

In this issue:

A warm welcome to MODEM'S new Chairman – Revd Elizabeth Welch, and a big thanks to our retiring Chairman Bishop Christopher Mayfield.



Revd Bob Fyffe of CTBI speaking at MODEM's recent Annual Meeting.

Latest news on book launches in Lancaster, London, Bristol and Cardiff.

Welcome to **MODEM Matters** No 6.

Firstly, my thanks to Anton for all his hard work on *MODEM Matters* to bring it to this point. A hard act to follow – especially when MM No 5 was headed as the best issue yet! As the new editor I'll do my best to keep to Anton's high standard, and look forward to sharing ideas and news with you from this point on.



In this issue we hear more about MODEM's recent book launches, are treated to an insider's view of the General Synod's motion on Faith, Work and Economic Life, and gain some insights from David Brown's perspective on Church Leadership.

In future issues, I would particularly welcome stories/news from MODEM members – please email me at modemmatters@modem-uk.org.

Sue Howard, Editor, MODEM Matters

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A parting word from our former Chairman...



In September 2003, I was appointed Chairman of MODEM's Leadership Committee. It is time for me to move on. As I do so I thank everyone, members past and present, for the privilege of sharing with you in MODEM's continuing life and development, and for teaching me so much about Leadership, Management and Ministry - things that I wish I had learned 30 or 40 years ago!

I hope that MODEM will continue to keep its eye on God's purpose for all creation. The unlimited reality of which we are part longs for a continuing transformation of all that is, beginning with our willingness to feed those who are hungry, providing clean water for all to drink, offering welcome and hospitality to strangers, clothing the naked, healing those who are sick, and helping the depraved to make a fresh start.

Each of us has a unique contribution to offer to the fulfilment of God's hope - a hope that is best defined by Jesus of Nazareth, but is not confined to Him. All of us, Christians, people of Other Faith or No Faith have much to contribute to the common good and much to learn from one another. We need to recognise each other's gifts and different ways of doing things. As I watch an orchestra performing, I see some people blowing, some stroking, others thumping their instruments. So in daily life some feed the hungry by growing food, some drive HGVs delivering it around the country, some stock and sell in shops and stores, others cook food at home, in hospitals and hotels. Some see such activities as their daily work - others offer their gifts as volunteers or at home. But whether we are paid or unpaid, full-time or part time, working as Christians together or dispersed throughout other communities, we need to learn how to work together, welcoming one another's gifts, managing our resources - human, material and divine - with humility and in love.

As I move on I am delighted that Revd Elizabeth Welch, formerly National Moderator of the United Reformed Church, has agreed to take over from me. Until recently, Elizabeth was serving as Moderator for the West Midlands URC Synod. She has been a good friend to MODEM over many years, contributing a significant chapter entitled "Leadership with Vision: a challenge for the churches?" to our 2004 book *Creative Church Leadership*. She also gave a stimulating address at the 2007 Annual Meeting of Members. It will be a good to have her - a lady from one of the Non-conformist Churches - helping us to discern and practice wise leadership and management in the years to come.

God bless you all,

† Christopher

... and a big welcome to our new Chairman

Revd Elizabeth Welch takes over from Bishop Christopher Mayfield in November

I am very much looking forward to working with MODEM. This continues a long standing interest I have had in leadership and management in the church. I have enjoyed writing chapters for some of the books. I look forward to exploring where the cutting edge issues are at present with regard to leadership and management, who else is doing work in these areas, how we can increase our networking, and how we link in to what the priorities of our churches are.



Revd Elizabeth Welch

Did you know? The latest issue of *MODEM Matters* sister publication – the *Spirit in Work Journal* – was released in September. All members should have received a copy. See www.modem-uk.org

Some background information about Elizabeth:

Growing up in South Africa in the apartheid era of the 1950s and '60s gave Elizabeth a lifelong passion for social justice. This was held within the setting of the church and Gospel's reconciling power for people and creation.

She trained in New College, London University in a Free Church setting with a strong emphasis on preparation for preaching. A year followed in Eden Seminary, St Louis, Missouri, including such subjects unheard of at New College as Organisation Development!

