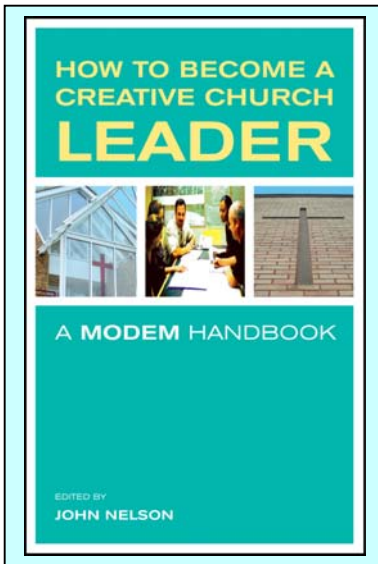




## *modem* launches new book!



Welcome to this issue of **MODEM Matters** No4. The breaking news is of course the publication of *modem's* new book "How to become a Creative Church Leader".

This issue includes a review/s and comments about this latest book which we hope will quickly follow the others as a best-seller, but most importantly will fulfil the aim of *modem* and its members to see the positive encouragement of leadership and management in both the church place and the place of work.



The Revd Anton Müller  
Editor

### Contents

- 2 A word from the chairman – Bishop Christopher Mayfield takes time to be still.
- 2 Pause for Thought by The Revd Norman Todd
- 3 A word from the secretary – John Nelson maps out the launch programme for *modem's* new book
- 4 Becoming A Creative Church Leader - Anton Müller editor of **MODEM Matters** and formerly editor of ENGAGE (STL) invites you take up this exciting new manual on How... to become a creative church leader
- 6 Becoming a Creative Church Leader – Malcom Grundy, Director of the Foundation for Church Leadership and former chairman of *modem* commends *modem's* new book
- 7 Books and Events – *A Spiritual Pilgrimage and Retreat* OFFER for 2009
- 8 Round and about the *modem* network "Service and Leadership – A new module in a new course" Revd Judy Hunt, Diocese of Chester.

## A word from the Chairman

When we say that someone is “always busy” we are usually complimenting a hardworking employer or employee, parent or church worker - congratulating them on their earnest efforts to further the Kingdom of God. Such people may be those engaged in Leadership, Management and Ministry serving in companies co-operating and competing with one another on a global basis, or mothers engaging in full-time employment as well as looking after children and their home, or the decreasing number of full-time ministers working longer hours endeavouring to sustain organized religion. And so stress related illnesses seem to be on the increase.



But there is another way. St. Mark records Jesus saying: “*The Sabbath was made for the good of man; man was not made for the Sabbath*”. Human beings need food and water, rest and sleep, a sense of self worth and the worth of others, awareness that we are loved and are capable of giving love, before we plunge into the next project. It took me some time to learn this for at one time I would even rush through Morning Prayer in order to get to the first appointment on time!

Then I learned the value of Pause, Prayer and Peace, not only at the start of each day but maybe three times a day. Stillness is an activity, an opportunity, to withdraw for a while from the immediate demands and pressures of daily life, from targets and attainments, and thereby allow our inner selves to be nourished. Some may say: “I haven’t got time for such things”. But others find that the fruits of such times of Pause or Stillness are that we are more creative, concentrate better on the task in hand, and so contribute more to the furthering of God’s kingdom, to the common good.

+ Christopher

## Pause for Thought - Open the eyes and ears of the heart

The Revd Norman Todd

From the terrace of a taverna half way up a mountain road in the Mani the boulders in the gorge below looked the size of small rocks. My companions who had walked the gorge told me that each boulder was the size of a house. They pointed out a white dot among rocks and sparse vegetation on the far side of the gorge and said it was a church they had passed on their trek. All that rock of the mountain; and a few pieces had been chosen to build a wayside church! They had become a sacrament, an effective symbol, through which

