

**Partner with
us to grow
the future
of Christian
leadership.**

cpas THE RISING LEADERS PARTNERSHIP

A group of young people are outdoors, possibly at a school or community event. In the center, a young Black woman with long braids and glasses, wearing a light blue t-shirt and denim shorts, is smiling broadly and pointing her right hand towards a smartphone held by a young man on the right. To her left, a young woman with blonde hair is looking down at something in her hands. Another young woman with dark hair and glasses is partially visible on the far left. The background is a blurred green hedge or wall. The overall mood is positive and engaged.

By 2030, with your help we will:

- Equip 300 young leaders
- Train 50 new Overall Leaders
- Launch 10 new holidays

Together, we can raise leaders, strengthen teams,
and expand the opportunities for young people to meet Jesus.

Dear Friends,

For over a century, young people have experienced life-changing moments on CPAS holidays. Each year, thousands gather around campfires, play games, take on new adventures and are given quiet, reflective space to discover that they are known and loved by God. They're invited into a living relationship with Jesus and return home with new friends, greater confidence and, for many, a lifelong decision to follow him.

All of this is made possible only through the dedication of thousands of passionate leaders, who give of their time, energy, talents, and faith to invest in each and every young person. In particular, many of our Overall Leaders – volunteers who have overall responsibility for their holiday(s), building their team and preparing throughout the year – have served faithfully for years, even decades. We are so thankful for them.

Through these partnerships, CPAS holidays have a proven track record of transforming young lives. But the model depends on volunteer leaders, and we know that many feel over-stretched or are looking to plan for succession.

Raising up the next generation of Christian leaders is vital if we are to see CPAS holidays continue in its reach and impact in the decades ahead.

The Rising Leaders Partnership is our strategic response to this conviction. Inside this brochure, you will see our vision to equip 300 new and young leaders, develop 50 new Overall Leaders and expand our reach by planting 10 new holidays by 2030.

I am grateful for your willingness to consider supporting this crucial work. I would encourage you to read the brochure and prayerfully consider how you can partner with us. Together, we can sow deeply into the lives of young people and ensure the transformative legacy of CPAS holidays continues to bear fruit for the Church for generations to come.

With every blessing,



A handwritten signature in black ink, appearing to read 'Jon Scamman'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Jon Scamman
CPAS Chief Executive Officer



**‘Seeing the kids
really engaging,
building friendships
and wanting to
know more about
Jesus - it’s definitely
worth it.’**

CPAS Holiday Leader

Shaping the Future of the Church

The national landscape highlights a critical reality: the future of the Church depends entirely on our commitment to engaging the next generation today.

Church of England 'Statistics for Mission 2024' show that 'a significant number of churches report no children or young people worshipping as part of their usual Sunday attendance', with 33% of churches having zero children aged under 16, compared to 25% in 2019.

With fewer young people growing up inside a church community, investing in creative and high-impact youth ministry has never been more urgent.

This national challenge is why the Church of England has set a bold goal to 'double the number of children and young active disciples in the Church of England by 2030' (Church of England, Vision and Strategy). This commitment is reflected in various initiatives, including The 30k Project which aims to raise up 30,000 new children and youth ministers by 2030.

We are also directly addressing this need.

CPAS residentials amplify and accelerate the faithful discipleship provided by churches throughout the year. Rather than being an unconnected one-off event, we work alongside churches to create a dynamic, life-shaping space away from the noise of everyday life where young people often make that first commitment, go deeper in their faith and step into supportive leadership opportunities.

The Rising Leaders Partnership will not just raise up leaders to facilitate year-round residentials. Together, we will invest in the long-term leadership, faith development and growth of the Church.

33% of churches have zero children aged under 16

Church of England 'Statistics for Mission 2024' Report

Our Faith-Filled Aspiration

For a century, faithful supporters have sowed into young lives through CPAS holidays.

Picture the journey of a single young person. They arrive at a CPAS holiday, encounter Christ (perhaps for the first time) and return the following year eager to serve as a young leader. Over the course of a decade, that same individual grows, steps up and follows their unique calling.

