

cpas

Making Mission Possible

DEVELOPING MISSION-SHAPED LEADERS

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

The last few years have changed many things and, like other organisations, we have sought to adapt our leadership training to connect with the new situations we find ourselves in.

We now offer a combination of online and onsite training options, including our popular series of monthly webinars.

We are always keen to tailor events to the particular needs of a diocese, so the descriptions in this leaflet are simply illustrative of a range of things we can cover. Events can be a morning, afternoon or evening (cost £264+expenses) or all day (£500+expenses). We have found both part days and whole days work really well online if structured appropriately.

These high quality, practical events vary in format but generally include:

- Teaching, including tools that can be applied in a local context.
- Group learning tasks (for example case studies, reflective exercises, scenario explorations, action learning sets).
- Opportunities to share ideas and experience.
- Space for reflection on personal context.

If you would like further information on any event, costs or availability please contact us.



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LEADING INTO THE FUTURE

Churches continue to try and work out what the future will look like, and leaders will need particular skills and attributes to be adaptable to shape churches around new opportunities.



LEADING INTO THE FUTURE

Out of many possible topics the following find particular resonance with some of the challenges and opportunities of this season.

LEADING WELL WITH OTHERS

Leaders who thrive tend to be those who lean into others, sharing their leadership. Building on work we have done over many years in this area, we explore the nature of collaborative leadership and how to lead well with others, however big or small the group – from the PCC to the Church Wardens, from leadership teams to staff, from leaders of small groups to leaders of activities.

HANDLING CHANGE

Typically leaders find themselves handling a variety of change processes. Handling change well is an art, and this event explores insights from research and change experiences that help leaders approach change with others in a way that heightens the possibility of success. It covers how people respond to change, how to approach change, and how to handle resistance.

DEVELOPING LEADERS

Many found during COVID that those who led before the crisis stepped back, and others who hadn't led before stepped up. This event looks at ways to identify, nurture and encourage new leaders and to work better with the people you already have in leadership roles. It also considers how to build a leadership development culture within a congregation.

AGILE LEADERSHIP

What does it mean to be agile in our leadership. How can we grow in this approach? Adopting insights from adaptive leadership thinking, this event offers space for leaders to reflect on their own approach, as well as exploring practical ways to lead well when it isn't always easy to know where you are going.



LEADING INTO THE FUTURE

SHAPING CULTURE

A key aspect of leadership is nurturing a culture, the way we do things, that facilitates a renewed commitment to Christ's mission and ministry in the world today. But shaping culture is perhaps the most difficult leadership challenge. How do you shape culture but not trash the past? How do you shape culture and not impose personal preferences? How do you change culture, ensure it is lasting and not just until you leave?



DEVELOPING RESILIENCE

Building on research done across the churches into resilience and well-being, this event offers practical tools for church leaders to reflect on their own resilience quotient, and to explore how to develop resilience without adding extra pressures to their already pressured lives.

LEADING WITH COURAGE

Leadership requires a daily dose of courage, and leading through adaptive change requires even more courage. We will explore what we mean by courage and why leading courageously matters. Drawing on the challenges in our own contexts, it will offer an opportunity to think honestly about the fears that a leader commonly experiences, particularly those which prevent us taking action when we know we should. It will then identify very practical ways of overcoming these fears so that our leadership is shaped by courage and resolve.

‘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 IN EVANGELISM

The church in the UK is in a mission situation, but keeping a church focused on evangelism isn't easy. Instinctive reserve about sharing faith combined with increasing lack of confidence about the place of the Christian faith in society today leads to at best inaction, at worst apathy. Many leaders find themselves unsure about how to lead their church in evangelism. The following days can be standalone or combined in a series using any combination.

EVANGELISM TODAY

Doing what we did in the past doesn't work. We are in a different reality. How do we make sense of the varied mix of cultures we find ourselves in today? What are the connection points for the good news of the gospel? What are churches finding that works in helping people become disciples of Jesus?

THE LEADER AND FAITH SHARING

Leaders cannot ask those they lead to do what they themselves are not doing, yet many find sharing faith personally hard, and therefore struggle to help others to do it. What is the role of the church leader in sharing faith? What are the appropriate ways to model faith sharing? And in all busyness of church leadership, what will keep us connected and motivated for the long haul?

ORDERING CHURCH LIFE AROUND EVANGELISM

Leaders are responsible for shaping the life of a church(es) around the core practices of Jesus, one of which is making disciples. How do we shape an evangelistic culture in our church? How do we discern a plan for evangelism that connects with the reality of our context?

