



«SUPPORTER FIRST
NAME» «SUPPORTER
SURNAME»

SATURDAY 9 MARCH 2024

ARROW LEADERSHIP PROGRAMME

Preparation Day





WELCOME TO ARROW LEADERSHIP PROGRAMME 18

We are excited that you are part of this programme and pray that God will do deep things in your life through Arrow.

This booklet contains information you will need to begin your Arrow programme and to prepare for the first residential. Please be sure to read everything carefully. If you have any further questions please do not hesitate to contact Matt Hustwayte in the first instance.

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Timetable

The timetable for the day is as follows:

- 10.30 Welcome and introductions
- 10.45 Worship and Bible teaching
- 11.30 An overview of Arrow
- 12.45 Lunch
- 2.00 Finding out more (separate groups)
- 3.15 Tea
- 3.45 Time to talk
- 4.15 Depart



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ALP18 Webpages

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BIBLE TEACHING

How We View Ourselves has Far Reaching Implications

1 PETER 1:1-9

Peter, an apostle of Jesus Christ,

To God's elect, exiles, scattered throughout the provinces of Pontus, Galatia, Cappadocia, Asia and Bithynia, ²who have been chosen according to the foreknowledge of God the Father, through the sanctifying work of the Spirit, to be obedient to Jesus Christ and sprinkled with his blood:

Grace and peace be yours in abundance.

³Praise be to the God and Father of our Lord Jesus Christ! In his great mercy he has given us new birth into a living hope through the resurrection of Jesus Christ from the dead, ⁴and into an inheritance that can never perish, spoil or fade. This inheritance is kept in heaven for you, ⁵who through faith are shielded by God's power until the coming of the salvation that is ready to be revealed in the last time. ⁶In all this you greatly rejoice, though now for a little while you may have had to suffer grief in all kinds of trials. ⁷These have come so that the proven genuineness of your faith – of greater worth than gold, which perishes even though refined by fire – may result in praise, glory and honour when Jesus Christ is revealed. ⁸Though you have not seen him, you love him; and even though you do not see him now, you believe in him and are filled with an inexpressible and glorious joy, ⁹for you are receiving the end result of your faith, the salvation of your souls.



1. Elect – Appropriate confidence

1:1 CERTAIN CALL VERSES 1-2

'Define yourself radically as one beloved by God. This is the true self. Every other identity is an illusion.'

Brennan Manning

'So the key question is this: who am I really? And the answer is: you are God's beloved child. That is your true identity, and it is the only identity that is built on solid rock and can hold you firm through difficult days. It is an identity that is given, not achieved, and as such does not need to be maintained, only lived out. It is an identity bestowed upon us by the God who made us and who has redeemed us.'

Tony Horsfall

1:2 CERTAIN DESTINATION VERSES 3-5

2. Exiles – Appropriate Realism (verses 6-9)

2:1 CERTAIN PATH (VERSE 6)

2:2 CERTAIN PURPOSE

‘How firm a foundation’:
‘When through fiery trials thy pathway shall lie,
My grace, all sufficient, shall be thy supply;
The flame shall not hurt thee: I only design
Thy dross to consume and thy gold to refine.’
John Rippon

‘The only thing that really teaches one what life's about ...is suffering, affliction.’
Malcom Muggeridge

Pause – How We View Ourselves has Far Reaching Implications.

- Rejoice and repent.

Valley of Vision ‘Continual Repentance’

‘Grant me never to lose sight of:

- the exceeding sinfulness of sin
- the exceeding righteousness of salvation
- the exceeding glory of Christ
- the exceeding beauty of holiness
- the exceeding wonder of grace’.

ARROW – AN OVERVIEW

1. Purpose

ARROW'S PURPOSE IS TO DEVELOP CHRISTIAN LEADERS FOR THE CHURCH OF THE 21ST CENTURY

- Leaders dependent on the grace of God, confident about who they are in Christ, and empowered by the Holy Spirit.
- Leaders clear about their unique call and consistent in living it out.
- Leaders serving the kingdom with personal lives modelled on the servant character of Jesus.
- Leaders passionate for and committed to evangelism.
- Leaders skilled and competent to lead organisations or churches at a time of great challenge and change.