Some become youth workers. Others plant new churches or enter ordained ministry. Many offer an extraordinary witness in secular contexts, being 'salt and light' across the globe. Some even become Overall Leaders – running a holiday of their own and having a significant role in shaping the next cohort of young people. From there, the ripple effect spreads into the wider Church.

All of them bring vibrant and vital leadership to parishes and churches that otherwise might lack young leaders completely.

This is a proven path that has unfolded across generations of our residential holidays as we partnered with the faithful, year-round ministry of local churches.

Through The Rising Leaders Partnership, your support will meaningfully equip a new generation of leaders who are deeply rooted in scripture, formed in community and ready to serve wherever the need is greatest. Together, we are building a kingdom whose growth belongs to God.



Encounter

A young person arrives on a CPAS holiday

- Experiences a full Christian community.
- Encounters Jesus, perhaps for the first time.
- Faith begins to grow.



Serve

Returns as a Young Leader

- Develops confidence and character.
- Learns to serve others.
- Begins leadership journey.



Grow

Through a pathway of growth and leadership

- Gains skills, experience and faith.
- Takes increasing responsibility.
- Discerns God's calling.



Ripple

By investing CPAS helps create generations of:

- Young people following Jesus.
- Emerging Christian leaders.
- Stronger churches.
- Gospel witness across society.



Multiply

Become Overall Leaders on CPAS Holidays

- Takes on leadership responsibility.
- Shape the next generation.
- Invest in future leaders.



Impact

Leads in many different contexts

- Youth worker.
- Church leader.
- Church planter.
- Christian in the workplace.
- Community leader.

The Harvest Field

A group of young people, mostly teenagers, are sitting in a circle on a grassy field. They are looking towards the center of the circle, suggesting a group activity or discussion. The background is filled with lush green trees and a clear sky. The overall atmosphere is peaceful and natural.

There is a clear and urgent need for more workers in the harvest field. Drawing on the expertise of our wider CPAS Leadership Development Team, the Rising Leaders Partnership is our phased, strategic roadmap for developing long-term leaders at three distinct levels: young leaders, new Overall Leaders and existing Overall Leaders.

The programme will be spearheaded by a new role, the Holidays Leadership Development Officer, and supported by CPAS' Leadership Development Enablers.

It will offer leaders theologically informed and practical leadership tools to build their long-term confidence and excellence. We also recognise that many of the volunteer leaders we work with are time poor, so our interaction with them needs to be high impact and transformational.



**‘Leadership can
be about quietly
being there,
noticing people, and
supporting them.’**

CPAS Holiday Leader

Next Generation: Young Leaders

Passionate young people discovering their gifts for the very first time are at the core of our new initiative.

Several CPAS holidays already have individual Young Leader programmes, providing opportunities for young people to gain ministry experience and take their first steps in leadership. However, the vision for our Rising Leaders Partnership goes beyond this.

We will introduce CPAS holiday-wide leadership training for 16-22s. Going deeper than discipleship and ministry training, this will introduce specific leadership principles and concepts that holiday teams are unlikely to focus on.

Beginning with an online training series with room to grow into a residential, this training will be accessible to all young leaders from across CPAS' holiday programme. This unique opportunity to meet likeminded leaders across different holidays will enable them to learn together, inspire one another and connect for the long-haul.

Investing in young leaders with these leadership principles at an early stage will significantly increase the impact of their ministry, both now and for decades to come.

New and Potential: Overall Leaders

We are committed to the growth of new holidays that will bless churches and young people across the country.

To launch new holidays and invest in sustainable future growth, there need to be new Overall Leaders who are inspired, equipped and provided the strong foundation they need to step into this role and make an impact.

However, we recognise that much is required of an Overall Leader. They have many hats: event manager, ministry overseer, leader of leaders, recruiter, administrator. The passionate volunteers who step into this role come from a variety of backgrounds and, while many have superb event management or ministry programme skillsets, few have formal leadership training. It's a daunting task for many considering taking on the role.

To support with succession planning for existing holidays and planting new holidays, we will launch residential leadership training for those exploring or 'just starting out' in the Overall Leader role. This training gives key volunteers the chance to get to know CPAS staff, connect with peers, reflect on the leadership challenge ahead and soak up the wisdom of those who have gone before them.

