

Connected



cpas

Autumn 26

A Summer of Impact, an Autumn of Opportunity

Welcome to the latest edition of Connected, our Supporter Update.

For many of us, summer feels like a long time ago as families, teachers and students re-enter the 'back to school' autumn routine. However, there is still so much to give thanks for from this summer season.

Your support made it possible to run 47 CPAS holidays across the country this summer, with more to come in the autumn. So far this year, our holidays have been attended by 2,455 children and young people (aged 8-22). These holidays are only possible because of the incredible 2,000 volunteer leaders who give up their time so the young people could explore life with Jesus.

Thanks to your generosity, our summer appeal also raised over £25,000 (including Gift Aid), ensuring that wherever possible cost was no barrier to a child attending a holiday and exploring life with Jesus. We are developing exciting plans this year to provide bespoke leadership training to new and potential Overall Leaders as well as junior leaders on our residential holidays. Please do continue praying for all of our volunteer leaders, holidays, and young people over the coming months.

As we turn our attention to the new academic year, there is much to be excited about. From launching new leadership training offers to help church leaders reach children, young people and schools... appointing passionate gospel-confident leaders to churches in vacancy... and preparing to re-open holiday bookings in the new year, there is much to be excited about and pray for.

Thank you for partnering with us in this vital mission.



Jon Scamman,
Chief Executive Officer



News

Team Development

Please join us in praying for those stepping into crucial new roles that will serve the wider ministry of CPAS:

- Katie Brown as Deputy Safeguarding Officer.
- Sarah Packwood as Business Manager for the Leadership Development Team.
- Jackie Mann as Leadership Enabler with a focus on Young Adult development.
- Hannah Leaf as Communications and Fundraising Administrator.
- Martin Alohan as Communications Officer (Maternity Cover).

Staff Together

We also held our annual Staff Day in September. It was a joyful occasion to welcome new members of staff, reflect on all God has done this last year and prayerfully look ahead to the future of our ministries.



After many years of faithful service, James Lawrence has decided the time is right for a new season of ministry and life. While we are sad to see him leave CPAS, we are excited to see where God leads him next.

For many supporters, James has been a trusted and familiar voice, encouraging church leaders and helping people come to faith and grow as disciples through his leadership, writing and speaking.

From January, James will pursue a wider range of ministry opportunities alongside serving at St Paul's, Leamington Spa, focusing on leadership and evangelism.

James will remain with CPAS until Christmas. We are deeply grateful for his outstanding contribution and ask you to join us in thanking God for his ministry and praying for him and his family as they begin this new chapter.

Please join us in thanking God for James's ministry and praying for him and his family as they begin this exciting new chapter.

The Roar Within

One Year Since Arrow

Written by Jessica Horne

For Ruth Lee, leadership has always been part of her natural landscape. As the Youth and Children's Ministry Lead for her Anglican diocese, and married to a vicar, she has taken on expanding responsibilities at parish and diocesan levels for years.

Yet, beneath her steady presence was a worry that many leaders in ministry recognise: 'I had this secret fear that I was going to be rubbish.'

Uncharted Maps

Ruth joined the 18th Arrow Leadership Programme cohort in 2024. At their very first residential, participants were asked to bring an object that symbolised their current place in life and leadership. Ruth brought a map, reflecting her internal feelings:

'I'm doing this, but I'm not sure where I'm going and why. Is this the best route?'

She hoped to gain practical tools to lead people better, yet what she encountered over the next 18 months was transformational.

Each residential was intentionally

structured to minister to the leaders themselves. A strict policy against using phones or working created a rare space for participants to give themselves fully to the experience.

'It was so freeing,' Ruth reflects. 'It gave me the ability to be completely immersed and ministered to entirely.'

Each day began with prayer and Bible teaching before training content, ensuring that practical strategy was married to character and heart work. For Ruth, who struggled with anxiety, the safety of the environment was vital.

Alongside the residentials, dedicated mentorship also proved invaluable, helping her maintain momentum between residentials.

'I had this secret fear that I was going to be rubbish.'