She was ordained into the United Reformed church in 1976 and served for seven years at St Barnabas United Church and Christian Centre, Langney, Eastbourne, a Baptist, Methodist, United Reformed Church Local Ecumenical Partnership. This was followed by further ecumenical service in the Church of Christ the Cornerstone, the City Church for Milton Keynes. Here, Free Churches, and Anglicans and Catholics shared together in a mixed pattern of worship and community engagement.

In 1996 she was inducted as Moderator for the West Midlands Synod of the United Reformed church, with oversight of 140 churches, including 30 Local Ecumenical Partnerships. During this time she was Moderator of the General Assembly of the United Reformed Church in 2001 – 2002. These two leadership roles gave her a further insight into the need for leadership and management across the church, if the church is to offer effective witness and mission in the 21st century.

Her ecumenical commitment was broadened in a term of service on the Central Committee of the World Council of Churches from 1991 to 1998.

In September 2008, when her term of office as West Midlands Moderator came to an end, she was inducted to a half time pastorate in Clapton Park, Hackney. With the other half time she is continuing to further her research and writing interests in worship and ecclesiology, management and leadership, ecumenism and spirituality.

Tribute to Chris by John Nelson, National Secretary

Bishop Christopher Mayfield has served MODEM well as Chairman and I am proud to have been invited to express for our newsletter, *MODEM Matters*, the immense debt we all owe him for his leadership.

+Chris has led us admirably. He was attentive to the classic three needs leaders have to meet (à la John Adair): *Task Needs*, *Team Maintenance Needs* and *Individual needs*. In particular, with Peter Chiswell, Deputy Chairman, he focused on identifying and then monitoring future objectives – short, medium and long term.

With wise counsel, he was always supportive and encouraging and was always willing to listen – even, sometimes, when this meant extending the length of a meeting beyond his self-imposed time deadlines – and always retaining his cool. He appreciated the distinction between delegation and abdication and had an excellent memory.

He wasn't just a 'committee meetings chairman' either: between meetings, he was always available and represented MODEM in meetings with other bodies, such as CABE; and behind the scenes never failed to promote MODEM.

I'm sure his willingness, as a former senior diocesan bishop, to become Chairman of MODEM has played a major part in his successor, the Revd Elizabeth Welch, former national URC Moderator, accepting our invitation to succeed him as MODEM Chairman.

My only regret is that he hasn't featured in any of our publications – YET!?

Thank you, +Chris. We will remember – with affection – your period in office as our Chairman.

A word from the National Secretary, John Nelson

I am delighted to have been present at all three launches of our latest publication, *How to Become A Creative Church Leader*. (Our first book launch at York was reported on in MODEM Matters E5). The launches have proved to be most memorable and worthwhile with many copies of the book being sold despite the number of people attending the occasions being fewer than expected. The three contributor guest speakers have excelled and reflected the overall excellence of all the contributors to the book.



Further book launch events are planned – so keep an eye on our website and continue to watch this space for further details...maybe we will soon be in your region?

Pursued by Bears

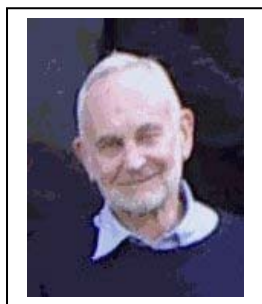
Who is the contributor to our latest publication, *How to Become a Creative Church Leader*, who is an arctophil – a teddy bear collector?

It's the **Revd Professor Leslie Francis**, now Professor of Theology at Warwick University. This hobby of his was recently publicised in the Church Times (25th July) in a column on teddy bears.

When I went to see him to invite him to join my dream of contributors he was (then) Professor of Theology at Bangor College, North Wales, a constituent college of the University of Wales. I did notice he had several teddy bears in his office but, when he let me have his brief CV for including as an appendix to our book, he saw fit not to mention this hobby.

