



The Arthur Rank Centre



Creative Leadership in the Rural Church

Creative Leadership in the Rural Church (CLiRC) is an exciting new programme that will help you – whether you are lay or ordained – develop your creative and entrepreneurial skills for effective rural church leadership. It has been piloted successfully in Yorkshire and is now ready to be offered nationally.

Why CLiRC?

The challenges facing rural communities and churches are considerable and require imaginative and energetic responses. By helping you release your entrepreneurial spirit we want to create empowered and resourceful communities.



About CLiRC

CLiRC is a subsidised 18 month programme with a residential event, programme days, mentoring and work shadowing. A blend of learning styles is used, incorporating wisdom and experience from both secular and church leadership spheres. The programme builds on lay and ordained ministry experience, skills and knowledge, developing your leadership and entrepreneurial potential.

CLiRC delivers an understanding of leadership theory, styles and skills, and their application in context, and encourages a systematic approach to entrepreneurial leadership. It involves theological reflection on the nature of leadership in ministry and explores particular areas of expertise such as envisioning, strategic development, management of change, conflict resolution, group dynamics and team building. The programme fosters a collaborative, ecumenical approach and a culture of continuing personal and professional development.

Throughout CLiRC participants are required to assemble a portfolio of learning which forms the basis for a 'Professional Dialogue' with two external leaders at the programme's conclusion. This includes a leadership development plan setting out ongoing development goals. As a result of the programme it is expected that participants will be more entrepreneurial and strategic leaders, better equipped to engage with local communities and encourage churches to be an effective Christian presence.

Following the completion of CLiRC contact is maintained through calls from the Programme Director after 6 months and again at 12 months; and through a developing Alumni network.

We will be focussing the programme on a group of just 20 emerging leaders and they in turn will positively impact the communities they serve.

Comments from participants on the recently concluded CLiRC pilot programme:

“ The CLiRC programme has been inspirational. The combination of theology, leadership training, peer and mentor consultancy, spiritual development, stories from rural experience, in theory and practice, has given me renewed enthusiasm and confidence in my ministry. It is has been a vital part of my continuing formation and learning. ”

“ I view CLiRC as a 'grown-up' leadership programme, not with a ready-made leadership paradigm that it imposes on its participants, but rather with an invitation to assess which of the various leadership models best suits the variety of situations we face. Through CLiRC I realised that what a particular church really needed was to trust me. Now six months later on a Reader from the neighbouring village has commented on how much improved the culture of the church has become. ”

“ I realised my leadership was having to adapt from being 'the boss' on a farm to being a leader of a team on a care farm. We are gradually expanding and taking on more employees and I find myself often referring to aspects of the CLiRC programme. I reflect on leadership styles, on my work shadowing and discussions with my mentor. It has been an invaluable experience which I'm sure is being played out regularly in the day to day running of the care farm. ”



A message from...

The Bishop of Knaresborough, Rt Revd James Bell:

“‘To each one is given a manifestation of the Spirit for the common good.’
(1 Cor 12:7) Promoting creative leadership in the rural church isn’t about making up for a lack of clergy; it is about recognising and receiving the gifts given by the Spirit for the good of all.

It has been a privilege to share in this imaginative and intelligent process and to see the potential for leadership flourish through engagement in the programme. I believe that the work and witness of the rural church will be enriched by this contribution to leadership development.”

The 2013-15 CLiRC Programme

Date	Programme Element
1 October 2013	Induction day and meet mentors
October 2013 – December 2013	360 Degree Appraisal
October 2013 – December 2014	Portfolio and Self-Study Units
20 November 2013	First input day: Leadership
14-16 January 2014	Residential
February 2014 – October 2014	Further Input Days/Peer Days (three) and Work Shadowing (up to a week)
December 2014	Submit Portfolio
January 2015	Professional Dialogue
February 2015	Accreditation/Conclusion
Post programme	Follow up calls and Alumni network

Who is delivering CLiRC?

CLiRC is based at the Arthur Rank Centre (ARC) in Warwickshire which is the churches’ resource centre for work in rural communities, with over 40 years experience of equipping people for rural mission and ministry (www.arthurrankcentre.org.uk). The programme is overseen by an ecumenical Steering Group, convened by the ARC and including the following people:

Jerry Marshall – the ARC’s CEO and a serial entrepreneur, with experience in rural church planting and leadership

Revd Graham Jones – National Rural Officer for the Methodist Church and the United Reformed Church; a strategic leader based at the ARC with extensive experience of rural churches and communities

Howard Petch CBE – former Principal of Bishop Burton Agricultural College, Chief Executive of Landex (Land Based Colleges Association) and Assessor for the Further Education College Principal’s Leadership Programme delivered by the Learning and Skills Improvement Service.

The day-to-day running of CLiRC will be managed by a Programme Director.

Is CLiRC for you?

CLiRC is open to lay and ordained leaders in the rural church who have already displayed some creative and entrepreneurial flair in ministry and are keen to develop themselves and their skills. In order to maximise the benefit of this subsidised programme there will be a selection process, which will be friendly and supportive.

Funding and Cost

CLiRC costs more than £3000 per participant to deliver but grant funding is covering the majority of the cost at this national development stage. Fees per participant are £950 for the whole programme, including the residential. We may be able to find sponsorship for some candidates where hardship is preventing participation.

Further Information

For more details of the CLiRC programme or to apply please contact:

- Jerry Marshall, CEO of the Arthur Rank Centre
(jerrym@arthurrankcentre.org.uk)
- Revd Graham Jones, National Rural Officer for the Methodist Church and the United Reformed Church
(grahamj@arthurrankcentre.org.uk).

Both are based at:

The Arthur Rank Centre, Stoneleigh Park, Warwickshire CV8 2LG

Tel: 024 7685 3060

www.arthurrankcentre.org.uk

Initial selection will be based on the completed application forms. Final selection will follow a conversation with members of the Steering Group.

Comments from the pilot programme:

- “ A superb programme! ”
- “ The programme really delivered. ”
- “ The intensive residential was great. ”
- “ The portfolio concept works well. ”
- “ Matching [mentors] with participants was excellent. ”
- “ Professional dialogues hit the nail on the head. ”
- “ The logistics and administration were excellent. ”



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