The Roar Within

Nearly a year after completing Arrow, the shift in Ruth's leadership is undeniable. Where conflict used to feel daunting, Arrow's tools and frameworks give Ruth the language, strength and calm to handle difficult conversations.

Her daily ministry pattern has changed, too. 'I can recognise when things aren't working and know what I need to do about it. Leadership is actually more fun because I am able to play to my strengths rather than just charging through everything.'

At the Moving On day at the end of the programme, participants brought a final object to represent their Arrow journey. Ruth brought a small soft toy lion.

'Arrow gave me permission to step into the confidence and courage that you imagine a lion having,' Ruth shares.

'Lions don't overthink anything; they just get on with it. It was about drawing out what God had already placed inside me. It's not me trying harder or doing better, but rather that the lion's roar is God working in me. Courage is what I've gained vast amounts of through Arrow.'



Fruitfulness Without Burnout

Leadership Insights

Written by Matt Hogg
CPAS Leadership Enabler

Jesus in the boat, asleep on a cushion. It sounds comfy.

A furious storm descended on the lake. The disciples feared they were about to sink. They woke Jesus with a desperate and accusatory question: 'Teacher, don't you care if we drown?' (Mark 4:38)

Jesus stood, rebuked the wind and said to the waves, 'Quiet! Be still!' The storm subsided, and everything became calm.

The responsibilities of ministry and church leadership can sometimes feel like being caught in that storm. Our physical lives may not be at risk (for the most part), but our church, our reputation, our identity and plans, can feel exposed and fragile.

Burnout, I think, can feel a lot like sinking.

Living in the whirlwind

Church leaders face a constant stream of demands. Relentless and necessary activity 'the whirlwind' to keep a church functioning can include preparing sermons, responding to pastoral crises, supporting volunteers, balancing budgets, and more besides.

All of this work is important but even determining which task requires our attention today can become a source of pressure.

Church leadership is also remarkably difficult to measure. What does success actually look like? How do we know we're doing a good job?

In the absence of clear measures, we can rely on the things that are easiest to count: average attendance, giving, volunteer numbers, social media engagement.

These things aren't irrelevant, but somewhere along the line we gradually begin to find our worth in them.

It's not long before hard work flows increasingly from anxiety. We may appear calm above the surface while paddling furiously underneath. Like the disciples, we may find ourselves wondering where Jesus is. Does he see the pressure? Does he understand what's at stake?

‘Burnout, I think, can feel a lot like sinking.’

The invitation to come away

Hard work is inevitable. On another occasion, after the disciples had been ministering to so many people, they didn’t even have time to eat. I know this can be a lived reality for many church leaders too.

But Jesus said to them: ‘Come with me by yourselves to a quiet place and get some rest’ (Mark 6:31).

His invitation is striking. Jesus didn’t simply give his disciples better time-management techniques. He invited them to come away with him.

I once worked with a leader who would try and spend Friday mornings at Kew Gardens. They would pray, walk, reflect and read the Bible. It modelled something important to me. Coming away with Jesus was not separate from leadership; it was central to it.

Leading from acceptance

I’ve never burnt out in the medical sense, but like many in church leadership, at points I’ve felt tired and depleted. Leading like this communicates an unspoken message: ‘Fruit at any cost! Sacrifice ourselves (and maybe others too) on the altar of ministry!’ This approach can be seductive and even a little bit addictive. We produce in order to feel validated.

Yet Jesus didn’t produce in order to be loved. Before his public ministry had begun, the Father declared: ‘This is my Son, whom I love; with him I am well pleased.’ (Matthew 3:17)

Jesus’ ministry flowed from acceptance; it was not an attempt to achieve it.

We are not invited to exhaust ourselves in order to prove our worth to God. We are invited to lead from the security of already being known, chosen and loved.

Jesus says, ‘I will build my church’. We are invited to participate in what he is doing. The central invitation of Christian leadership is not to strain harder at the oars, it’s to abide in Christ.

Stories from the Summer

Celebrating CPAS holidays across the country

This summer, we're delighted to have partnered with, supported and enabled 47 CPAS holidays across the country. These were attended by 2,455 children and young people (aged 8-22).

