

THE LEADERSHIP INSTITUTE: CLERGY LEADERSHIP PROGRAMME

Background

The Leadership Institute's focus is developing leadership for new missional contexts.

For more than a decade we have thrived on creating small, transitional communities that offer spiritual resting-places (the Fourth Gospel's *menai*, John 14:2) for the church's emerging leadership. We come together, over a few weeks, in generosity of spirit, to re-vision what a journey to 'a city set on a hill' might look like. The formation of such rich, informal networks is essential for those engaged in emerging church in a wide variety of new ways.

On a CLP, theological engagement in 'a community of practice' happens naturally when we reflect on our present context in the light of Scripture and Gospel, the memory-wells of our church's tradition, listening to the voices and experiences from the margins, and in renewing our spiritual life in an authentic worshipping, learning, community.

Together we map the contours of what it means to exercise the roles of apostle, prophet and pastor-poet in the liminal world of late modernity. Discipleship emerges from our mutual experience of prayer, study, dialogue and worship in a community learning to ask the questions of obedience to our calling as we re-engage with the issues of mission in our own generation.

This is at the heart of our vocation in the decade that lies ahead.

What is the purpose of the Programme?

The purpose is to equip clergy in the Anglican Church with the insights, skills and personal qualities that will enable them to exercise effective and transformational leadership.

Why is the Programme needed?

Our society and culture are rapidly changing. The whole context of ministry is radically different from what it was when most clergy undertook their theological training. Clergy were equipped as pastors and theologians; few were trained to be effective leaders.

Yet the contemporary context now requires that clergy should have the leadership skills needed to unite God's people in forging a shared vision, and to help equip and mobilise a community for service and mission.

Clergy across the spectrum of churchmanship see the need for this, but struggle to develop the skills and insights which would enable them to exercise more effective leadership.

The CLP challenges participants to stretch the limits of their creative thinking, to re-evaluate existing structures, assumptions and methods. By the end of the course clergy should return to their ministries with new insights and heightened confidence in their own ability to lead, not just manage, in our rapidly-changing environment.

Who is the Programme for?

The CLP is of most benefit for participants who:

- have the ability to learn fresh concepts, the change and adapt to new situations and challenges

- want to increase their personal effectiveness in coping creatively with conflict
- are looking for new ways to balance competing roles in parish and family life
- want to develop positive models for lay leadership in the parish team

Outline of a day

07.30 Morning Prayer

08.15 Breakfast

09.00 FIRST SESSION

12.15 Midday Eucharist

Both men and women preside at the celebration of Holy Communion.

13.00 Lunch

14.00 Personal study

15.30 Afternoon Tea

16.00 SECOND SESSION

18.00 Evening Prayer

18.30 Dinner

19.30 GROUP WORK

21.00 Fellowship & relaxation

The Clergy Leadership Programme is

- long enough to cover a wide range of new learning;
- short enough to be manageable without major disruption to one's ministry or parish life;
- intensive enough to learn deeply, and for changes to develop at spiritual, emotional and intellectual levels;
- far enough away for most participants to be free from parochial pressures;
- based in two locations, Canterbury and Durham, which are of enormous significance in the formation of Christianity in England.

Content of the Programme

The CLP integrates in-depth residential learning with application and follow-up.

It consists of three carefully integrated elements: a five-day residential component; a personal project which is developed over the next six months and a second five-day residential component.

Part 1

We explore models of Leadership which are values-based, visionary in focus, empowering in expression and participative.

The experience and expertise of guest speakers challenges us to grapple with the key issues and trends that are shaping our culture and will affect the Church's mission over the next decade.

We also explore insights into leadership from the Rule of St. Benedict through a pilgrimage from St. Augustine's landing place back to Canterbury.

An Individual Project (Personal Development Plan) back in parochial ministry.

The whole-life learning process is applied particularly to developing plans for our own personal projects. Here the programme begins to shift towards strategic planning for putting your learning into action.

Each participant identifies and develops their own project. You will find that Part One of the residential programme provides ample motivation and resources to enable you to focus on developing some aspect of your leadership abilities which are vital for the future of the church. The project ensures that your learning does not gather dust, but is thoroughly digested. By putting the project into practice within the realities of your situation, the project becomes life-changing.

Part 2

In this final part we reflect on the progress we have made through the personal projects and apply this to the challenging leadership task of parish development.

We explore the leadership and mission of the Celtic Church through a pilgrimage to Holy Island.

We address key issues

- How can we move from an over-busy, reactive, ‘survival mode’ of ministry to a transformational one?

You gain insights into your own strengths and weaknesses, as well as learning principles, new competences and skills that will make you a more effective Christian leader.

- What is changing? What needs to change? If the old models and paradigms are not working, what are the new ones?

We take a global perspective, and then work out the grass-roots implications for our parishes and for ourselves?

- How can we and our congregations learn to engage creatively in a continuous process of renewal and change?

We learn to break out of fixed destructive patterns, habits and attitudes by integrating theology, experience and action.

Finally we consider how we resource ourselves for the demands of leadership through the various ways of developing a personal support network.

WHAT HAS THE PROGRAMME PROVIDED?

Comments from previous Programmes:

- A regaining of confidence and new feeling of empowerment, real excitement at much of what I've seen and heard

- Lots of material and tools which I hope to implement and other prompts to re-focus my life and ministry

- A valuable course giving space for reflection, stimulating input, and very comfortable surroundings. Besides the formal input, the informal contact with other course members is invaluable
- It is certainly worth working with a group in our Diocese. A real value in meeting together afterwards to evaluate and work through the material.
- Space to have time to reflect on journey, help in self awareness building. opening up issues in social change and concepts in leadership.

In the East Midlands, there are CLP's planned and the dates are:

In the diocese of Derby we are primarily considering CLP as support for clergy who have begun their first Incumbency within the past few years.

Attendance is at the invitation of the diocesan bishop; all fees will be paid for from the CDDM budget.

If you are interested then in the first instance please contact the CME Adviser, Canon Andie Brown at Derby Church House 01332 388671 andie.brown@tiscali.co.uk