DEVELOPMENT PLANNER

ARROW LEADERSHIP PROGRAMME

1. GOAL What new personal or leadership goal do you sense God nudging you to work towards? Or is there an existing goal he is nudging you to revisit? (Be specific, personal, and positive.)	**2. ACTIONS** What **action steps** do you need to take to achieve the goal? These need not be in sequence but simply as they occur to you.	**3. NEXT ACTION – PUT IN DIARY** What **next action** must you do to progress this goal? What might stop you taking this action? What are you going to do about it?	**4. MENTOR CONVERSATION** What **issue**, **question**, **obstacle**, or **idea** would you like to process with your mentor or supervisor/ line-manager?	**5. PRAYER REQUEST** What **prayer request** related to this goal might you share with supporters (intercessor, mentor, peer cell, church, etc.)?
Take your Personal Vision Statement and work out what changes you are going to make in your diary to reflect the priorities you have identified are a part of God's call on your life at this time.				
Date for completion: **6 May 2023**		Date for completion:		
Date for completion:		Date for completion:		
Date for completion:		Date for completion:		
Date for completion:		Date for completion:		

© CPAS Not to be used without permission

YOUR DEVELOPMENT THROUGH ARROW

OVERVIEW

PURPOSE

The purpose of the development goals is to help participants to integrate what they are learning into their everyday life and leadership. When attending a conference, it's all too easy to enjoy what is being learnt, be stimulated by able speakers, resolve what to do – and when returning home, do nothing about it. Arrow aims to be different.

Arrow takes an learning approach which recognises the following:

- Learning is only complete when it makes a difference in our life and leadership.
- We don't just learn for ourselves, everyone learns through our learning.
- We don't identify and work towards goals for Arrow, we do them for our growth and development.

PROCESS

We invite you to work with four developmental goals following each residential. On residential 3 there is one goal we are asking all participants to complete. Please identify three additional goals that you will work on, creating a summary on the planner overleaf. We have offered some suggestions related to each of the modules, but feel free to ignore these and come up with your own.

Here is our suggested way to approach identifying these developmental goals:

- Whilst it is tempting to identify more, stick to just four. Better to do fewer things well, than to do a greater number of things poorly.
- Start the process of thinking about possible goals at the end of each module as part of the evaluation and development time.
- Set aside one hour in the week following the residential to prayerfully plan your goals.
- Try to have a balance between personal growth and ministry growth.
- Send a copy of your planner to Matt by **6 May**.
- Once you have identified 'next actions' be sure to put them in your dairy so that they happen.
- When you have completed your 'next action' related to a goal, use the planner to identify a new 'next action' and put that in your diary.

Preparation Tasks for residential 4 will be sent out in May.

WHEN SETTING GOALS

1. Writing goals down makes it more likely that they are specific, helps you to remember them, enables monitoring of progress and it seems to have power at the level of the subconscious. Once written, you can also integrate the identified goals in your prayer life.

2. It can be powerful to write goals down as *affirmations* – stated in specific, personal and positive terms (i.e. what you do want, rather than what you don't want) and in the present tense, as though they have already happened e.g. 'I am feeling full of energy and can run upstairs' rather than 'I don't want to feel tired all the time.' 'We have a thriving midweek youth group' rather than 'We want to do something to stop youngsters drifting away from church.'

3. Use your imagination:
   - Imagine your desired outcome as a video.
   - Write goals down as a series of affirmations.
   - Write an article for an imaginary magazine, describing your desired outcome in detail, as if it has already happened, with lots of sensory detail (sights, sounds, smells, feelings).
   - Draw it, photograph it, make a collage from old magazines, visit it, act it out etc. Use every means you can to imagine it.

4. List the steps that you took to reach your goal, from a standpoint that you have already achieved it and are looking back to how you did that. It can also help to list the potential blocks between you and your goals and to formulate a plan to overcome them.

5. Take responsibility for the outcome – project into the future the consequences of achieving your goals. How will they benefit you and other people?

SUGGESTED DEVELOPMENT GOALS

Identify three developmental goals. Some of the suggestions below may be a starting point, or create your own. Write them up on the Development Planner.

Goal: I continue to pray regularly for 2/3/4/5 people who don't yet know Christ.
Actions:
- Identify what to pray for each of them over the next few months.
- Invite them to something appropriate (coffee, meal, walk, Christmas service, Alpha).

Goal: I am spending time with God each day.
Actions:
- Identify a time and place that will work for me each day.
- Set aside 30 minutes to work out a pattern for praying and reading the Bible to use for three months.
- Share this new practice with three people to ask for their prayer and to ask me how it is going.

Goal: I have tackled a change situation I was avoiding.
Actions:
- Set aside 45 minutes to reflect on the steps to approach change well from this module and work out a way forward in the change scenario I have been avoiding.
- Identify two leaders to share thoughts with and listen to theirs.
- Set aside 60 minutes to work out an approach and pray it through.
- Action plan.
- Set aside 30 minutes in diary to reflect on how it has gone and what is to be learnt.

Goal: I am clear about the reality of evangelism in my context.
Actions:
- Conduct research to answer the following questions: how many people have come to faith in Christ in the last three years? What was their journey (be clear whether they were de-churched or non-churched)? What is our current strategy for helping people become disciples of Jesus?
- Invite a non Christian to attend our church services and offer an honest report on their experience.

Goal: I work better with people who are different to me.
Actions:
- Use the 'Skill Practice Guide' in the Resource File with three people I interact with in my ministry to help learn and reinforce style identification and modification.
- Put aside 30 minutes to write a reflection on what I have learnt through the experience.

Goal: I've enjoyed a fun activity I haven't done for a while/before.
Actions
- Identify what the fun thing is and put it in the diary.
- Bless someone I love by helping them do a fun activity they haven't done for a while/before.

Goal: I am more ordered than I used to be.
Actions:
- Read a book on the topic from the suggested reading list.
- Put a date in diary for before the end of April 2023 to de-clutter, sort and organise work space and practices.
- Create an efficient system for handling emails.

LED MORE BY,
LEAD MORE LIKE,
LEAD MORE TO
JESUS