Whether they were camping on the Welsh coastline, ravine walking in the Lake District or roasting marshmallows over campfires in Surrey, these young people were able to experience a week of fun, faith and friendship thanks to supporters like you.

Our summer appeal raised over £25,000 (including Gift Aid) which meant that wherever possible cost was no barrier to a child attending a holiday and exploring life with Jesus.

'It helped me to have a better understanding of my faith and made me feel more open to God. It is an opportunity to really think about your faith and have peers and leaders to talk to about it as well. I absolutely loved it - it is like family. I can't wait to go back.'

Zeke, 16

'I made friends and memories and connected with God so much. It gave me the chance to step over the invisible line that was keeping me back from being able to connect to God as much as I wanted to.'

Hannah, 14



Falcon

Thanks also to many faithful volunteers and supporters, we ran nine Falcon holidays attended by 244 children.

Many of the children who attend Falcons come from very challenging backgrounds, having difficult childhood experiences and poor mental health. Most have never been on a holiday before.

We run this ministry in such a way that costs are never a barrier for any child to attend, so all of them can encounter God's love demonstrated by dedicated leaders, fun activities and faith-filled teaching.

'I learned that God and Jesus are here for you. Every minute, every hour, every day - they will help you.'

Bertie, 12

Selfless service

These holidays are only possible because of the incredible 2,000 volunteer leaders who give up their time to make these holidays possible.

From pitching tents to leading Bible studies, from overseeing safeguarding to cooking up a storm in the kitchen, every single leader plays a vital part in giving these children the best experience they can have.

We are so thankful for every single person who gives up time in their summer to enable these holidays to happen, especially the incredible team of Overall Leaders who work so hard throughout the year.

'The highlight from this year was seeing a girl who accepted Christ last year come back and speak about how she had grown in her faith over the year. Praise him!'

Legacy Giving

Supporter Spotlight

Rita has spent decades quietly serving others – supporting her husband’s ministry in Greater London and Suffolk, and as a volunteer on CPAS Falcon holidays.

Rita found Falcons a wonderful and welcoming experience when her own daughter attended a holiday. Later whilst supporting her husband’s ministry, she heard about a family on the nearby council estate whose child had been turned away from overnight residential due to occasional bed wetting. She knew exactly who to call.

This child was welcomed and blossomed on the Falcon, just like her daughter had been years earlier. Watching this little one welcomed so warmly was enough to draw Rita in deeper herself.

She began volunteering on Falcon holidays around 2000, working directly with children from some of the most challenging backgrounds. She soon found her place in the kitchen, ‘a haven,’ she recalls fondly.

‘It was lovely to see children finding love and boundaries. A lot of the children had no boundaries at all [at the start].’ Among the children she remembers is one who eventually became a youth worker himself.

