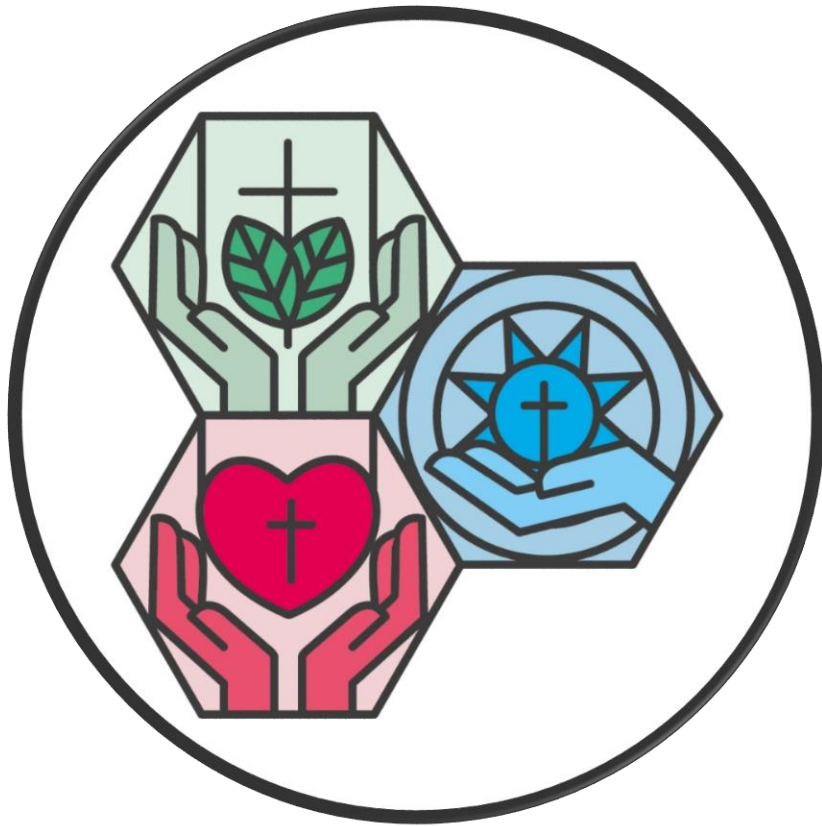




# **MAKING MISSION POSSIBLE**



cpas

Making the  
journey happen





# Ruth Haley Barton

‘I receive an invitation to enter more deeply into the intimacy of relationship with the one who waits just outside the noise and business of my life.’

From Sacred Pathways heard on the “on the *Strengthening the Soul of Your Leadership* podcast.”





# Parker Palmer

‘The soul is like a wild animal—tough, resilient, resourceful, savvy. But it is also shy... if we will walk quietly into the woods, sit patiently by the base of the tree, and fade into our surroundings, the wild animal we seek might put in an appearance.’

Parker Palmer



## Session 1

How does our  
spiritual health  
affect our  
leadership?





# LEADERSHIP

— IS —

ORDERING and MOBILISING

# A COMMUNITY

— AROUND —

# THE PERSON OF JESUS

and THE PRIORITIES OF HIS KINGDOM



## FOCUSING

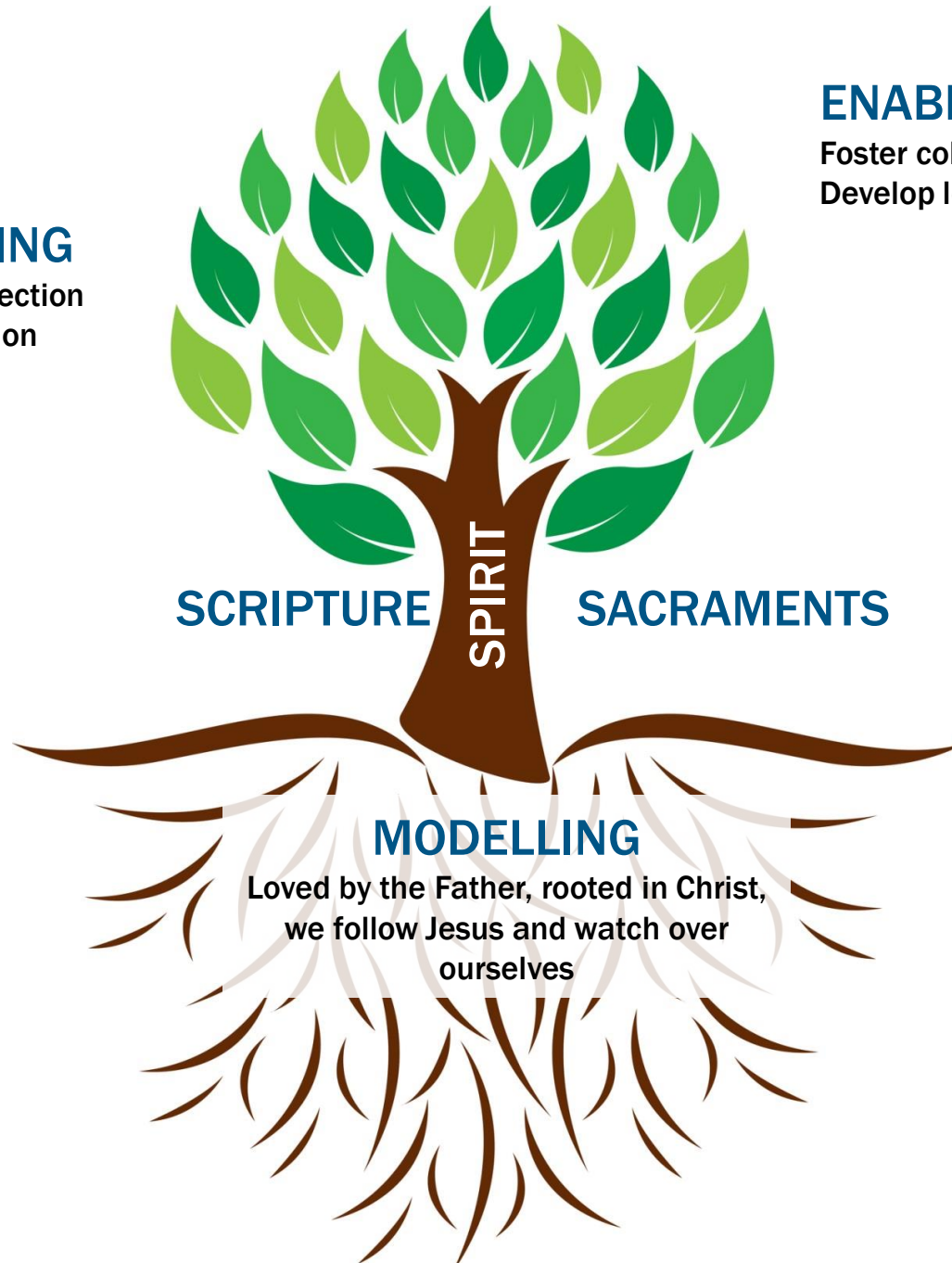
Discern direction  
Enable action

## ENABLING

Foster collaboration  
Develop leaders

## ANIMATING

Shape culture  
Facilitate  
communication





Above all else, guard your  
heart, for everything you do  
flows from it.

- Proverbs 4:23

# Don't lose heart





# The research

- 2 groups of roughly 200 clergy
- Group 1 broadly evangelical
- Group 2 more representative
- Working definition of morale
  - ‘Positive and negative reactions to life’s trends.’



# My morale

- 35% of first group said that they had average or below morale
- 45% of second group
- In both groups, relationships with spouses, God and church family way above anything else in general life



# Positive indicators

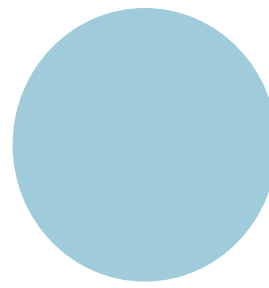
- A good night's sleep, holidays and the sense that you we are doing a good days work is at the top of the list that are under people's control.
- Trusted key relationships and practical support make the most difference in the church



# How do you know you are OK?

1. Seeing God at work
2. Mood at beginning and end of day
3. Time off and sense of life being under control
4. Having vision that helps me prioritise
5. A general sense of joy and happiness
6. A sense of being supported and working in partnership

# VUCA



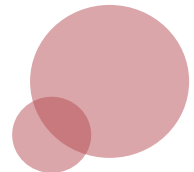
**V**olatility

**U**ncertainty

**C**omplexity

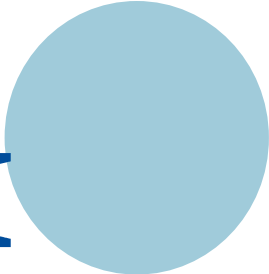
**A**mbiguity

and a catchall for “Hey, it’s crazy out there!” Nate Bennett in the Harvard Business Review.