His contribution addressed the theme of *Psychological type and leadership styles: How to discern which type of leader you are*; and this 'hidden' interest makes me wonder if it's equally as important for us to discern what kind of person our own church leaders are – as well as they themselves discerning what type they are?

If our latest book merits a reprint to sustain the record achieved by our earlier three books, I feel I must revisit the CV we include for him!



Pause for Thought, Revd Norman Todd

Robert Runcie, when Archbishop of Canterbury, once described how on a visit to Pope John-Paul they were chatting informally. Robert was explaining to John-Paul the difference in meaning between the two English words 'affect' and 'effect'. John-Paul listened, thought for a few moments, and then said, 'So in English, God could be described as "effective affect"'.

Thanks from our website supporter!

As mentioned in the last issue, the Leadership Committee recently thanked Robbert Van Beveren for his help in establishing MODEM's website. Robbert writes:

"Thank you very much for the kind acknowledgement for my services in the latest issue of *MODEM Matters*. It was a pleasure to be of service to MODEM at the time it was required. Although I had some skills towards web management, this was the first time I had to create a site from scratch. Tim (Harle) has now taken the website to bigger and better things, giving the website a more up to date look and feel, combined with significantly improved site maintenance facilities. The new website looks great and I wish MODEM well for the future."

MODEM's London Book Launch and Annual Meeting of Members



Tony McCaffry

Our annual meeting, combined with our third book launch of *How to Become a Creative Church Leader*, was held in London at the offices of Churches Together in Britain and Ireland (CTBI – of which MODEM is an affiliated member), on 23rd September. Revd Bob Fyffe, General Secretary of the CTBI, as host, welcomed everyone to the launch. The contributor Guest Speaker was Dr Tony McCaffry, a lay Roman Catholic theologian.

He addressed the theme of one of his two contributions – *The Necessary Vision* (the other was *Theology – A Lifetime Quest for Meaning*). He shared with us his current reflections on his contribution to see if they still were relevant and valid – they were. Those present included two former MODEM Chairmen – Malcolm Grundy and Alan Harpham.

Revd Bob Fyffe, General Secretary of CTBI, addressed those assembled for our annual meeting of members. He shared with us his vision for CBTI as an organization that could resource and serve the ecumenical churches. +Christopher then read his annual report, which highlighted the importance of continually reviewing and updating our vision and objectives, and the roles and tasks of our Leadership Committee. He paid tribute to everyone who had contributed to another year of growth and development. He specially thanked the contributors to our latest book. Peter Chiswell, Deputy Chairman, paid a warm tribute to +Christopher for his wise caring and visionary leadership. John Nelson followed by advising that Revd Elizabeth Welch would be installed as installed at the leadership committee's next (November) meeting. Amongst other business matters, Tim Harle, Keith Williams and John Nelson were re-elected to the leadership committee for a further term of three years.



Bob Fyffe

Successful Lancaster Book Launch

Held at Lancaster University's new campus of the University of Cumbria, on 3 September, our Guest Speaker was Revd Dr Vaughan Roberts. Dr Roberts engaged the group on the topic of "**Learning what kind of leader you are**".

Our thanks are due to Anton Muller and Lisa Toner from the university for the excellent arrangements. We hope that this occasion may well start a continuing link between MODEM and the new university through its Department of Religion and Theology benefitting both.

Forthcoming Book Launches



Bristol. 10 November, 12.00. Bristol Business School. Keynote speech: Lee Rayfield, Bishop of Swindon. Workshop leader Prof. Jennifer Tann, *Needing a Change Agent?*

To book your free place at any MODEM book launch, e-mail bookings@modem-uk.org.



Cardiff. 18 November. In conjunction with Telos, a partnership between the Church in Wales and Wales Management Council. Check website for details.

Christianity and Work – news from the General Synod

(as reported in *SeeRound*, September 2008)

The General Synod, the Church of England's parliament, has unanimously agreed with St Albans Diocese's motion that the Church should better serve people in work and that work is not just about pay packets, profits and performance but is essentially a spiritual activity in which Christian values have an important place. The motion will, among other things, lead to the Mission and Public Affairs Council compiling a collection of supportive resources for church members about faith at work. They will also convene a symposium on the theological understanding of work for today.