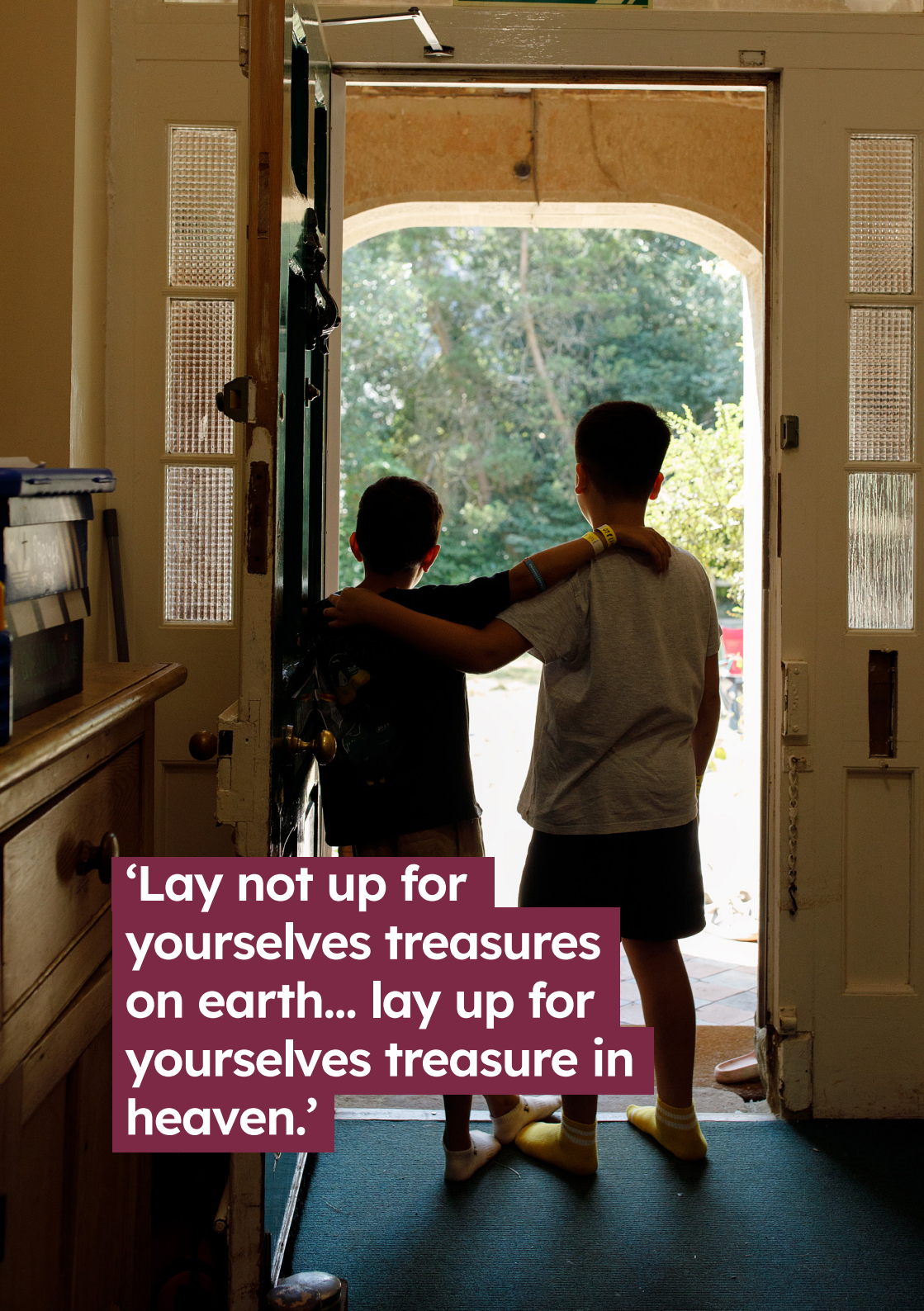
She stepped back from volunteering only last year, aged 77, after a hip problem and a heart stent.

‘God knows my plans. And I’m happy to leave it to that.’

After her mother died in 2006, a conversation with a fellow church member, who had divided his own will between family and charities, stayed with her. She decided to explore what leaving a legacy gift in her will might look like. She describes CPAS as being very supportive throughout the process: ‘Dear Martin visited us, and he and his wife were very, very encouraging.’

She made a new will, including CPAS alongside provision for her children. She hopes her gift will help sustain Falcon holidays, which she knows can be hard to staff and fund.

When asked what she’d say to others thinking of a legacy gift, she points to a Billy Graham calendar on her windowsill: ‘Lay not up for yourselves treasures on earth... lay up for yourselves treasure in heaven.’ She takes deep comfort from knowing that provision has been made after her passing. ‘God knows,’ she says with a smile.

A photograph of two young boys standing in a doorway, looking out at a lush green landscape. The boy on the right has his arm around the boy on the left. The doorway is framed by a white door with multiple glass panes. The scene is brightly lit, suggesting a sunny day. A purple text box is overlaid on the bottom left of the image.

**‘Lay not up for
yourselves treasures
on earth... lay up for
yourselves treasure in
heaven.’**

Every Legacy has a Story

Help make a lasting impact

Every legacy has a story behind it, like Rita's. But together, they add up to something bigger. In the last five years alone, gifts left in wills have brought £1.1 million into CPAS' work.