# VUCA FAITH



**V**olatility

The Rock

**U**ncertainty

The Sure and Certain Hope

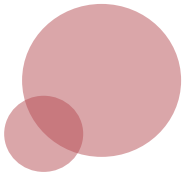
**C**omplexity

One prayer, rule and call

**A**mbiguity

Follow me

and a catchall 'I am with you even to the end of the age'.

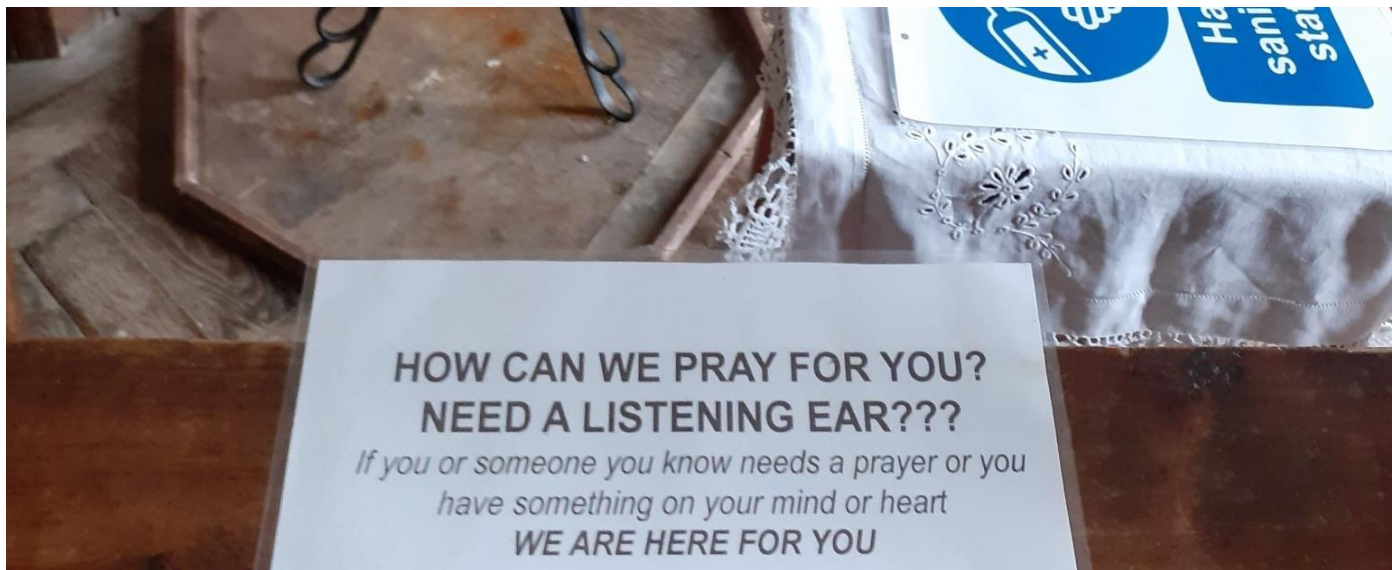




6 *of the*  
**BEST**

# 1. Say it like it is

- Who can we talk to without pretence?





## 2 Never walk alone

6 *of the*  
**BEST**

- Paul and Titus





### 3. Invest in emotional health

6 *of the* BEST



Physical    Emotional    Spiritual

# 4 Make some healthy decisions

6 *of the*  
BEST

- Sleep
- Exercise
- Food
- Water
- Addictions
- Healthy connections



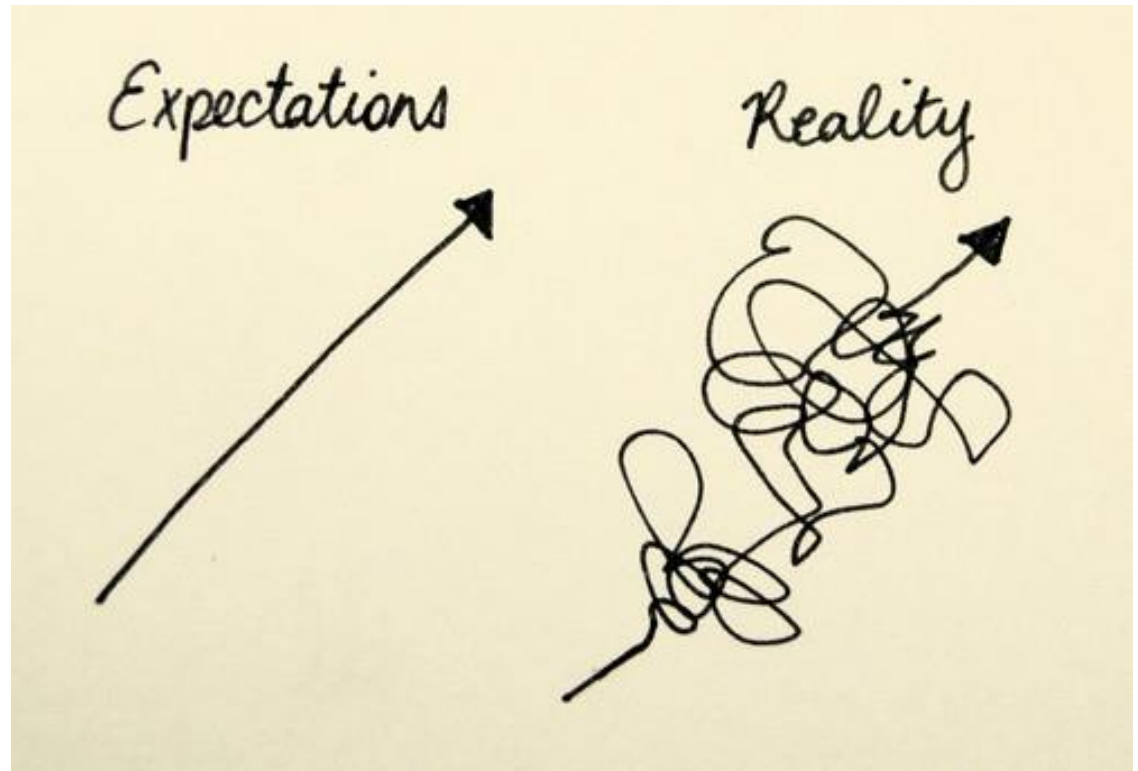




## 5. Manage expectations

- Of self
- Of God
- Of others

6 *of the*  
**BEST**

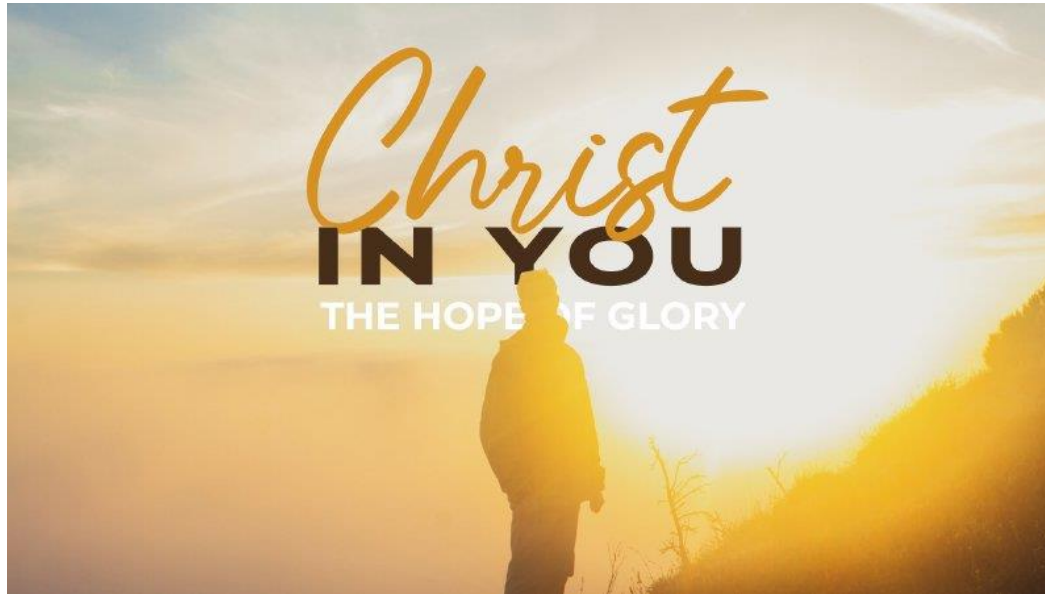




## 6. Don't look down

6 *of the*  
**BEST**

- What you do is glorious!!





