage.
- Culture shaping.
- Leading in evangelism.
- Leading well with others.
- Prioritisation and organisation.

## MORE INFORMATION

For further information about our work with curates, contact Jo McKee, CPAS Head of Leadership, [jmckee@cpas.org.uk](mailto:jmckee@cpas.org.uk).



# CMD DEVELOPMENT AREAS

## EQUIPPING LEADERS. ENCOURAGING GROWTH. ENABLING MISSION.

At CPAS, we are passionate about seeing clergy and lay leaders grow in confidence, competence and Christlikeness. Our CMD sessions are designed to offer timely, practical, and theologically grounded input for those in ministry, whether you're in your first year or decades into your calling.

Available as half-day or full-day sessions, both online and onsite, these sessions are flexible and shaped around real-world ministry challenges. They are ideal for dioceses CMD days, deaneries, clergy chapters, lay-ministry gatherings, ministry teams, or leadership clusters looking to invest in spiritual and leadership development.

## CMD AREAS OF LEADERSHIP DEVELOPMENT

- Leading change/culture change.
- Building team.
- Multi-church leadership.
- Getting the best out of meetings (PCC's) 'Making meetings matter'.
- Supervision/line-management and/or enhancing supervision with those who are neurodiverse.
- Priorities and ordering.
- Orderliness – diary and email management.
- Identifying leaders.
- Leading through disappointment.
- Discerning direction.
- Tackling procrastination as a leader.
- Leading through tensions.
- Handling expectations.
- Embracing faith explorers – creating a culture of 'welcome'.
- Leading with others.
- Permission giving leadership.
- Taking risks, facing failure.
- How to nurture a faith-sharing culture.
- How to have difficult conversations.
- How to line manage/supervise well.
- Leading from the second chair.

## MORE INFORMATION

CPAS CMD sessions offer a valuable space to pause, learn, and be resourced for the road ahead. If you would like to know more, please contact Jo McKee, [jmckee@cpas.org.uk](mailto:jmckee@cpas.org.uk).



# BLENDED LEADERSHIP COACHING

**CPAS 1-2-1 coaching combines mentoring and coaching with a holistic, theological approach, creating a transformative space for reflection, growth, and equipping.**

## HOW IS IT BLENDED?

Blended coaching combines elements of coaching and mentoring, alternating between goal-focused guidance and experience based dialogue.

## WHY BLENDED?

Mentoring offers renewal and development in key areas:

- **Personal Growth and wellbeing** Strengthen spiritual health, leadership identity, and resilience.
- **Performance and motivation** Gain clarity, confidence, effectiveness in leadership and independent thinking.
- **Support through transition** Receive guidance when stepping into new roles or challenges.

## HOW IT WORKS

- **Tailored sessions** Typically monthly or fortnightly, lasting up to one hour.
- **Flexible duration** Usually six to eight sessions, with a review to ensure focus and avoid dependency.
- **Shared responsibility** Mentees lead the agenda; both parties prepare and reflect.

## WHO IS IT FOR?

Those in church leadership, ordained or lay, who have significant responsibility in leading, setting vision, and facilitating day-to-day mission and ministry with others.

**FIRST STEP** A one-off free introductory call to assess fit, pray, and set expectations.



# GROUP LEADERSHIP COACHING

**CPAS Coaching offers a unique, a Christ-centred space for leaders to grow in confidence, calling, and collaboration: whether they are peer leaders, CYP leaders, oversight ministers, newly appointed incumbents, or Area Deans.**

## WHAT IS A COACHING GROUP?

Group coaching brings leaders together to form a learning community, fostering mutual encouragement, theological reflection, and shared wisdom. Key benefits include:

- Spiritual and leadership formation.
- Peer encouragement and shared wisdom.
- Theological reflection and practical insight.
- Support during transition or change.

## WHY IT MATTERS

- **New incumbents** Group coaching early in their role builds purpose and connects clergy to long-term leadership development.
- **Ministry role groups** Leaders facing similar challenges can reflect together, test ideas, and find strength in shared experience.