Here's what that made possible:



500

**subsidised
Falcon places**

Subsidised places for children enabled hundreds facing challenging home circumstances to attend a Falcon holiday, where many have their first encounter with Jesus. Legacy income covered 92% of the cost of each place.

246

**fully funded
Venture
places**

Full bursaries ensured no young person was turned away from a Venture holiday because of cost.

823

**subsidised
Venture
places**

Parents pay £340 per place; legacy income covers the remaining £297 (47% of the total cost). These 823 subsidised places, alongside 246 bursary funded places, brought the total legacy-funded Ventures reach to 1,069 young people over five years.

Thinking about a gift in your will?

A legacy of any size can help make the next chapter of CPAS's work possible.

Contact Martin Kavanagh

mkavanagh@cpas.org.uk

07794 865773



This is the power of a gift in a will.



50

Patronage appointments

Appointed 50 carefully selected evangelical clergy to Church of England parishes, ensuring congregations in vacancy received mission-minded leaders.



2,000+

church leaders trained annually

Half the cost of every training event, webinar and resource was covered by legacy income including Arrow, Thrive, and one-day events equipping leaders for evangelism and mission.



359

places on church-school residential programmes

Help fund 359 places on church school residential programmes over five years (or 72 places per year) — enabling lasting, faith-filled partnerships between churches and local schools.

Coming Up

Book online at cpas.org.uk



Leaders Retreat

Date: 15/10/26 - 16/10/26

Price: £110

Location: Ripon College, Cuddesdon, Oxford, OX44 9EX

Step away from the pressures of ministry and invest 24 hours in spiritual refreshment, encouragement and connection. This residential retreat is designed for under 40's church leaders and those with significant leadership responsibility who are seeking to grow in faith, resilience and impact. Through worship, prayer, teaching and guided reflection, you'll explore what it means to be strengthened by God and alongside fellow leaders facing similar challenges. Hosted in the peaceful surroundings of Ripon College Cuddesdon, the retreat offers space to pause, reconnect with Jesus, build supportive relationships and return to ministry renewed, encouraged and equipped for the journey ahead.



PCC Day in Chesham

Date: 05/11/26 (10am - 4pm)

Price: £45

Location: Hope Church, Upper Belmont Road, Chesham, HP5 2DB

Fun, faith-filled and fruitful PCCs make such a difference to the life of a church. But they aren't always like this. We're on a mission to make PCC meetings the best meetings people attend. We believe this is possible due to our already proven track record in helping church leaders make the most of their PCCs.

So, whether you oversee one PCC or ten, and whether they are struggling or simply in need of a refresh, join us for an informative and uplifting day designed to help you make the most of your PCC(s).



Building a 'Next Generation' Culture

Date: 17/11/26 (9:30am - 11:40am)

Price: £21

Location: Online

For churches seeking to engage under-30s.

Many churches are seeing a growing openness to the gospel among under-30s, alongside significant cultural shifts in how this generation relates, belongs, and leads.

Join Leadership Enabler, Matt Hogg and School Ministry Development Officer, Anna Shaw for this online training session as we explore what church growth looks like in this moment, what we're learning, and how churches can better understand, disciple, and mobilise under-30s in a way that connects authentically with a generation seeking meaning and belonging.



Called. Shaped. Sent.

Date: 18/11/26 (9:30am - 12pm)

Price: £21

Location: Online

Every ordained leader carries a deep sense of calling, but that calling doesn't always come with clarity.

This session offers space to reconnect with your calling in Christ, reflect on how God has shaped you through your gifts, passions and experiences, and consider your role in God's wider mission.

Together, we'll explore what energises you in ministry, where your compassion is stirred, and how your leadership may be developing over time. Leave with greater clarity, confidence and purpose for this season of ministry.



Give today to change tomorrow

Between 1 – 8 December, every donation you make online through the Big Give will be doubled, doubling the impact.

cpas.org.uk

Christmas
Challenge

BigGive