This investment makes the prospect of Overall Leading more attractive and supportive. It will help some current Overall Leaders find their successors and avoid burnout, and others to plant new teams and holidays.

Strengthening: Current Leaders

Finally, we do not wish to overlook those already in the most responsible roles on CPAS holidays.

The current cohort of Overall Leaders already have access to our annual conference for residential leaders for encouragement, inspiration and practical equipping.

In addition, we are providing further support for existing Overall Leaders through this programme. A few holiday teams have recently participated in pilot workshops for Healthy Leadership, each one facilitated by a CPAS Leadership Enabler. Having received positive feedback, we are now preparing to roll these out to the rest, with plans to deliver 10-15 Healthy Leadership workshops each year.

Each holiday's Overall Leader or senior leadership team will spend time with a Leadership Enabler to celebrate what's going well, highlight dysfunctions, identify blind spots and establish goals going forward. Already, the pilot sessions have led to important conversations that have not surfaced before, and next steps that have sharpened the team's strategic focus. Such intervention can restore life and purpose in a team that may otherwise have given up.

Partners in Mission

Through all of this, CPAS staff aim to be excellent partners of volunteers who pour so much time, energy and even money into leading on CPAS holidays, securing the long-term future and health of our holidays and its leadership teams.

This investment makes the prospect of Overall-Leading more attractive and supportive, helping some current Overall Leaders find their successors and avoid burnout, and others to plant new teams and holidays.

Alongside training and equipping new and existing leaders, we will strengthen the national support network that surrounds them. By enhancing opportunities for peer connection, encouragement and shared learning, leaders will be supported not only in their development but throughout their leadership journey.

A young man is sitting in a dark green canoe on a river. He is wearing a bright yellow helmet with the word "BumP" on it, a red life vest over a black t-shirt, and blue and white checkered shorts. He is gesturing with his right hand, pointing his index finger up. In the background, there are tall evergreen trees and another person wearing a red helmet is partially visible in another canoe.

**‘There’s space to
make mistakes, ask
questions, and learn.
It’s not about being
perfect - it’s about
being willing to grow.’**

CPAS Holiday attendee and
young leader

2030 Horizon

We have set deliberate and intentionally clear milestones for the trajectory of this work and see our vision being realised by 2030.

1

Establish foundational frameworks and the piloting of initial leadership cohorts.

2

Scale training capacity to secure the next cohorts of new leaders.

3

By 2030, we aim to have:

- Equipped 300 younger leaders.
- Trained 50 new Overall Leaders.
- Launched 10 new holidays.



Find out more about the partnership journey
scan or visit: cpas.org.uk/rfp

The Investment Required

Your support can help shape the leaders of tomorrow. A transformational gift towards The Rising Leaders Partnership will enable CPAS to recruit, train and develop leaders of the future. Together, we can invest in confident, Christ-centred leaders who will serve young people for years to come.

	Required
Next Generation: Young Leaders 300 new young leaders recruited, trained, and actively serving on a holiday, gaining valuable leadership experience while making a meaningful contribution.	£126,000
New and Potential: Overall Leaders 50 new Overall Leaders trained and equipped to lead a holiday, developing the skills, confidence, and experience needed to guide teams effectively and create high-quality experiences.	£155,000
Strengthening: Current Leaders All current Overall Leaders will receive leadership training, equipping them with the skills and confidence to serve effectively and create a positive holiday experience.	£16,000
Total Required by 2030	£297,000



Find out more about the finances
scan or visit: cpas.org.uk/rfp

A photograph of two young boys sitting outdoors. The boy on the left is wearing a dark blue hoodie and has a wide smile. The boy on the right is wearing a white hoodie and is also smiling. They are sitting in front of a campfire, with a large log and some stones visible in the foreground. The background is a blurred natural setting with trees and foliage. A large yellow speech bubble is overlaid on the right side of the image, containing a quote.

‘A holiday can provide key moments of encountering God for young people. It’s a joy to see God change lives through holidays, and to see teams of people working together for the gospel cause.’

The Rev Paul Peterson, CPAS Overall Leader

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PARTNERS IN MISSION

We exist to help every person to hear and discover the good news of Jesus Christ
through the ministry of local churches.

[**cpas.org.uk/r/p**](https://cpas.org.uk/r/p)