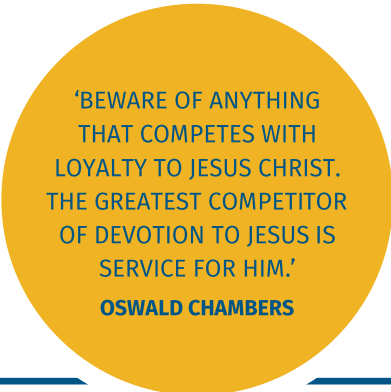
IN ALL OF THIS

- Honour God.
- Life change.
- Ripple effect.

2. Desired Outcomes

Outcome 1: To be Led More by Jesus, **Knowing Him** and...

Remain in me and I will remain in you... apart from me you can do nothing.
John 15:1-11



'BEWARE OF ANYTHING
THAT COMPETES WITH
LOYALTY TO JESUS CHRIST.
THE GREATEST COMPETITOR
OF DEVOTION TO JESUS IS
SERVICE FOR HIM.'
OSWALD CHAMBERS

ARROW – AN OVERVIEW

Outcome 1: To be Led More by Jesus, Knowing Him and Understanding his Will...

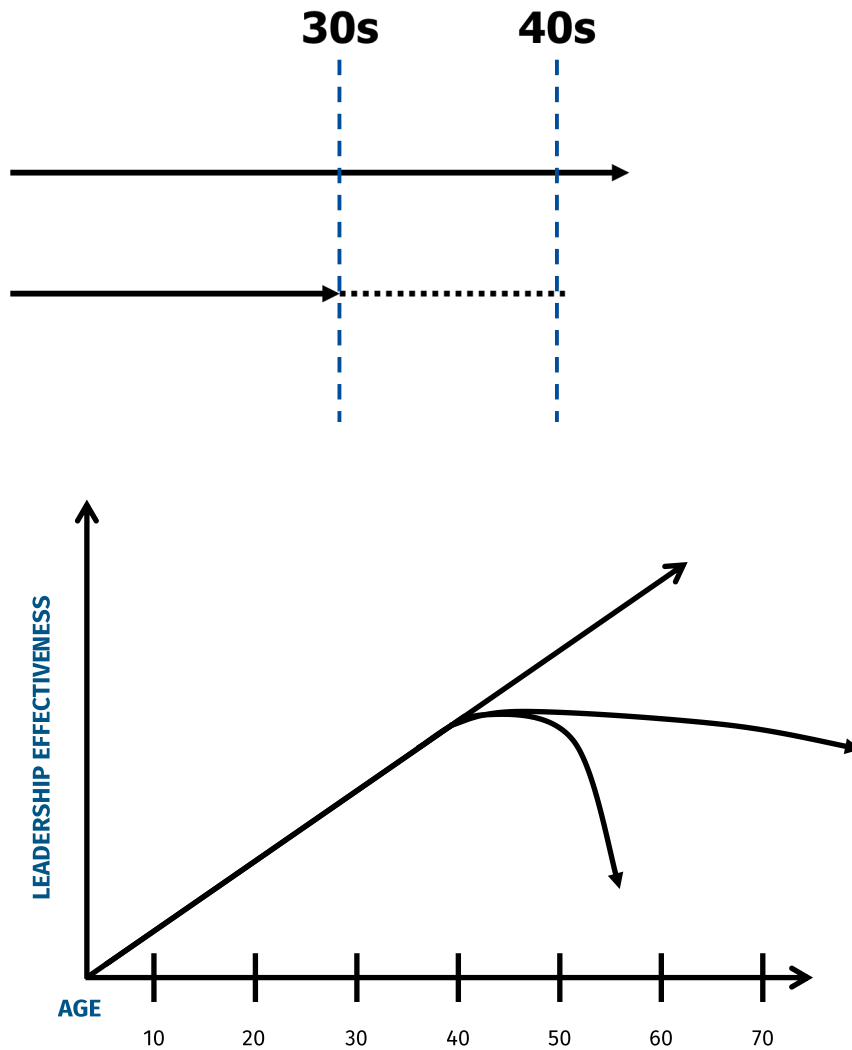
Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is – his good, pleasing and perfect will.