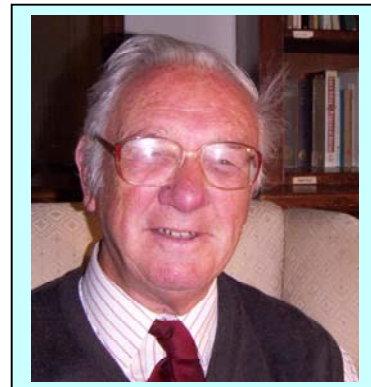


the silent mountain could be heard by human ears worshipping its creator. Perhaps in the apse of the church there was a mosaic of the Pantocrator, though more likely a well worn framed print on the wall. Either way, a silent witness was being given a voice that human ears could hear. And behind that voice might be heard ‘the silence of eternity, interpreted by love. With Saint Augustine may we hear everything in all creation shouting, ‘He made us!’

## A word from the National Secretary Our 4th *modem* book

My priority item for this report is the news that our 4th *modem* book “*How to Become a Creative Church Leader*” has been published by SCM-Canterbury Press.

It was commissioned as a successor to *Creative Church Leadership* and is a training manual. We intend to publicize and promote it in a nationwide programme of book launches but with a significant difference from the book launch programme we arranged for our previous three published books. We will be attaching a workshop to each launch event.



A specific topic from the book will be the subject of a presentation and workshop addressed and led by the contributor of the topic in the book. After a reasonable period, the focus will switch to an ongoing series of workshops each based on a topic from the book and led by its contributor where our book will be provided to participants.

Our latest book is already in demand and has received good reviews (see the *modem* review written by Anton Muller and a second one written by Malcolm Grundy, Director of the C of E’s Foundation for Church Leadership).

## Forward planning

We are not resting on our laurels, however. We are planning ahead. Our vision is to go global via our Website and Email **MODEM Matters**. This will further our recognition as the **Voice of Leadership, Management and Ministry**, a producing/publishing niche we monopolize on a partnership basis with our publisher, SCM-Canterbury Press. This vision will succeed only if we have your continued support and active involvement. We hope to be inviting you on a regular basis to help us with your ideas and responses to issues we intend share with you and test out on you ie as a consultative group.

Please note the date of the *modem* AGM and join us on Thursday 18<sup>th</sup> September 2008. We will post the details of the time and place in due course. We value your contribution.

Our vision will come about only if we can attract modest sponsorship. Are there any institutions known to you or with which you have a connection or contact which you can recommend we approach? The best of all worlds would be to make a successful approach to a person/institution identified and recommended by you.

John Nelson  
National Secretary and Publications Editor

**Mary Chapman**, the Director-General of the Chartered Management Institute, has announced her retirement. We wish her well in whatever she does next – officially retirement but, knowing Mary, she will be offered (and accept) new challenges.



## How To Become a Creative Church Leader

A MODEM Handbook

RRP £17.99, 978 1 85311 813 5 Paperback 435 pages Canterbury Press.

Review by Anton Müller, *modem* Leadership Committee

Over the three years of review work for STL I encountered a great many books which dealt with leadership in the church. Whilst on the whole these books are well written and continue to be a valuable resource, most of these books deal with theories of leadership punctuated with personal anecdote.

For a long time there has been a need for a book which deals with the nitty gritty of leadership – not just a book ‘*about*’ but a book that serves as a ‘*how to*’ manual. Even then, knowing ‘*how to*’ lead requires a gift to lead, to lead in a way which inspires others and releases *their* potential and creativity. What has been needed is help in ‘*how to*’ become a creative church leader as only a creative leader will inspire creativity in others.

That help is now available in this latest book from MODEM, an organization which seeks to promote and encourage good leadership and management practice in the church as well as promote a spiritual and theological presence in the work place.