# The CHOSEN

SEASON THREE BEGINS  
IN CINEMAS NOVEMBER 18



# Highlights

- The first-ever multi-season show about Jesus
- Completely free to watch all seasons
- Episodes have been watched over 400 million times worldwide
- Season 1 was the #1 highest crowd-funded entertainment project of all-time, raising \$10 million from over 19,000 people
- Over \$40 million in production costs funded for Seasons 2 and 3 via the disruptive pay it forward model
- Translated into 50 languages and counting
- The Chosen app consistently ranks in the top 50 entertainment apps on iOS and Android
- The #4 searched show across the Roku platform in 2021
- Apps available on iOS, Android, Apple TV, Roku, Fire TV, and more

The  
CHOSEN



THE CHOSEN is in UK cinemas 18-22nd November  
nationwide - in select Odeon and Vue screens

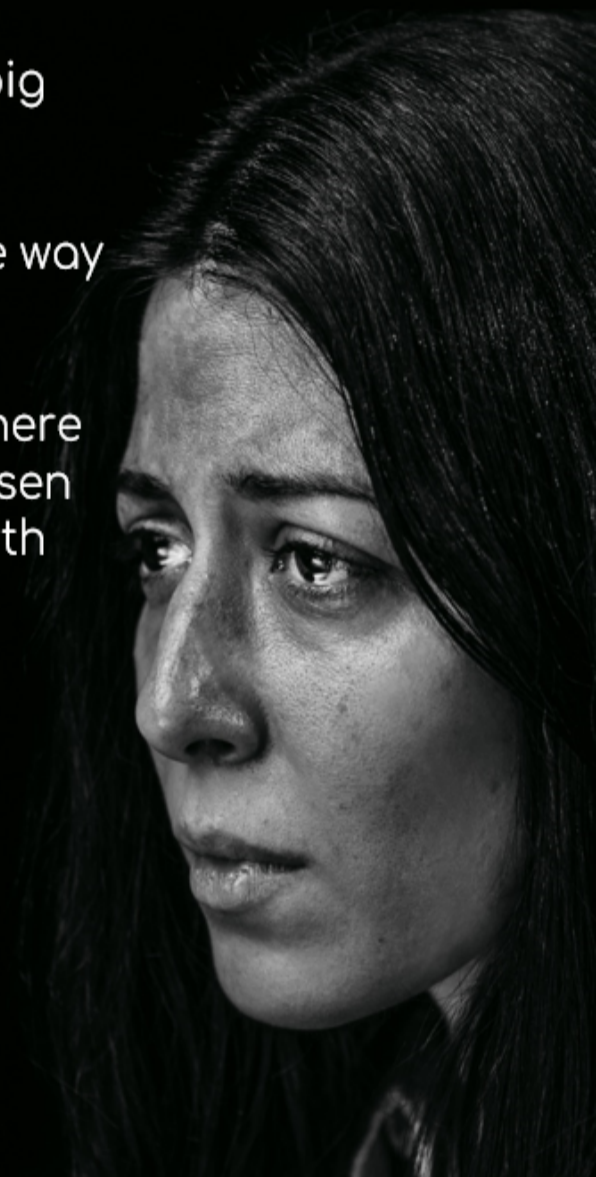
As a church we have the opportunity to bring Jesus to the big  
screen

We need your help to fill cinemas **THIS WEEK** so we pave the way  
for the next 4 seasons having a place in UK cinemas

Alpha have produced a mini site [alpha.co.uk/TheChosen](http://alpha.co.uk/TheChosen) where  
we are encouraging people to sign up to be one of The Chosen  
Champions in the UK and book tickets, share information with  
churches, families and colleagues.

For more information & assets - contact [Judy@kovapr.com](mailto:Judy@kovapr.com)

The  
CHOSEN



## Session 2

How does our  
spiritual health  
affect our  
teamwork?



**“Before I begin, I’d just like to make it known  
that I didn’t volunteer to do this presentation.”**

“Do we want to build a culture of individual entrepreneurs, where the brilliant priests can reach for the skies and the rest are left a bit in the doldrums?

“Or do we want to go for a more communitarian approach, which is about people coming together and enriching each other’s ministries? I don’t think we can afford individualism any longer, because many churches are just too weak to sustain themselves, and, therefore, the future is one of alliance and co-operation.”

**Bishop Gregory**

What was needed, it concluded, was “a new, more collaborative style of leadership, modelled by the Bishops and reflected at parish level”.

Lay people’s talents and willingness to serve needed to be used more fully. In conclusion, the reviewers said: “We believe that the Church can only continue into the future if it taps into this human resource.”



# the Bible on collaboration:

|             |                             |
|-------------|-----------------------------|
| Gen 2:18    | collegiate nature humanity  |
| Deut 1:9    | capacity of teams           |
| Deut 32:30  | synergies of partnership    |
| Neh 4:16    | role complementarity        |
| Mark 6:7,   | Luke 10v1 – Jesus' pattern  |
| Acts 13:2   | early church pattern        |
| 1 Cor 12:14 | mutuality / interdependence |
| 2 Tim 2:22  | accountability              |





# Pragmatic reasons

1. No clergy have all the gifts needed for good leadership
2. No one can do everything needed in growing church
3. An individual is not the best response to a complex leadership situation



# Shifts in expectation

|                   |   |                   |
|-------------------|---|-------------------|
| Heroic individual | → | Shared leadership |
| Guarded           | → | Vulnerable        |
| Positional        | → | Earned authority  |
| Task              | → | Community         |
| Directing         | → | Empowering        |
| Aspiring          | → | Inspiring         |

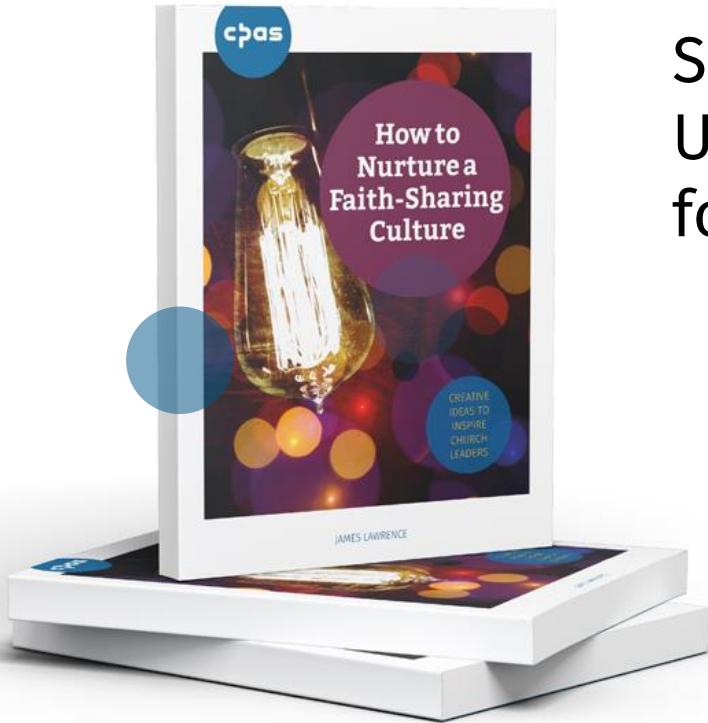


# It is chat to the neighbour time again!

Think of a time when you were part of a great team. What was good about the way it worked?



## YOUR FREE BOOK!



Scan the QR code now (or visit the URL below) for related free resources for you and your church.



[www.cpas.org.uk/st-asaph-22](http://www.cpas.org.uk/st-asaph-22)



# Adaptive leadership

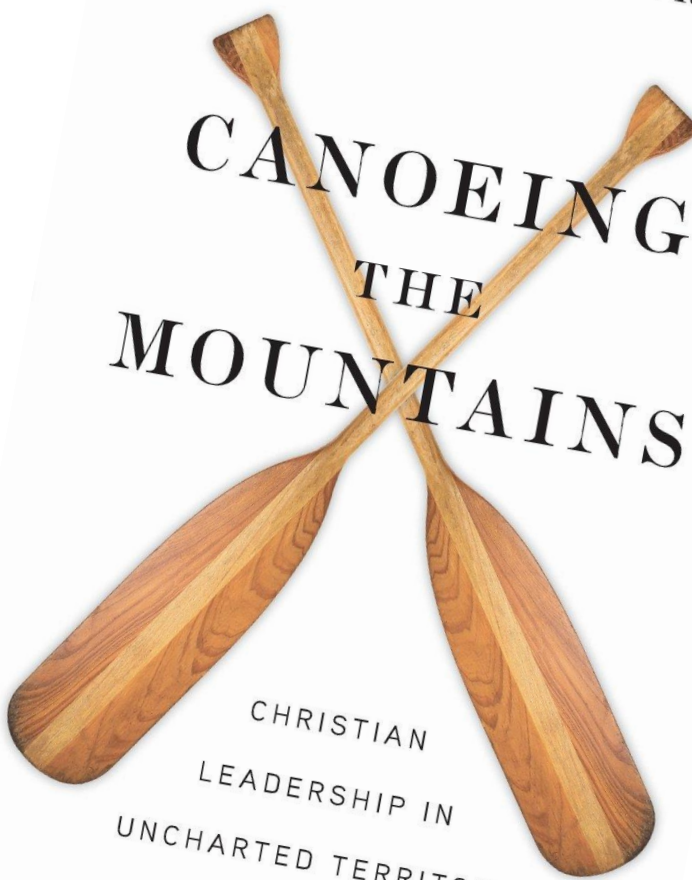
- The gospel afresh to each generation – ordination service
- Faithful Improvisation – FAOC paper on oversight ministry
- Fresh expressions/church planting and missional communities
- Covid 'flex'/'pivot'/'tack'