EQUIPPING OTHERS TO SHARE THEIR FAITH

The coal face of evangelism is ordinary Christians sharing their faith in everyday life, but many feel inadequate and incompetent to do so. The day considers some core principles for equipping people to share their faith, and considers a variety of methods for developing courage, confidence and competence.

IDENTIFYING AND RELEASING PIONEERS AND EVANGELISTS

Pioneers and evangelists are gifts to the Church. Many churches have one or other (or both) of these people tucked away somewhere in the congregation. How do identify, equip and release them to fulfil the role God has for them in pioneering new forms of church, and in sharing the faith?



PROGRAMMES, COURSES AND LEARNING COMMUNITIES

We offer dioceses several longer interventions – each can be specifically tailored to the requirements of a diocese. They are all aimed at significant transformation in both the church leader and their church context.



LEADING EVANGELISM LEARNING HUB

NEW HUBS
IN 2025

The church in the UK is in a mission situation, but keeping a church focused on evangelism isn't easy. Instinctive reserve about sharing faith combined with increasing lack of confidence about the place of the Christian faith in society today leads to at best inaction, at worst apathy. This process takes a blended learning approach where the church leader and at least three others in the church explore how to lead a church(es) to a place of appropriate evangelism over an 18 month period. It covers:

- Our context today: how to read the present in the light of the past and the future.
- The role of the leader as model: faith sharing for church leaders.
- Ordering church life around evangelism.
- Equipping others to share their faith.
- Identifying and releasing pioneers and evangelists.

To find out more about this scheme, please go to www.cpas.org.uk/hub or contact Matt Hogg mhogg@cpas.org.uk.



DIOCESAN LEADERSHIP PROGRAMME

It is both an exciting and challenging time for clergy, as the Church seeks to be about the mission and ministry of Christ in a rapidly changing world. Drawing on CPAS's 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 mission. It isn't simply about applying some leadership skills, but addresses underlying issues of character, vocation and the spiritual life.
- **Diocesan owned** The course is run by the diocese, resourced by CPAS. The diocese decides who it is aimed at in consultation with CPAS, invites people to attend and arranges the practical details. It may easily run alongside other leadership development provision within the diocese.
- **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.

To find out more about this scheme, please contact James Lawrence 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 TREMTHANMOR,
CMD OFFICER, PETERBOROUGH DIOCESE

OVERSIGHT MINISTRY

A LEARNING PROCESS



CPAS is creating an exciting new course to support incumbent ministers as they transition to mission-focused oversight ministry in a rapidly changing church context.

Many dioceses are deploying full-time paid ordained ministry to increasingly large multi-parish benefices and multi-benefice mission groups. Alongside this, there is a renewed urgency to energise the missional vocation of the Church. Together these call for a new model of oversight ministry that enables local leaders and those in their communities to exercise ministry rather than seeking to provide that directly themselves. For many existing incumbents and curates this is a big transition requiring different and often new skills.

Building on work we've done in the last few years with oversight ministers, and following research into the opportunities and challenges, we've developed a process to support oversight ministers in this transition and enable them to lead well in this emerging reality.

Further information

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'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



THE THRIVE COLLECTION

A RANGE OF RESOURCES TO HELP MPBS GROW

Looking for ways to help your multi-parish benefices thrive? Aware of the seeds of enormous promise within MPBs, yet also their distinctive and substantial challenges?

The Thrive Collection is designed to help leaders and churches in MPBs to meet these challenges. This innovative collection is based on tried and tested material, and has already proved its worth in MPBs across the country.



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

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

For further information visit 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 do make contact with Jo McKee, jmckee@cpas.org.uk.

DEVELOPING RESILIENCE

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

- **Day 1** This introductory day explores a framework for thinking about well-being, stress and pressure and offers a variety of practical insights into how to build resilience.
- **Day 2** Clarity about what to do and what not to do is a key factor in resilience. We'll explore how to discern priorities and order our lives according to those priorities.
- **Day 3** Others expectations of us and our own expectations of ourselves can exert a significant drain on us, especially when they are undisclosed. Using two tools we identify what to do with expectations.
- **Day 4** The complexity of the multi-hat dynamic of clergy roles, the commonality of conflict, and the weight of pastoral responsibility can easily lead us to becoming isolated. We will focus on how to nurture nourishing relationships amongst those within the congregation, diocese and our wider relational context.

If you would like to know more please contact James Lawrence
jlawrence@cpas.org.uk.