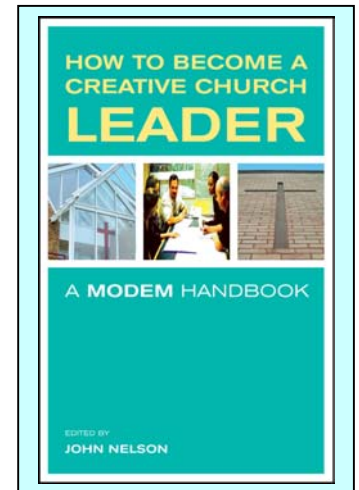
***How to become a creative church leader*** stands apart from many books ‘*about*’ leadership because it also pays attention to a critical element crucial for successful leadership. That element, often dismissed as a by-word by many church people is *management*. The reality which this book demonstrates is that good leadership cannot happen without good management. Here then is a book which goes ‘where no book has gone before’, a book which offers practical help and guidance in creative church leadership based on a sound biblical approach to positive management.

Creative Church Leadership also depends on creative participation and collaboration and in this book thirty contributors from across the Christian community present the wealth of their thinking, theology and expertise in management and leadership across thirty-six well written and accessible chapters.

Just as there are many denominations there are also many types of leadership. The celebrated writer and researcher Professor Leslie Francis (Anglican – show other titles) shows *how* you can discern which type of leader you are.

Roger Martin (Baptist) shows *how* you can build the leadership skills of those around you through delegation without abdication.

Tony McCaffry (Roman Catholic) shows *how* you can support your leadership and management with sound theology when that theology is based on a continual quest for meaning. Theology, like creativity is never static, it never says ‘*but we’ve always done it that way*’.



*How to become a creative church leader* is available to modem members at the discounted price of £15.00 including p&p email [sales@modem-uk.org](mailto:sales@modem-uk.org)

The most fearful word for any church community is ‘*change*’ and the most daunting task for any church leader is managing the changes that will be a part of every church community. Tim Harle (Anglican) and Professor Jennifer Tann (Anglican) show *how* to be both an agent for change and a sustainer of the change process. The reality is that change will happen with or without us – Jesus encouraged his followers to be both the agent for change (salt) and the sustainers of the change process (disciplers).

Written in six sections there are really three main parts to ***How to Become a Creative Church Leader***

1. Who and where am I?
2. Who and where are they?
3. Where are we going and why?

The first part (section one and two) begins with you, you as an individual, you in your work place and you in the context of your church life, whatever leadership role that may be. This part concludes with *how* to utilize one’s own sense of self and gifting in order to be relevant to others but also strategic in the use of those gifts.

The second part of ***How to Become a Creative Church Leader*** is the attention given to the people and the organization. For many church leaders a critical challenge is the leading and managing of multiple congregations. Brian Nichols (Baptist) tackles this with a simple ‘*how to*’ message of understanding why the multiple congregation is there in the first place. Only from this understanding can real leadership and management take place.

The third part can only be understood in the context of parts one and two but is too often where many leaders start and consequently stumble. Too often the experience of church life for many congregations is a mystery tour in which the passengers not only do not know where they are going, but they don’t know who the driver is! The driver may well know where the tour is going but has no idea who is on board and whether or not they want to be going at all!

It is the people who must have a vision, not the other way round! A vision without people has no legs to run, a people without a vision cannot see where to go, or even why to go.

This third section then is not the place to start. ***How to Become a Creative Church Leader*** is what it says. It is a *how to* book, not a reference book and by following carefully the sequence of awareness of self, awareness of others the concluding part of this ‘*how to*’ book will become a reality in your life and ministry, your management and leadership as you witness and experience the transformation of your own life and the lives of those people you seek to lead.

The key to becoming a creative church leader lies first and foremost in discovering and discerning the Creator in you only then will you be able to see the creative potential of others.

***How to become a Creative Church Leader*** is *modem’s* fourth book edited by MODEM National Secretary John Nelson. The concept for this book was first formed over coffee at St Martin’s College in Lancaster with Anton Muller the editor for ENGAGE, the theological distribution magazine for STL. Anton Müller also assisted in the chapter “A Time for Everything” by Peter Bates. Peter says: “If you are a fully paid up member this book is available to you at £15 inc P&P to order email [sales@modem-uk.org](mailto:sales@modem-uk.org) For more information about *modem* publications, events and membership visit our website.”