Romans 12:2

Outcome 2: To Lead More Like Jesus, Working Well with Others to Enable His People to be a Missional Community

Watch your life and doctrine closely. Persevere in them, because if you do, you will save both yourself and your hearers.

1 Timothy 4:16



'Christian vocation is God's call to live to the praise of his glory and to serve God's purposes in every context of life.'

Robert Banks and R Paul Stevens

ARROW – AN OVERVIEW

Outcome 3: To Lead More to Jesus, Helping People of All Ages Come to Know Jesus in our Generation

Again Jesus said, 'Peace be with you! As the Father has sent me, I am sending you.'

John 20:21

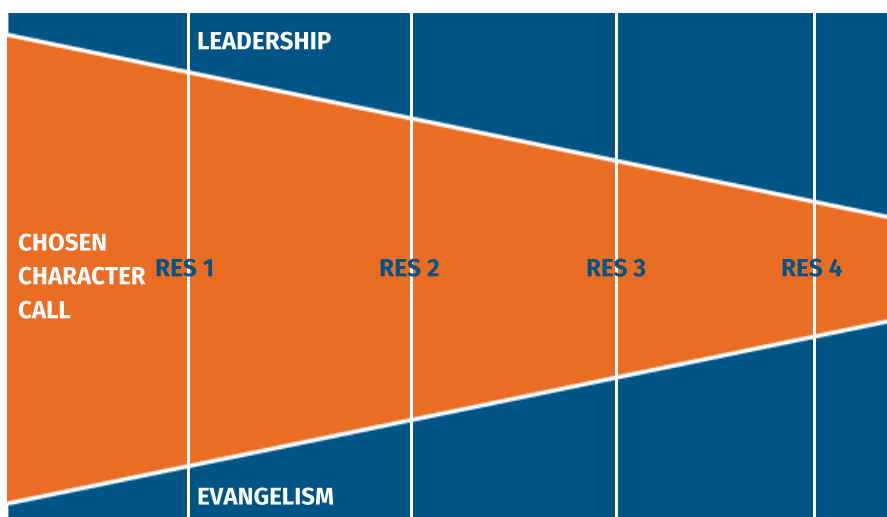
THREE FUNDAMENTAL QUESTIONS FOR THE CHURCH OF OUR DAY

- What does it mean to be church?
- How do we engage in effective evangelism?
- And therefore what sort of leadership is required?

3. The Process

Overview of Programme

OVER TIME



'The gospel needs to be constantly forwarded to a new address because the recipients keep changing their place of residence.'

Helmut Thielicke

ARROW – AN OVERVIEW

IN COMMUNITY

- Because theologically it is the nature of God and the Church.
- Because pastorally many isolated.
- Because pragmatically best way to learn.

‘The New Testament knows little of solo leadership. Leaders are best grown in community and leadership is best exercised in community.’

THROUGH VARIETY

‘The heart of leadership is not in mastering the how-tos but in being mastered by the amazing grace of God.’

Leighton Ford



RESIDENTIALS

Four residentialials, one per term.



ASSESSMENT

One to two self assessments per residential.



MENTORS

Each participant is accompanied by a mentor, they meet twice between each residential.



PEER GROUPS

Small groups of four or five participants are formed and journey through the programme on the residentialials and connect twice between the residentialials.



PREP/INTEGRATION

There is work before and after each residential.



PRAYER BASE

Each participant chooses an intercessor to pray for them throughout the programme.



BIBLE

There is the opportunity to read the whole Bible over the 18 months with other participants and supporters.



PVS WEBINARS

In between each residential there is a webinar focussed on developing a personal vision statement (PVS).

“

He made me into a polished Arrow.

Isaiah 49:2



”

SUPPORTERS

Role and Expectations

What you can Expect from Us

We will try and do all we can to keep you informed of what is going on through the programme. In practise that will mean:

- We are committed to praying for you throughout the process for your own encouragement and growth. If there are things you'd like us to pray for please let us know.
- We are committed to developing you in your gifts and ministry, wherever that may be, in any way we can through the programme.
- We will invite you to the preparation day along with your participant so that you can meet us, the other participants and their spouse or friend. On that day we will provide you with an opportunity to talk about any issues you'd like to address about Arrow. Previous participants' family and friends have found this really helpful.
- Before each residential we will write with ideas for prayer and the programme for the residential.
- During each residential we'll have a telephone number available for you, so if there are particular things you'd like us to pray for you can let us know.
- We will invite you to Take Two (11 January 2025), an opportunity for you to join with your participant to explore the impact Arrow is having on them. This occurs between residentials two and three. We will also invite you to Moving On (11 October 2025), a day at the end of the programme to celebrate and look forward to the future.