During the debate, Bishop Christopher Herbert praised the motion and referred to it as being one of very few outward-looking pieces of business on General Synod's agenda.

Read the motion and get the background papers online. Video and audio clips are also available. See <http://www.stalbans.anglican.org/organization/news/2008/faithworklife.htm>.

We are pleased to report that MODEM members had a part to play in ensuring this motion was heard at General Synod. Former MODEM Chairman, Alan Harpham, worked with various representatives of Workplace Ministry in Herts and Beds, including Revd Randell Moll (also a MODEM member) to present this to St. Albans diocesan synod in June 2007. This resulted in the motion being sent forward to General Synod.

Randell Moll, who provided one of the background papers in support of the motion, was at General Synod. He provides us with a behind the scenes account:

The Faith, Work and Economic Life motion was debated for about 1¾ hours. There was a continuous flow of members wishing to speak, but owing to time constraints, the Chairman (The Bishop of Dover) could not allow all to be heard. The tone of speeches was broadly sympathetic to the need for the Church to address matters relating to Faith, Work and Economic Life. The Bishop of St Albans, in particular, spoke powerfully in support of the motion and pointed out that about 90% of this General Synod's business was devoted to inward-looking matters and only 10% - which included this motion - was outward-looking.

The motion itself was subject to several amendments and the resulting amended motion **received overwhelming support** in the final vote. The key part of the motion, as passed, is as follows:-

That this Synod:-

- (a) affirms daily work, be it paid or unpaid, as essentially a spiritual activity;
- (b) recognises the importance of Christian values in economic life;
- (c) encourages bishops and clergy to give greater priority to equipping and resourcing church members through teaching, prayer, affirmation and celebration, to fulfill their vocations, ministries and mission in their places of work;
- (d) requests the Mission and Public Affairs Council to:
 - (i) convene a symposium on a theological understanding of work for today;
 - (ii) compile a collection of supportive resource materials for church members.

Members of General Synod have given a warm welcome to the motion in principle. Work upon it is underway, although there are no deadlines in place for reports on progress. Questions about the motion can be addressed to the Mission and Public Affairs (MPA) office at the General Synod, who will keep in contact with the St Alban's Diocese.

More thought needs to be put into the next steps, by those sympathetic to the motion, and to the way the current work of church agencies in the economic sector can best be brought to the attention of church members, in cooperation with the MPA Department's work. Meanwhile, all concerned with bringing the motion successfully through General Synod are grateful for all the support which has been received.

We would welcome comments from MODEM members about this motion. What are your thoughts?

News from the Foundation for Church Leadership



We have invited David Brown, a contributor to FCL publications, to share some of the thinking behind one of his recent reports. This independent report aims to provide a systems approach to coherent leadership. David says: "I've long had an interest in what makes organisations gain the approval of those who work within them and the role of leaders in enabling relationships where belonging is a delight, motivation is released and initiative stimulated." David's observations come from a 34 year career in the Royal Navy, followed by the role of Lay Assistant to Bishop of Lichfield for 12 years, during which time he served as Bishops' Inspector of Theological Colleges.

Making Room for Church Leadership, by David Brown

I find myself reflecting on the larger issues lying behind the Church. How can we find ourselves proclaiming the centrality of God-ordained relationship *whilst too easily manifesting something else*, and so how may we size the changes needed to recover a New Testament dynamic within our sinews?

Experience has shaped my thinking. In the navy I gained experience of three discrete communities: leadership within ship communities that could thrive in spite of extraordinary constraints; organisation and management of task forces in operational settings; and working within large headquarters - each substantially flourishing, or not, on the basis of relational structures and relational effectiveness. I increasingly viewed these complex communities through a Christian lens, focusing on those twins, leadership and system, and working out what worked well and what didn't. I spent 12 years from 1992 as the Bishop of Lichfield's lay assistant. Whilst

learning much in this new place, the surrounding church systems dismayed me, too often adding to senior clergy's burdens rather than facilitating their roles as leaders in the work of the Gospel.