# HOW TO LEAD When You Don't Know Where You're Going

*Leading in a Liminal Season*

SUSAN BEAUMONT

TOD BOLSINGER

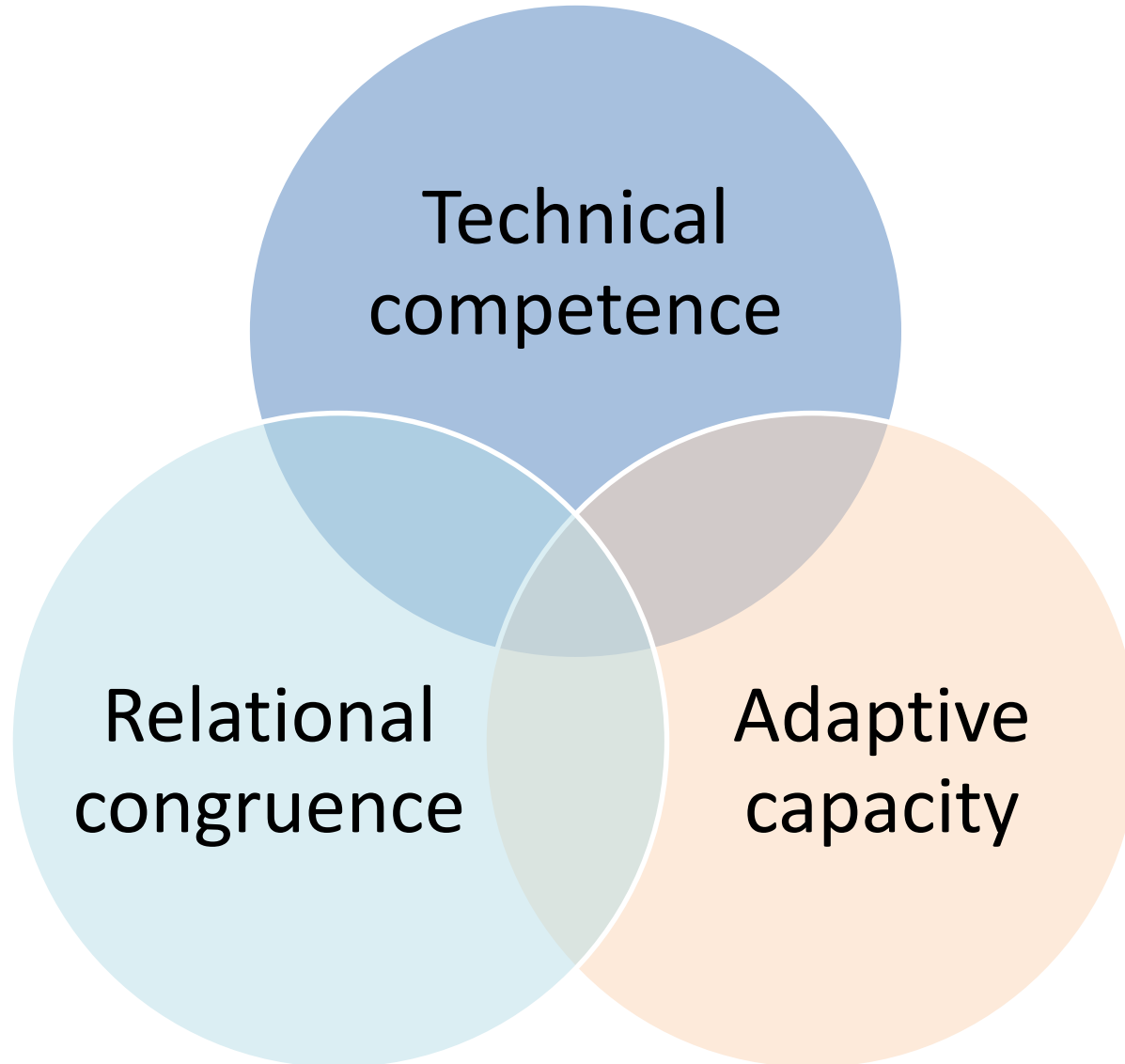


# CANOEING THE MOUNTAINS

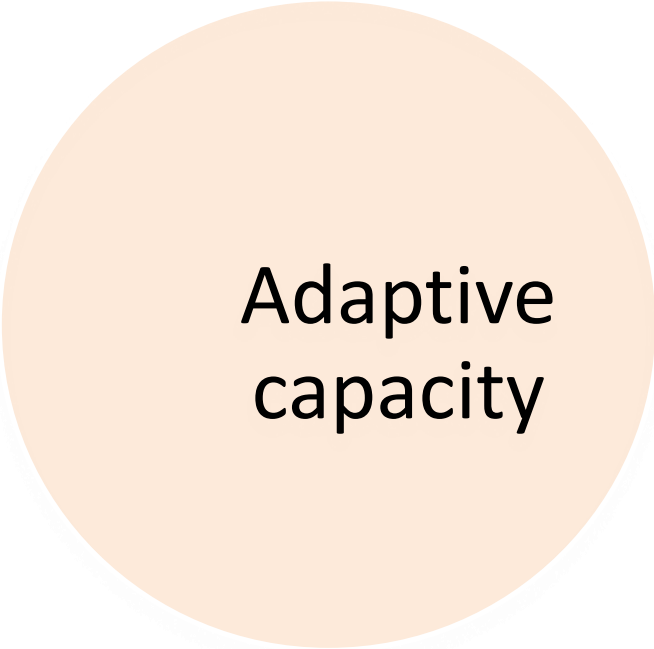
CHRISTIAN  
LEADERSHIP IN  
UNCHARTED TERRITORY