Arrow is a leadership development programme, and requires quite a commitment from those who participate. We know that often this is only possible because others are prepared to support them through the process. We are really grateful for your willingness to do that.

This page outlines some of the things that we will try to do to support you in your role. If at any point you'd like to know more or have a concern you'd like to chat through, please don't hesitate to get in touch with us.

We are always open to receive further suggestions of ways we can support you, so please do let us know. If at any point you have any concerns, do get in touch.

Suggestions for Supporting your Participant

The following ideas have come from those who've supported participants through previous programmes. We hope they are of some help.

- Pray for them. Arrow is about life change and only God can do this.
- Book time in after each residential to chat through what has happened.
- If you have children, involve them in the process (praying, making special cards etc.). Plan a treat for the time your participant is away.
- If needed, plan ahead for the residential times and get practical help.
- Look for your own development opportunities through Arrow (read the books, listen to talks, take a retreat etc.). Listen for what God is doing in your life, and be ready to be surprised.
- Get to know other spouses or friends, pray for them, email, chat on the phone.
- Help the church or organisation the participant is from to understand what it is all about.
- Write to them when they are on residentials.
- Be affirming and positive about their involvement.

ARROW LEADERSHIP PROGRAMME 18 – OVERVIEW

	CHARACTER	CALL
PREPARATION DAY 9 March 2024	The preparation day is for participants and a friend or spouse. It provides an opportunity to meet with other participants, engage with the model of leadership development at the heart of the programme, and to consider some of the practicalities of how Arrow works.	
Preparation for Residential 1.		
RESIDENTIAL 1 12-17 May 2024	<p>BIBLE TEACHING: LEADER Studies in character, call and competence.</p> <p>ASSESSMENT AND REVIEW Developing self-awareness through assessments, time with a psychologist and a 'leadership partner', and an activity day. As a result each participant identifies a personal development plan.</p> <p>PRAYER LIFE OF THE LEADER The place of God's word and prayer in the life of a leader. Dependence on God, embedded in Christ, led by the Spirit.</p>	<p>DISCERNING PERSONAL VISION (1) What are God's priorities for our lives? Where might he be leading? This track considers why call is important and offers a tool for discerning God's call.</p>
Monthly meeting with mentor. Two meetings with peer group. Integration. Personal Vision Statement (PVS) Webinar.		
RESIDENTIAL 2 6-11 October 2024	<p>BIBLE TEACHING: 'DEALING WITH BARRIERS TO GODLY LEADERSHIP' Exploration of issues that scupper us in life and leadership e.g. ambition, anger, lust, discouragement.</p> <p>OVERCOMING THE DARK SIDE OF LEADERSHIP Using an assessment inventory we identify our particular 'dark-side' in leadership, and explore ways to minimise its impact.</p>	<p>DISCERNING PERSONAL VISION (2) Jesus and his call. Implementing God's call in our own lives.</p> <p>THE RESILIENT LIFE How do we lead a grace-filled life rather than an over-busy, frantic life? Using an inventory we identify what drives us, and explore managing the pace and handling stress.</p> <p>QUIET DAY Time with God.</p>
Monthly meeting with mentor. One meeting with peer group. Integration.		
TAKE TWO 11 January 2025	Take Two offers participants and their supporters a chance to gather for a day dedicated to reflecting on the impact of Arrow on their lives.	
Monthly meeting with mentor. One meeting with peer group. Integration.		
RESIDENTIAL 3 16-21 March 2025	<p>BIBLE TEACHING: 'A COMPELLING VISION' Insights from the book of Revelation shaping our vision of Jesus and his Church.</p> <p>PRAYER LIFE OF THE LEADER Conversation in light of the questionnaire</p>	<p>DISCERNING PERSONAL VISION (3) Living the called life – personal orderliness.</p>
Monthly meeting with mentor. One meeting with peer group. Integration. PVS Webinar.		
RESIDENTIAL 4 8-13 June 2025	<p>BIBLE TEACHING: 'GOING THE DISTANCE' How do we keep the faith, run the race and fight the fight for the long haul? Studies in 2 Timothy help us to explore 'going the distance.'</p>	<p>A RETURN TO RESILIENCE This module includes space for reflection and an exploration of the way ahead into the rest of life! Includes a review of PVS and Development Plan.</p>
Monthly meeting with mentor. One meeting with peer group. Integration.		
MOVING ON DAY 11 October 2025	This day marks the end of the programme when we gather participants and their supporter to celebrate all that has happened and look to the future.	