So I am now attempting to offer insights more than criticism, and ideas more than prescription. There seems a chasm between our self perception as Church and what the world outside sees, and worryingly a chasm between today's erratically evolved relational models and those of Jesus and the apostles. I conclude the first chasm is best bridged by a judicious review of the latter. I am therefore looking for ways in which New Testament models may today be wisely appropriated.

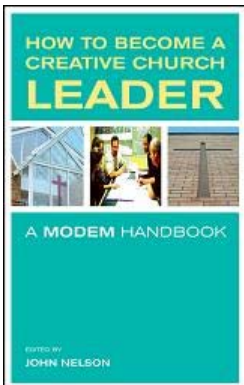
My booklet 'Releasing Bishops for Relationship' (published by FCL) focuses on hindrances stacked at bishops' doors, affecting their ability to relate well with parishes and clergy. In my paper 'Making Room for Church Leadership' I suggest

ways of making more space for Godly leadership, in particular ways of developing leadership-based friendship with the power of example being given far greater opportunity. I base my arguments on some key elements of Church leadership that sometimes seem marginalised. I am developing a further paper on the mastery of priorities and the transformation of a culture, drawing on Montgomery's life. Whilst some military experience will not translate into the Church, as a master in priority-setting and agent for change he offers a luminous example. This mastery shaped the man from his earlier days, resulting in brilliance in battle and re-shaping the culture and method of the British army. I am also preparing to write on crisis response in the Church; I sense that crises can be seen as maddening distractions rather than opportunities for that healing ministry reflected in the ordinal.

My approach may differ from other commentators'. I know from the navy that long service in a beloved institution can foster an unhealthy loyalty to its culture and structures, confining one's focus on attempting to make it all work better. I sense piece-meal adjustment and fine tuning have gone on too long in the Church, and it shows: too many Godly bishops and clergy put excessive effort into making the Church work for the Kingdom, working around its discouragements and obstructions. For me the theme of God-ordained and God-demonstrated relationships opens up fresh understandings. And of course change must start from its leaders. Pray God that release and flowering may ensue from wise closure and rejection of all that hinders relationship, leadership, and community life and development. I imagine a re-newed Church with leaders gaining freedom to lead with their Master's sure-footedness, bringing their communities into a deeper connection with him and enabling an impact on society redolent of the Acts of the Apostles. The challenge is large, for we shall need to re-form and re-position; but what other option is within view?

Book review, *How to Become a Creative Church Leader*

Revd Daphne Green, Chaplain and Researcher to the Archbishop of York.



This is the fourth of a series of handbooks published in conjunction with MODEM each of which aim to develop the quality of

church leadership by drawing on insights from business and management. The latest book, a sequel to *Creative Church Leadership*, focuses on providing practical help to church leaders on how to achieve good leadership.

The handbook contains a total of 36 articles on different aspects of church leadership, broadly clustered around key topics including people, organisation and vision and future. There is an impressive range of contributors across several denominations including Anglican, Baptist, Presbyterian, Methodist and Salvation Army, deliberately chosen to give a broad perspective on church leadership and management.

The topics covered include identifying what type of leader you are, self assessment, strategic planning, researching your local community, youth work, building up a multicultural church, preaching and mentoring. The majority of the contributors are senior church leaders, many of whom have business and HR experience as well. Other contributors have a background in research, training or consultancy.

The handbook provides a good introduction to a very wide range of the issues and topics which church leaders are likely to face. Most of the articles have references for further research

and therefore help signpost the reader for more detailed study in that subject. The book contains many excellent examples of business management models and how these can be applied to a church context. Whilst some of these are more applicable to a very large church or multiple church situations, others could be readily applied to smaller churches.

The most successful contributions were those which provided both good business models and then clear, practical advice as to how these could be applied and evaluated in a church context. These included the chapters on dealing with conflict (showing its theological roots and how it can be treated positively), researching the local community and its needs, researching your local context, setting up faith a work programmes at church and providing effective coaching.