# Adaptive leadership happens when

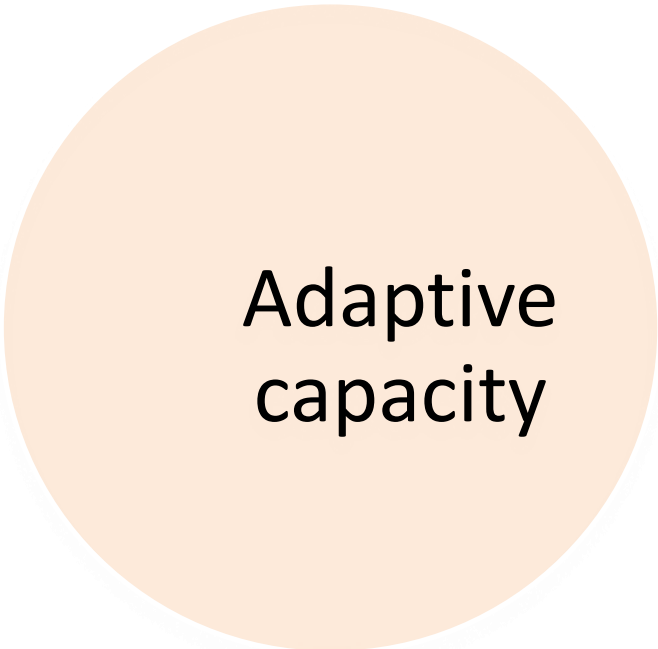


# 1. Systemic issues



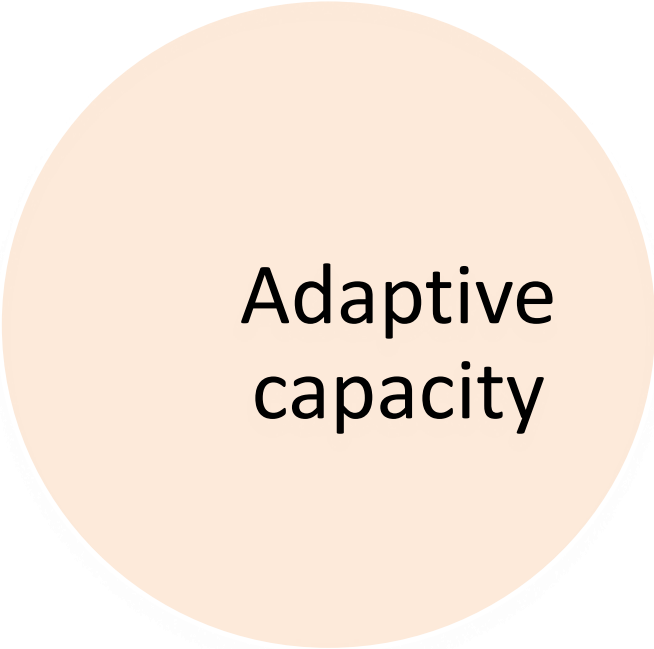
Adaptive  
capacity

1. Systemic issues
2. Calmly confront the unknown



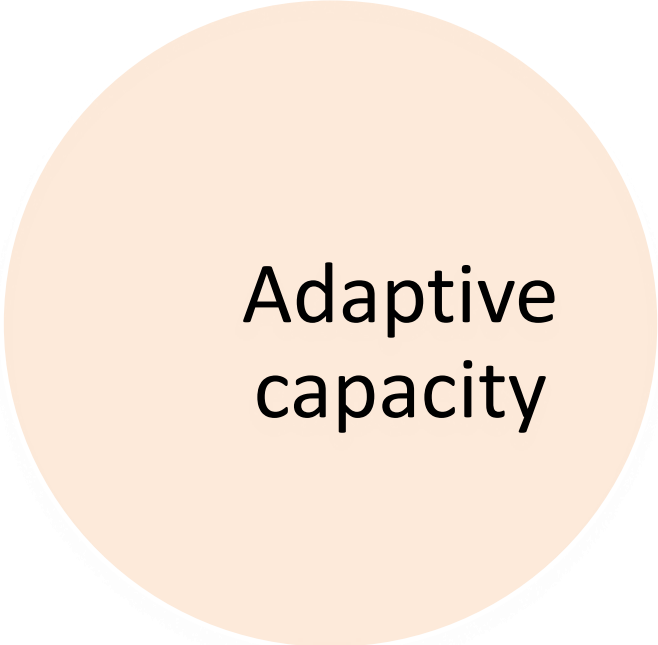
Adaptive  
capacity

1. Systemic issues
2. Calmly confront the unknown
3. Lead a learning process



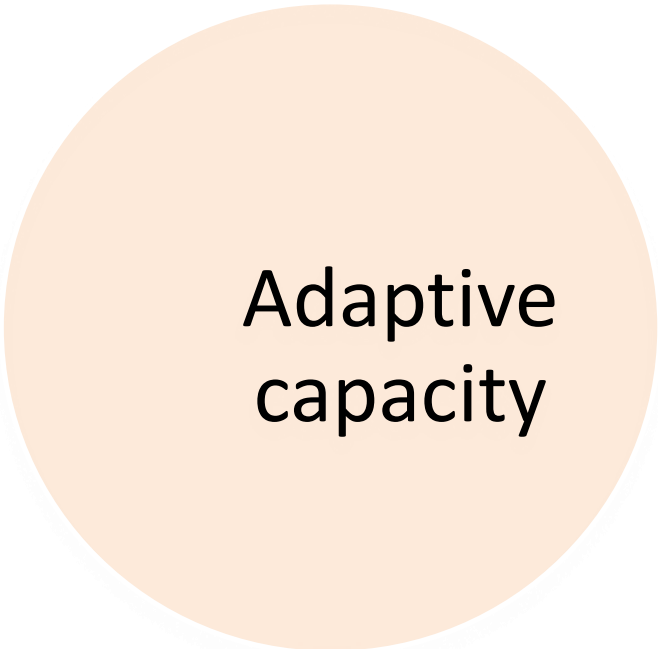
Adaptive  
capacity

1. Systemic issues
2. Calmly confront the unknown
3. Lead a learning process
4. Commitment to personal transformation.



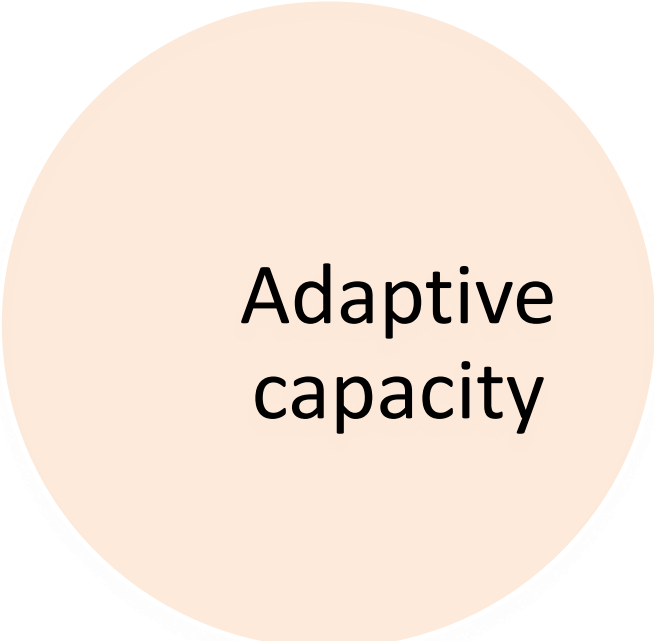
Adaptive  
capacity

1. Systemic issues
2. Calmly confront the unknown
3. Lead a learning process
4. Commitment to personal transformation. Vicar in his 60s coaching for line managing millennials.
5. Courage in the face of resistance



Adaptive  
capacity

1. Systemic issues
2. Calmly confront the unknown
3. Lead a learning process
4. Commitment to personal transformation. Vicar in his 60s coaching for line managing millennials.
5. Courage in the face of resistance
6. Deep faith in God



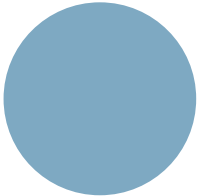
Adaptive  
capacity



## Session 3

The importance  
of trying to  
understand our  
culture?





‘Changing a culture requires  
clear thinking, concerted  
effort, enormous courage  
and creative consistency.’

Sam Chand



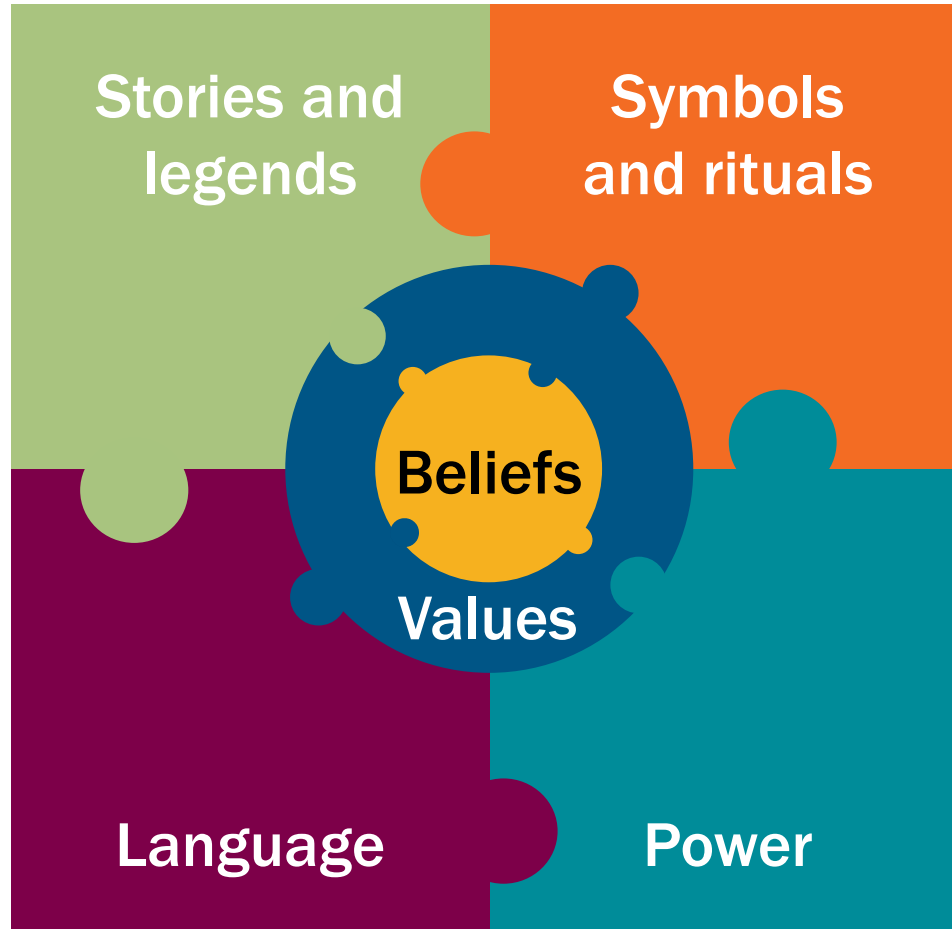


‘CULTURE CONSISTS  
OF GROUP NORMS OF  
BEHAVIOUR AND THE  
UNDERLYING SHARED  
VALUES THAT HELP  
KEEP THOSE NORMS  
IN PLACE.’