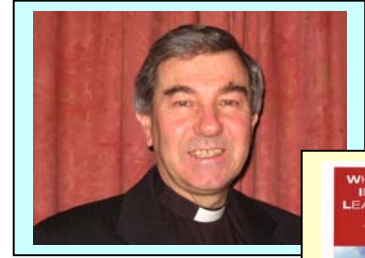
## How to become a creative church leader

A MODEM Handbook

John Nelson (Ed)

RRP £17.99, 978-1-85311-813-5, 434 pages, PB, Canterbury Press

*Review by Malcolm Grundy, Director of Foundation for Church Leadership and author of What's New in Church Leadership?*



Ministers and congregations have been well served by *modem* over the last ten years with a series of books on management edited by John Nelson, often in collaboration with others. This latest book is a deliberate attempt to translate the theory both of management and of leadership into practical steps for those in local ministry.

This is a large book with 36 different contributions grouped into six sections; denominational overview, personal characteristics, people, organization, vision and the future and transforming people's lives. A significant development from previous books in this series is that more contributors bring non-Anglican experience. Collective works such as this run the risk of not being coherent and of diluting clear messages which require more extended development. The Canterbury Press is to be congratulated in taking the risk with such a compendium. John Nelson has been disciplined and skilful in holding contributors to a distinct focus.

Best of all for the hesitant reader of such a large work is the Introduction by John Nelson. Here he asks the fundamental question and nails his own colours to the mast. He asks what the Church is for; is it to achieve a worshipping, witnessing community concentrating on shared beliefs or is it to be transformational, changing lives and equipping believers for service in the world? With this second aim affirmed by the editor we can be sure that contributors will not be let off lightly.

There is a particularly appropriate chapter by Len Simmonds about putting fun into involvement in church life. Time given to renewing church structures can all too often be disempowering and energy-sapping. This section goes well with an earlier one by Vaughan Roberts on 'Clowns, clowning and change leadership'. One place where there is little fun and much heart searching is how church members approach and deal with conflict. Fortunately, Alastair McKay is allowed a good, long section to set out how the Mennonite, Bridge Builders Project approaches this.

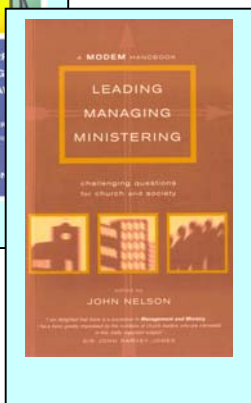
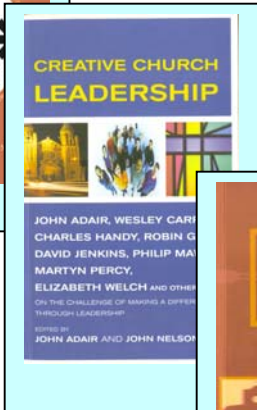
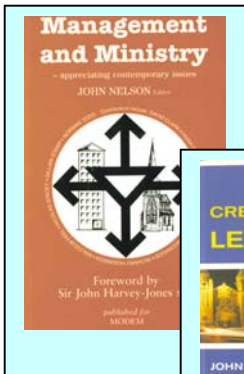
*modem* is all about the nuts and bolts of management in ministry. In this book key elements of responsible work in the local church are addressed in a series of well-written pieces by distinguished practitioners and writers. Professor Leslie Francis writes well on 'Psychological type and leadership styles'; Peter Brierley contributes from a lifetime's experience on 'Thinking strategically' and on 'Researching your local context'; Professor Jennifer Tann is excellent and informative on 'Coaching'; the Methodist Geoffrey Cornell writes about 'Leading a team' and the Roman Catholic Paddy Rylands unfolds 'Working with volunteers'.

To renew your subscription, to join *modem* – or cancel your membership please contact Peter Bates at [sales@modem-uk.org](mailto:sales@modem-uk.org)

What is the use of this book for those managing and leading rural congregations? There are common threads to all congregational situations and some that are specific to rural ministry. Brian Nicholls writes informatively, and from a Baptist point of view about working with rural congregations in Derbyshire and hits the big questions about 'Leading multiple congregations' as a minister. I absolutely love some of his phrases. They will have a resonance with many, 'Putting oneself about in a multi congregational setting is not that easy.' 'On bad days, it is like trying to quell a succession of leadership coups and uprisings.' It whets the appetite for more.