On the negative side, the book comes across as rather fragmented, probably because of the number of topics it is trying to cover. Few of the topics are treated in any depth although the handbook does signpost the reader to more detailed works in most cases. The rationale for the content of the sections is not always clear. For example, Part 1 which is entitled 'A Denominational Perspective' contains just one article from a Presbyterian minister. Also, the six main sections of the book are not linked together in any way. A short introduction to each section showing how the different elements play a part in church leadership would have been helpful.

In a few cases, it was hard to see how ministers would apply the theories or techniques proposed

very readily as the author had not demonstrated how they could be applied in a church context. This was particularly true of 'Leading Projects' where the author simply provided a detailed model with no guidelines as to how this could be used or modified in a parish context. The chapters on preaching and those on theology at the end appeared to have little practical application to church leadership.

This handbook would be extremely useful to ministers taking up a new appointment, particularly of a large church or group of churches. It would be valuable for teams and for lay leaders in churches to help planning and review. It could also be helpful for working with community groups with which local churches may be involved. Finally, it would really good for those in senior leadership in churches to use for ministerial review and assessment.

There were some topics not covered which would have been useful. The handbook has no articles on merging churches (either within or across denominations) which is a key area of concern today. Similarly, there was no coverage of another contemporary issue of assessing whether or not to close a church and strategies for approaching this. There was little on finance and little reference to *Fresh Expressions* /new ways of being church and their implications for church leadership. Finally, although there were many excellent ideas in the book, there was no overall attempt to address what 'being creative' in terms of church leadership might look like. Again, more editing would have helped here.

General Commendation: 'A practical and innovative handbook which will provide an excellent resource for those involved in church leadership and will help build confidence and skills'.

Peter Brierley on some current church trends



Dr Peter Brierley is a church consultant. He was Executive Director of Christian Research, now merged with the Bible Society. For this issue we have extracted details from an article Peter wrote for Ministry Today in September 2008, which reports on Religious Trends 07. For the full article, please contact Peter at peter@brierleyres.com.

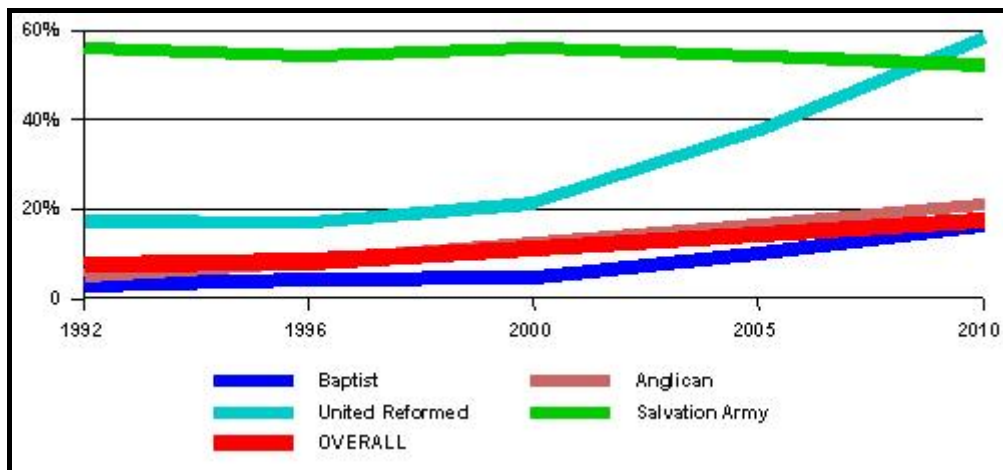
In the UK in 2006 there were 48,000 churches, 35,000 ministers, 5.7 million church members (9% of the population of 61 million) and 3.8 million attending on an average Sunday (excluding N Ireland; 6% of the population).