KOTTER

# IDENTIFYING CULTURE





# SHAPING CULTURE



What we say  
influences  
what  
happens

Vision  
Shared values  
Structures  
Strategy  
Policies  
Procedures  
Goals

What tends  
to influence  
what  
happens

Beliefs  
Perceptions  
Values  
Stories  
Feelings  
Tradition  
Norms  
Unwritten rules  
Shared assumptions

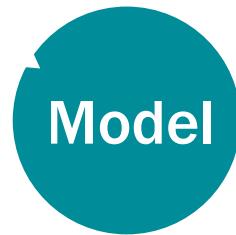


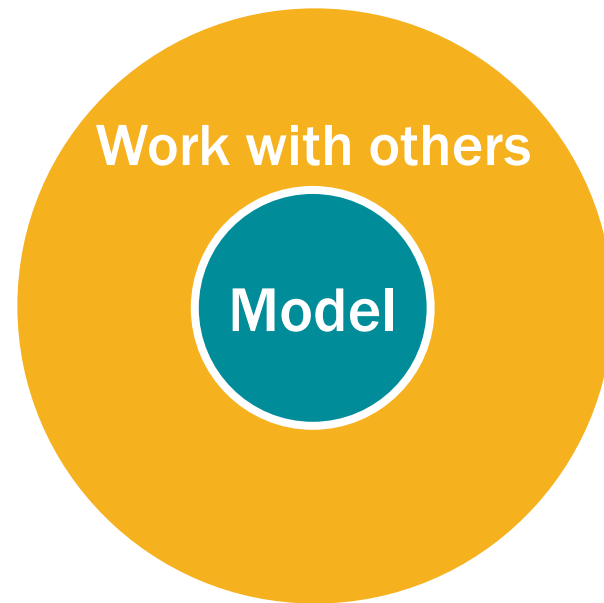


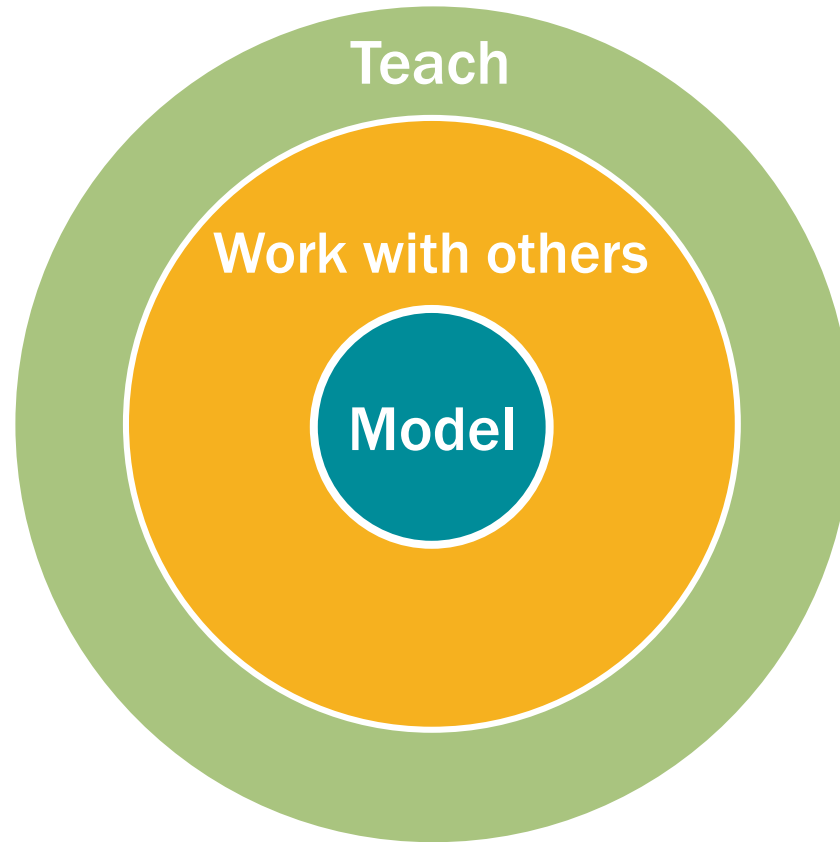


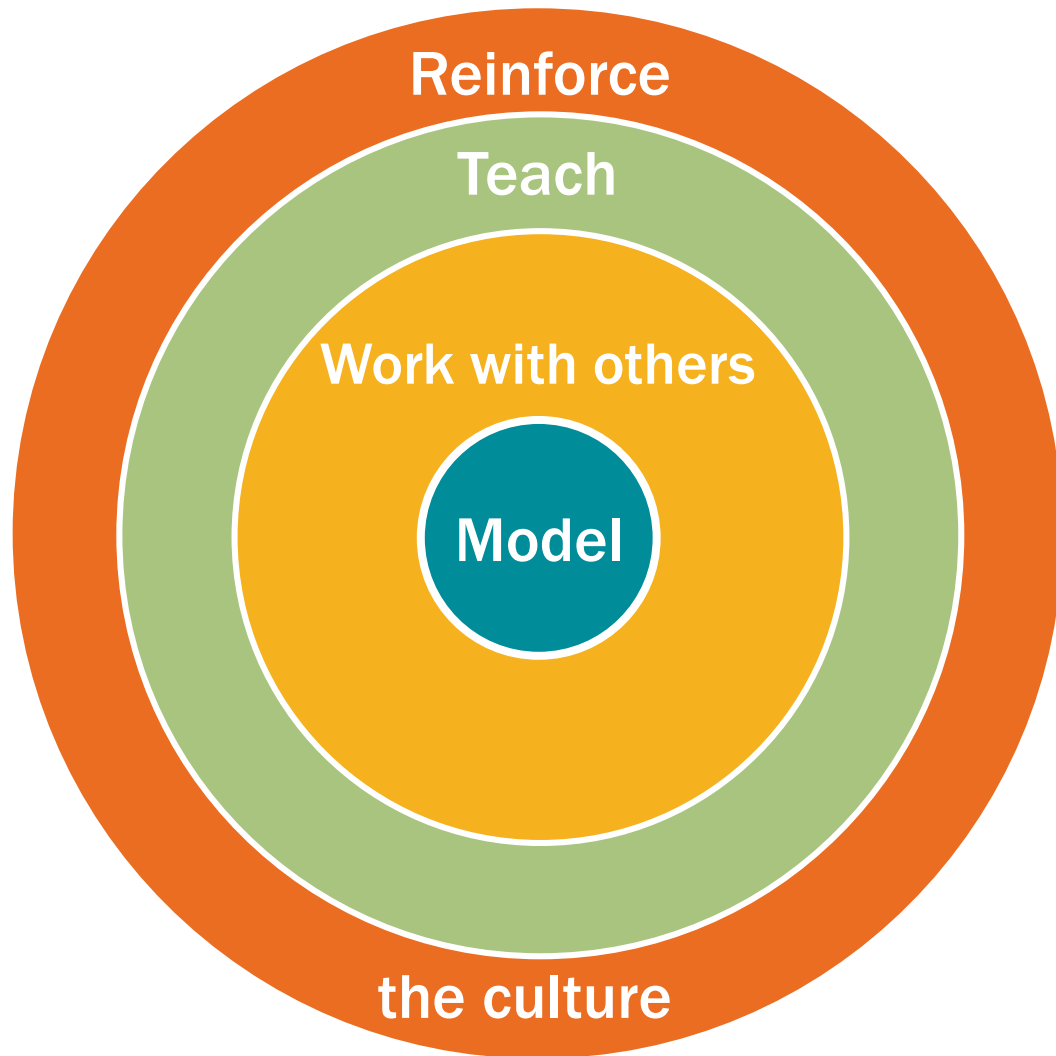