Lacking in this book is an index. Without it there is the chance that some jewels will not be discovered for the selective reader. In an excellent way this book begins with God and ends with the sense that we have been taken through a celebration of work done by the People of God. This is a 'How to' book which takes us into ways of reforming and managing a Church which will never quite get it right but which knows it must never give up the struggle.


Have you read these other best sellers from **modem**



Don't forget:  
AGM on Sept 18<sup>th</sup>  
Subs Renewal &  
Buy the Book!!

"You can order these books or  
find out about **modem**  
Membership through our website'  
[www.modem-uk.org](http://www.modem-uk.org)

**A Spiritual Pilgrimage and Retreat**  
For **modem** members to  
Rydal Hall near Rydal Water and Grasmere



**£125 full board!**

Monday 8<sup>th</sup> – Wednesday 10<sup>th</sup> June 2009  
For details & bookings email: [sales@modem-uk.org](mailto:sales@modem-uk.org)

Click onto our  
website for details  
of our book launch  
and workshops.

"The key purpose of management and leadership is to:  
"Provide direction, gain commitment, facilitate change and achieve results  
through the efficient, creative and responsible use of resources"  
[www.managementstandards.com](http://www.managementstandards.com))

## Service & Leadership - A new module in a new course

**modem member** Judy Hunt is responding to the need to promote good practice in church based management and leadership:



The Southern North West Training Partnership (SNWTP) has developed a completely new Course to train people for both ordained and lay ministry. The church partners involved are the CoE (Dioceses of Chester, Manchester and Liverpool), the Methodist Church, the United Reformed Church and the Baptist Union.

The Course had its first intake of students in the autumn of 2007 and most are studying for a Foundation Degree (this kind of degree holds together knowledge / understanding; skills and personal formation / development and so is ideal for ministerial formation). The Course has been validated by the relevant church authorities and by both the University of Chester and Liverpool Hope University.

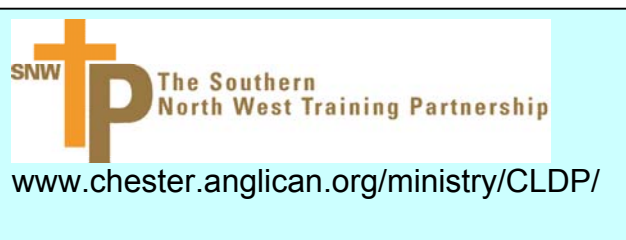
In the third year, one module has the title 'Service and Leadership'. Each of the 12 taught sessions of the module, and the accompanying placement and personal study elements, has yet to be written in detail but the aims are:

To enable the participants to develop:

- A critical understanding of servant leadership, drawing on the insights of the bible and theological traditions, and of organizational theory and human psychology.
- An appreciation of appropriate ways of bringing and responding to change within particular church contexts and denominational traditions.
- An appreciation of appropriate ways of leading churches into growth.
- Appropriate patterns of life and conduct in roles of leadership and service, including questions of power and conflict, manipulation and group dynamics, deepening self-awareness, receiving and giving supervision, accountability, professional conduct and a realistic Rule of Life.
- An understanding of moral decision making in personal ethics.

This module, as with all the others, has been drawn up in the light of the Hind (Formation for Ministry within a Learning Church) Learning Outcomes for pre-ordination training and the Shaping the Future report's guidelines for training for Local Preacher and Reader Ministries.

I am not aware of other courses having this kind of module integrated into both ministerial formation and academic validation in Initial Ministerial Education (IME) 1-3 but, as the Module Leader for this module, I would be very interested to hear of them if they do exist. I would also be keen to hear from others who are interested in this area.



The Revd Canon Judy Hunt is the Director of Mission and Ministry and Foundation Director of SNWTP. Judy is also a Canon Residentiary at the Cathedral and a member of *modem*