## HOW IT WORKS

- **GROUP framework** Each session follows the **Goal, Reality, Options, Understand, Perform** model for clear progress.
- **Facilitated by a CPAS Leadership Enabler** Skilled mentors guide discussions, ask insightful questions, and create a safe space.
- **Blended format** Sessions include input, discussion, prayer, and planning, tailored to your group's needs.
- **Flexible size and format** Groups of three to eight people, in-person or online, customised to leadership development needs.

## MORE INFORMATION

If you would like to know more about mentoring or coaching please contact Simon Taylor, [staylor@cpas.org.uk](mailto:staylor@cpas.org.uk).



# CLERGY AND HEADTEACHER COLLABORATION

## GOOD NEWS

Across the country, where church and school leaders are given time and support to have regular ongoing conversations, there is exciting growth happening. Pupils are being given progressively deeper opportunities to explore the Christian faith and those who wish to take this further are being more effectively welcomed into worshipping communities.

With support from this CPAS training offer, it could become a more consistent picture across your whole Diocese.

## AIMS

The two-year course provides school and church leaders with:

- A termly opportunity for rich partnership conversations.
- Contextualised training, relevant to both partners.
- Facilitation to support dialogue around more challenging topics.
- Space to review and adapt their shared action plan.

## WHAT IS IT AND WHO IS IT FOR?

The course comprises of six sessions hosted over two years (i.e. one per term). Although each session is designed to stand-alone (in order to withstand circumstances where a session is missed or where there is a leadership change mid-cycle), the maximum impact will be felt where course participants jointly attend all six sessions with their counterpart.

School and church leaders attend jointly to invest in their partnership.

The course is applicable across the theological traditions, across the range of schools (age, foundation, size) and between all types of leaders (those who already relate strongly through to those who have some barriers to overcome).

## MORE INFORMATION

For further information about the structure and content of sessions, please contact Anna Shaw, CPAS School Ministry Development Officer, [ashaw@cpas.org.uk](mailto:ashaw@cpas.org.uk).

'The most impactful training I have had.'

Clergy, Hereford Diocese



'CPAS training has accelerated our work together. Brilliantly led, with a good balance of input and facilitated conversation time.'

Headteacher, Peterborough Diocese



# THE THRIVE COLLECTION

## A RANGE OF RESOURCES TO HELP MPBS GROW

Want to help your multi-parish benefice (MPB) thrive? The Thrive Collection supports leaders, lay and ordained, and churches in navigating the unique challenges and opportunities of MPBs, offering proven resources and practical insights drawn from real-world experience across the country.

Created as an interlocking set, an MPB can use them all, or pick and choose which would suit their situation best.

- **Thrive Book** rationale, theology, possibilities and practicalities that underpin Thrive, for the incumbent.
- **Thrive Prayer Guide** for all involved, from leaders to churchgoers across the MPB.
- **Thrive Course** downloadable course for a cross-benefice group of lay and ordained leaders.
- **Thrive PCC Sessions** downloadable sessions to help your PCC or Group Council explore the opportunities and challenges of MPBs.

‘Pam has worked with leaders of multi-parish benefices to enable their churches to flourish and thrive. The wisdom she has gleaned will be gold dust for MPBs and for all leaders in local churches.’

Stephen Hance, Former National Lead for Evangelism and Witness for the Church of England

## MORE INFORMATION

For further information visit [www.cpas.org.uk/thrive](http://www.cpas.org.uk/thrive).

If you are interested in running a webinar in your diocese about these resources, or providing training for leaders of MPBs, contact Simon Taylor, [staylor@cpas.org.uk](mailto:staylor@cpas.org.uk).



# ARROW LEADERSHIP PROGRAMME

**Applications Open  
July-Nov 2025**



**AN 18 MONTH PROGRAMME  
TO EQUIP THE CHURCH'S  
EMERGING GENERATION OF  
LEADERS AGED 25-40**

## THE IMPACT OF ARROW FROM PAST PARTICIPANTS

'Arrow is a rich tapestry of Bible teaching, and leadership formation, which really 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.'



'I came into the first residential on the brink of serious burnout, dismayed by how hard parish life was. Arrow has completely transformed my approach to ministry in the world and church today.'



'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.'

[WWW.CPAS.ORG.UK/ARROW](http://WWW.CPAS.ORG.UK/ARROW)