LEADERSHIP	EVANGELISM	
<p>LEADERSHIP MATTERS Introduction to the leadership track, exploring what it is and why it matters. This module explores two aspects of leadership, character and competence.</p>	<p>EVANGELISM FOR TODAY How do we keep our vision for personal evangelism alive? Includes reconnecting with the good news of the gospel and the 'lostness' of people through a study of Christ, interviews on the streets and reflection on relationships as central to all good evangelism.</p>	<p>INVENTORIES</p> <ul style="list-style-type: none"> • 16PF5 • Arrow 360
<p>DISCERNING DIRECTION Leadership involves direction. But who decides where we go? This module explores discerning where God is leading as a corporate process and taking action through strategic planning.</p>	<p>MODELLING EVANGELISM We can't ask others to do what we ourselves aren't doing... Evangelism in the personal, public and professional life of the leader.</p>	<p>INVENTORIES</p> <ul style="list-style-type: none"> • Dark side of leadership • Drivers
<p>HANDLING CHANGE Going somewhere involves change. What is good change, what is bad change? How do we handle change?</p> <p>INTERPERSONAL STYLE As leaders we interact with lots of people. How does our style reflect on those we lead? In this module we explore issues of emotional intelligence and relational dynamics.</p>	<p>ORDERING A COMMUNITY AROUND EVANGELISM (1) The leader is a 'cultural architect'. We explore key ways to lead people in evangelism, with a particular focus on shaping culture.</p>	<p>INVENTORIES</p> <ul style="list-style-type: none"> • Interpersonal style • Spiritual disciplines
<p>HANDLING CONFLICT Change inevitably leads to conflict; conflict is a part of leadership. We identify our conflict style, and explore principles for handling conflict.</p> <p>LEADERSHIP – ESSENTIALS SKILLS We explore two core skills for leaders.</p>	<p>ORDERING A COMMUNITY AROUND EVANGELISM (2) Building on the previous residential with a particular focus on the frontlines of home and work.</p>	<p>INVENTORIES</p> <ul style="list-style-type: none"> • Conflict style • Well-being

SUPPORTERS GROUP

What has excited/intrigued you about the programme from this morning?



How are you feeling about your participant being on the programme?



SUPPORTERS GROUP

What else would you like to know about the programme?



What concerns do you have?





Making Mission Possible

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

CPAS is a registered charity working with individuals, churches and dioceses to resource local churches for mission in the UK and Republic of Ireland. To support our work or find out more, please visit www.cpas.org.uk or contact 0300 123 0780.



Lead On

A free monthly email with articles, resource recommendations, reviews for all interested in improving their leadership. Sign up at www.cpas.org.uk/leadon.



Leading Evangelism Learning Hub

Want to see the ministry of evangelism central to church life rather than on the periphery? Then sign up for our 14 month Hubs for incumbents to attend with others involved in leadership. www.cpas.org.uk/hub.



How to Nurture a Faith Sharing Culture

An exciting and accessible new church resource to help leaders nurture a faith-sharing culture in their church, congregation, fresh expression or church plant. www.cpas.org.uk/faith-sharing.



Venture and Falcon Holidays

CPAS runs around 90 fun-filled holidays for 8-18 year olds each year. The holidays are run by volunteers, and if you are interested in helping on one or know a young person who would benefit from a great holiday with a focus on Jesus visit www.ventures.org.uk.