Over the period 2000 to 2006, these figures had changed, respectively, by dropping 1% (400 fewer churches), increasing by ½% (200 more ministers), dropping by 5% (0.3 million fewer members) and by -14% for churchgoers (0.6 million fewer attenders). Such broad figures indicate:

- Churches are growing smaller on average (fewer churches closing than people going);
- Attendance is dropping much faster than membership, which might suggest nominalism is increasing, but actually it is the frequency of attendance which is diminishing;
- The increasing number of ministers is not stopping the fall-out! The increase comes from the much larger number of Pentecostal ministers, many of whom are part-time, to cater for the needs of burgeoning black churches.
- People still value church membership, even if attendance is not as regular as it was.

The figures also forecast to 2010, and show that in some areas the Baptists are increasing their strength in church life. For example, in 2000, Baptist membership was 3% of the total; by 2010 it will be 4%. In 2000, the number of Baptist ministers was 7% of the total; by 2010 it will be 9%. In church attendance, Baptists were 7% of the total in 2000, but will be 8% by 2010 if present trends continue. How do these trends compare with other denominations? Only the New Churches and Pentecostals are similar. This doesn't mean that Baptists are thriving, but simply that they are not doing nearly as poorly as other denominations, including the big institutional churches, which must be some comfort!

Women Ministers



Percentage of women ministers, 1992 to 2010, selected denominations

While the Anglicans agreed at their July Synod to allow women Bishops, *Religious Trends* gives details of women ministers. The proportion has grown from 8% in 1992 (the first year in which numbers were counted) to a projected 18% in 2010, assuming present trends continue. The Baptist proportion has increased five-fold in this period, however, the fastest rate of growth except for the New Churches. The figure shows the changing percentages by selected denominations:

The URC will have the highest percentage by 2010, having rapidly grown their proportion, while the Salvation Army, who have emphasised women's ministry from the beginning, will drop slightly from 56% of female officers in 1992 to 52% by 2010. The Methodists will be the third largest then, with 40% women.

You may be interested in...

Forthcoming Events

Dates for your diaries from CABC, the Christian Association of Business Executives:

- **15 October. CABC Network with Chan Abraham, Group Chief Executive, Luminus.** Chan is also Group Chief Executive of Leadership International, Chairman of Christians in Housing UK and on the management board of Transform Work UK.
- **18 November. CABC Hugh Kay Annual Lecture with Peter Sutherland,** Chairman BP and Goldman Sachs. He will speak on the subject of "Europe and its Values."
- **26 November. Women on the Move Networking Evening with Jude Simpson**
- More details on <http://www.principlesforbusiness.com/events.php>

Ashridge are running a two-day workshop on '**Spirited Leadership**' for corporate leaders on 28/29 October. The event is in partnership with the Journal for Management, Spirituality and Religion (www.jmsr.ccom) and the Foundation for Workplace Spirituality (www.workplacespirituality.org.uk) See Ashridge website www.ashridge.org.uk for details. (Sue Howard, editor, will be part of the facilitation team).

Telos Business Retreat. 30/31 October. Llangasty Retreat House, Nr Brecon, WALES '**What really matters**'. In addition to meditation, walks, led reflection and personal time, all those attending will be given unique access via a personal code to the www.workpassionately.com website. Passion Works Incorporated in Canada has pioneered this work and it will be a special privilege to have this approach as part of the Retreat. Contact Robin Morrison at TELOS for details: robinmorrison@churchinwales.org.uk

Being Meaning Engaging

12-19 November. The Grubb Institute's 39th international working conference, Branksome Conference Centre, Surrey. £2500 (limited bursaries available). For details, e-mail bme@grubb.org.uk.

Mission and the World of Work Programme

24-28 November 2008. Master of Arts, Postgraduate Diploma or Postgraduate Certificate, led by MODEM member, David Clark. Cliff College & University of Manchester. For details, see www.cliffpostgrad.org.uk.

The Mentoring Course

31 January & 7 February 2009. St. Albans Church, London £70. For details, e-mail contact@formation.org.uk.

A Spiritual Pilgrimage and Retreat
for MODEM members to:
Rydal Hall near Rydal Water and Grasmere



25 places available

£125 full board

Monday 8th – Wednesday 10th June 2009
For details & bookings email:
conference@modem-uk.org

Don't forget to keep a regular check on our website for news items and updated information about forthcoming events – there's a lot going on!!