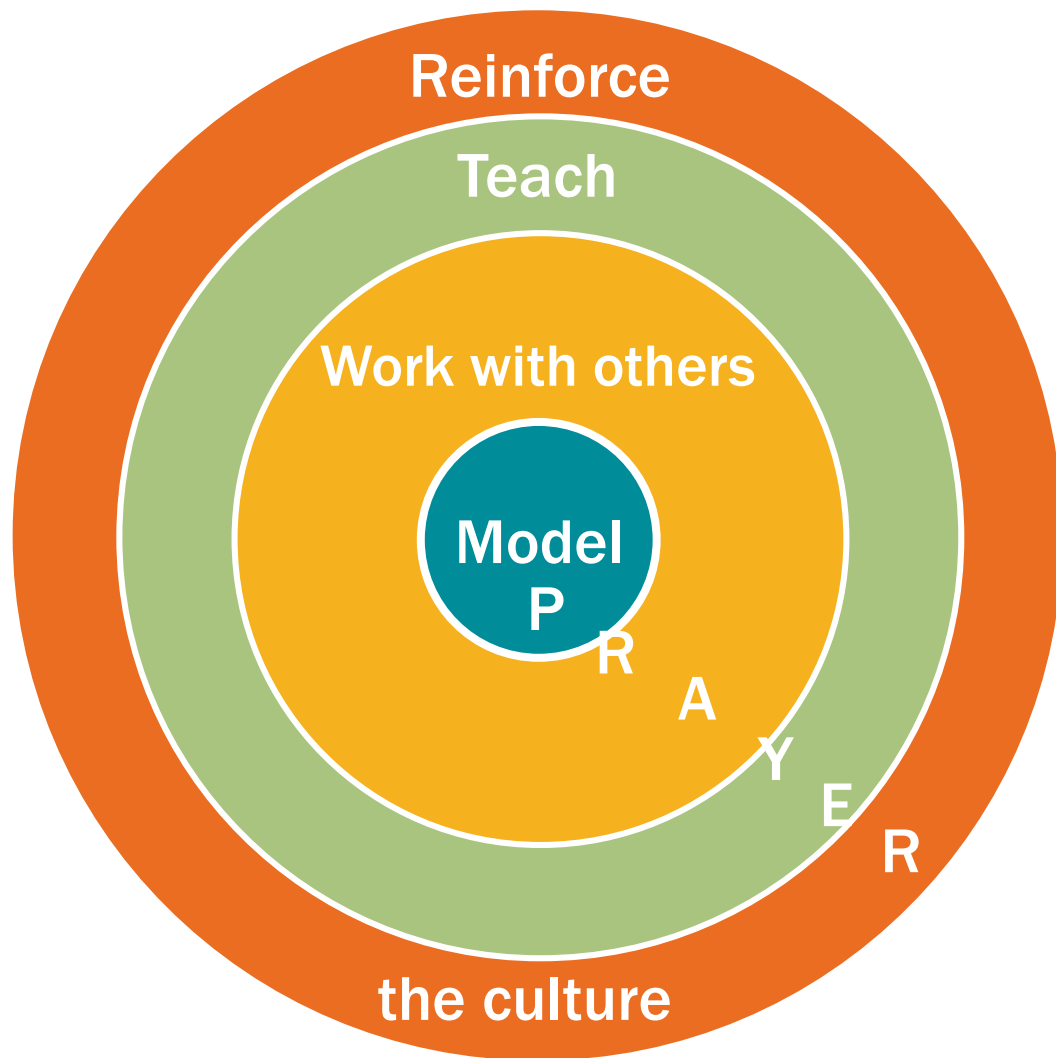
Be the  
change you  
want to see

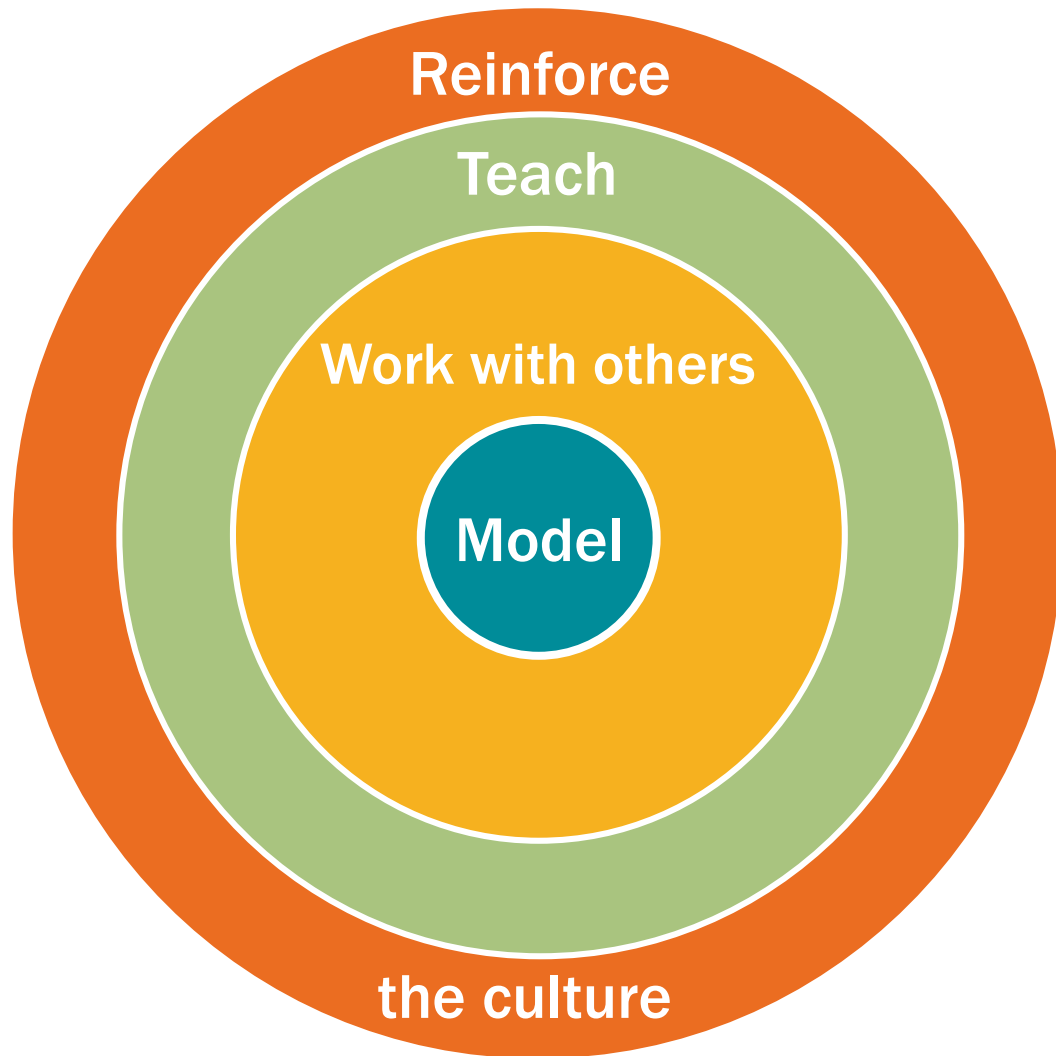


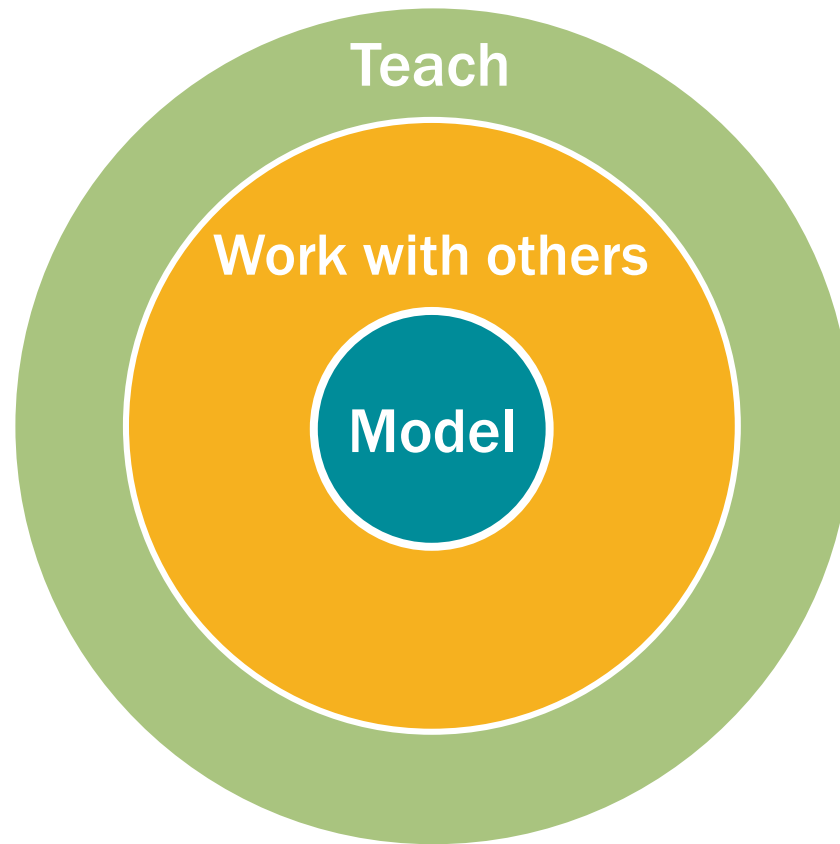




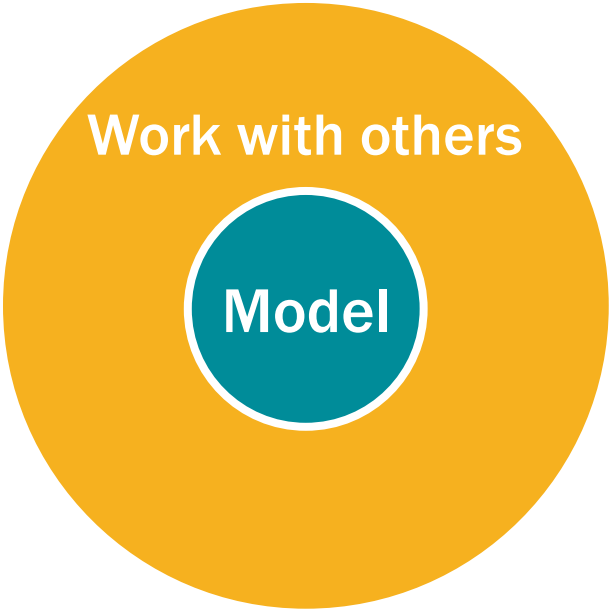






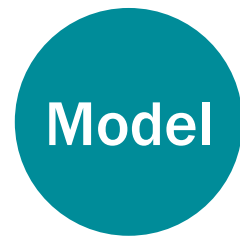


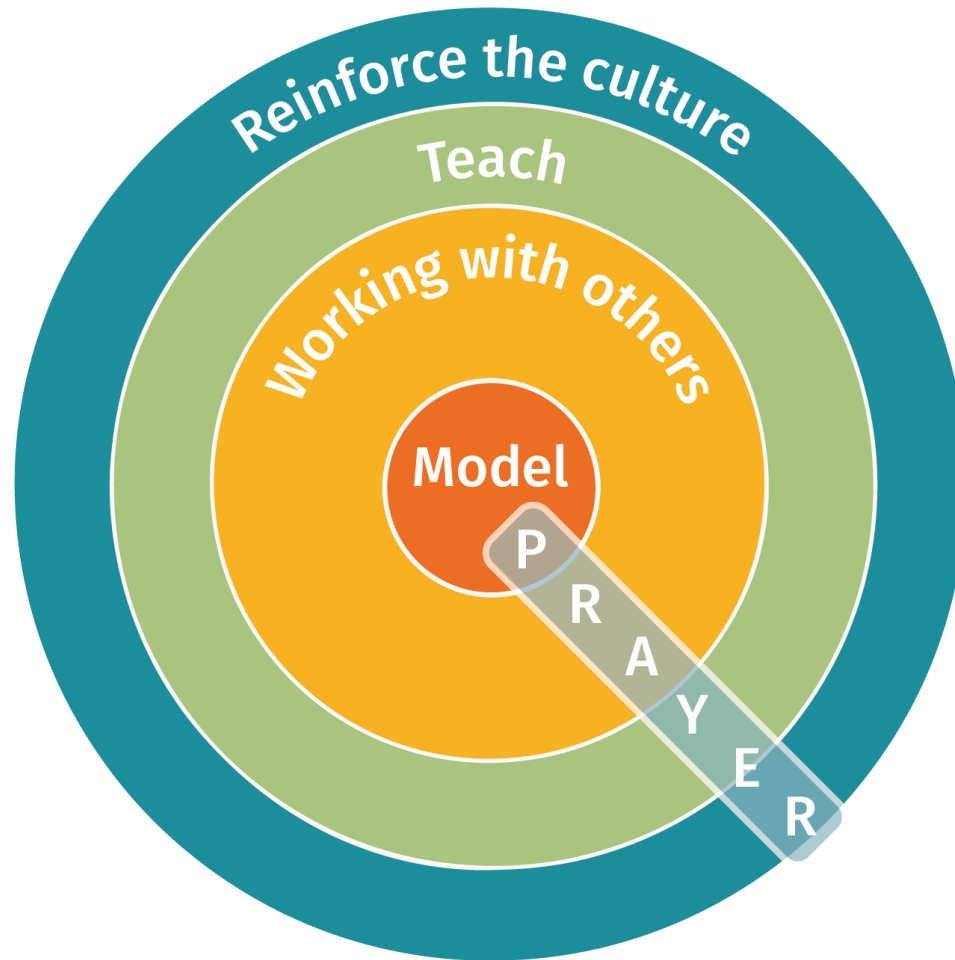




**Work with others**

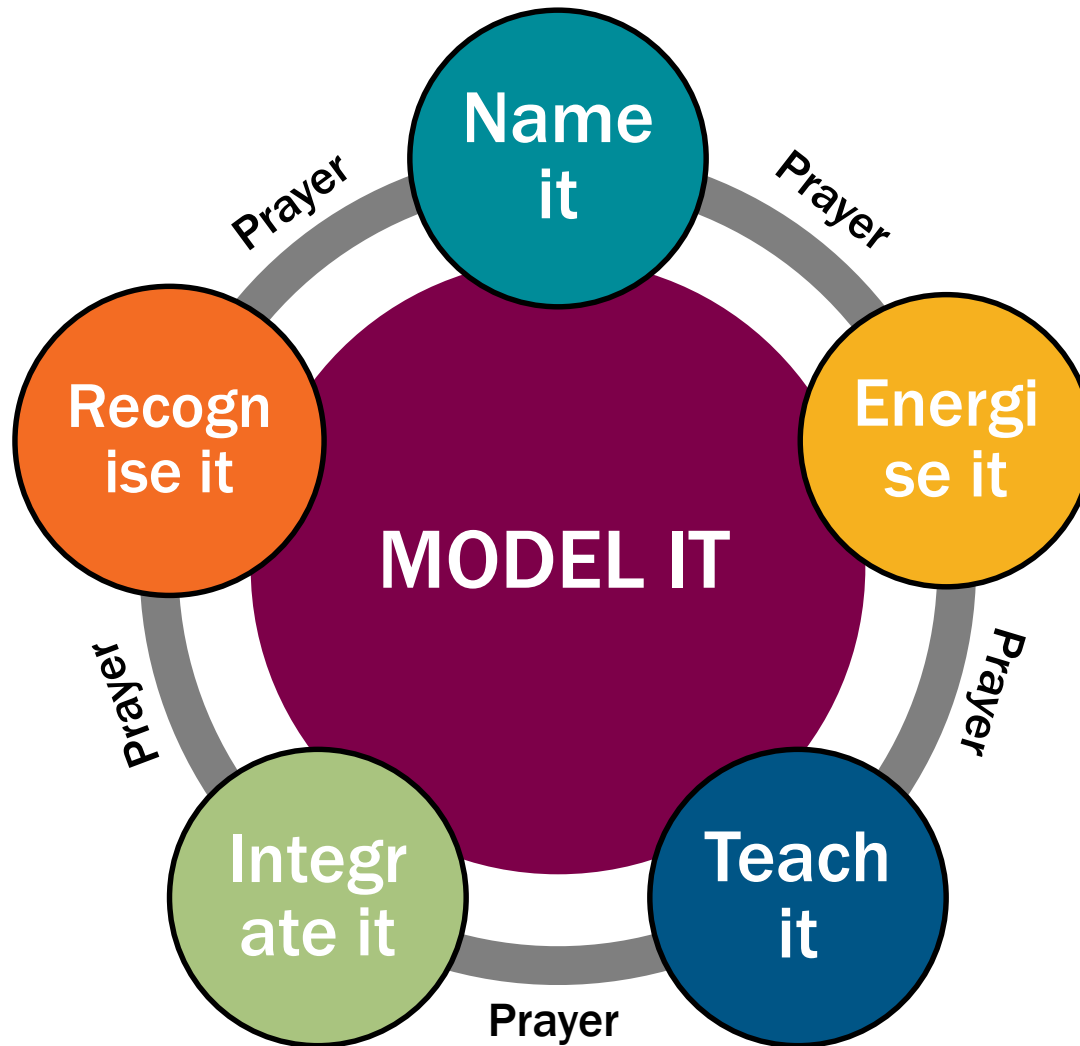
**Model**





The background is white and features several decorative circles of varying sizes and colors. There are three dark blue circles: one in the top left, one in the top center (partially behind the main text circle), and one in the bottom right. There are three yellow circles: one in the top right, one in the bottom left, and a small one in the bottom right. The main text is centered within a large dark blue circle.

‘IN A SENSE, CULTURE-  
CREATION  
ENCAPSULATES WHAT  
LEADERS NEED TO DO:  
IT IS BY FAR THE MOST  
IMPORTANT  
RESPONSIBILITY OF  
LEADERS.’  
CHURCH LEADER



Andy Stanley  
(adapted)