

A comparison between MOSES and OBAMA:

President Obama's first hundred days have come and gone. The judgements have been made as to his effectiveness, with a mostly positive outcome. However, little faultlines have begun to open up. Is he able to implement what he said about putting an end to Guantanamo Bay? Can he really make an impact on the financial crisis?



One faultline has been to do with his team - has he selected the right people? In order for him to be an effective leader, he needs to weave together his personal authority and his own sense of direction, with an ability to inspire others and to discern the right people to be part of his team. Without a large, gifted team to support him, he will sink beneath the weight of complexity of modern government.

Moses wrestled with his sense of being on his own, overwhelmed by the needs of the people. He cried out, 'I am not able to carry all these people alone, for they are too heavy for me'. In the story as it's outlined in the book of Numbers, God doesn't just urge him to pull himself together or to try harder. The suggestion is made that he recruits a team of seventy of the Elders of Israel to carry the load with him.

What's interesting is that God promises that the same spirit that was on Moses will also be put on the Elders. They will then be one in a common awareness of God and a common discernment of God's purpose for the people. As they are one, so they will be able to work together.

Leadership needs a sense of authority and purpose. But to be effective, it needs a team inspired by the same vision, with the gifts to carry it forward alongside the leader.

Revd Elizabeth Welch

Chair – MODEM

In recent meetings, the MODEM leadership committee has been looking at future directions. Please let us have your thoughts about what would be helpful to increase effective leadership and management, particularly within the Christian context. Please contact me at: chair@modem-uk.org

A reminder of MODEM's Mission:

MODEM is a national ecumenical Christian network, which encourages authentic dialogue between exponents of leadership, organisation, spirituality and ministry to aid the development of better disciples, community, society and world.

Welcome to **MODEM Matters**

In this issue both our Chair and Peter Brierley draw lessons from MOSES' leadership. In Exodus 3, Moses was going about his normal life as a Shepherd. He had been doing this job for a long time in familiar surroundings. Suddenly, he sees something out of the ordinary – a burning bush. His attention was drawn and he went to investigate. Like Moses, is God using an unexpected source to get our attention?



I have been challenged this month by an unexpected source to reflect on the purpose of MODEM – what is it that God has called us to do? Looking for further insight, I noticed that throughout the book of Exodus we find the Lord speaking to Moses, and Moses responding. God had initiated these conversations by pointing out that Moses was standing on Holy Ground. When it comes to leadership issues, especially so when in church contexts, we are continually on Holy Ground.

These reflections have been affirmed in my client work this month. I used a DVD from www.nooma.com who provide contemporary reflections about God. DVD number 14 is entitled Breathe. Our breath is identified with Spirit – we breathe God in and out. This reinforced my awareness that every moment is a Holy Moment.

As our name suggests, MODEM seeks to be a connector – a connector that is energised by God, and shares stories, lessons, resources in the hope that our work supports the growth of leadership wisdom. As we go about our mission, we hope that the Lord will speak with us and through us. And through You! Let's consider how we can spur one another on to love and good deeds (Hebrew 10:24) – please share your leadership insights through MODEM for the benefit of others.

Our current focus is on being a hub for resources on leadership, and in this issue we are able to introduce further avenues to obtain discounts on books. New this time is an offer on booklets published by Grove Books in the field of leadership, management and ministry. Discounts on books from BRF and FCL are also continuing. Please use your MODEM membership to take advantage of these discounts.

Sue Howard,
Editor, **MODEM Matters**
Email me at: modemmatters@modem-uk.org

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Nelson's Column

In this issue I would like to share some insights from our Leadership Committee meetings. We have recently discussed a variety of partnership opportunities with other Christian organisations and would welcome input from MODEM members on our plans and progress.

1. Members Conference (2010)

We have debated whether to arrange a retreat or a conference and have opted for the latter. But we would welcome your views – what would be of interest to you? What would be most helpful for to share/hear/learn in order to support you in your leadership role? We share here some of our deliberations:

- **Residential or non-residential?** We favour residential as it provides us with more opportunities to get to know one another. What do you think?
- **Location?** A Welsh venue has been suggested.
- **Setting?** A theological college is one option? Any views – indeed, offers?
- **Timing?** June or September. Do you have a preference?
- **Jointly with other sympathetic bodies** e.g. CABE or one of its members, CTBI, or FCL, perhaps TELOS. Any views/offers?
- **Theme and speakers?** Obviously a theme reflecting *MODEM's* raison d'etre and speakers. Who you would like to hear? Ideas welcome.

2. Marketing MODEM

We are reviewing whether we should formulate and adopt a more positive marketing strategy. We have a marketing advisor, Len Simmonds, Chair of our East Midlands group, and we plan to consult with him once more in order to adopt a more proactive marketing approach. Again, any ideas about how MODEM could become better known and therefore of more service to the broad church community would be warmly appreciated...we would be particularly grateful if you would consider referring MODEM to people who may find our discourse helpful.

3. Ongoing link with the Foundation for Church Leadership

Malcolm Grundy, former Chairman of MODEM, recently retired as Director of the Foundation for Church Leadership (FCL). We have invited his successor, Julie Farrar, to attend our next Leadership Committee meeting, and so hope to maintain our existing good links with FCL.

4. Partnership with Grove Books

We gladly accepted an invitation for MODEM to be represented on a group exploring a new series of booklets on the theme of Leadership. The committee voted Sue Howard to serve as our representative. Watch out for future editions of *MODEM Matters* to see how this exciting initiative develops.

5. Exploring a potential MODEM contribution to ordinand training in our Theological Colleges.

We are seeking to make a contribution to ordinand training in the fields of local church management and ministry. We have been invited to meet with the Principals of two Oxbridge Colleges. Will keep you posted.

John Nelson
National Secretary

We want to be in dialogue with you about your challenges, and needs – please email us at:
chair@modem-uk.org.

PROVIDING RESOURCES

Don't forget – In our last issue Michael Lofthouse kindly offered to provide four free management development seminars. If you would like to discuss your requirements, please contact Michael Lofthouse direct initially by e mail on: mglofthouse@aol.com

Also, in our last issue, **Norman Todd** highlighted resources created by the East Midlands MODEM group. They have produced two reports:

- **Metanoia & Transformation**
- **Holy Power in Godly Organisation with Servant Leaders.**

These papers explore some underlying principles of church organisation in the biblical and Christian theological tradition - both are thought provoking and challenging. We will shortly be making them available to members via our website, but in the meantime, for free e-copies please apply to:

LenSimmonds@aol.com.



Pause for Thought: Meeting in My Name

Pause for Thought: *Work - A simple meditation*
By Revd Norman Todd (n.todd1@ntlworld.com)

A Rabbi, in discussion, told me that in Hebrew 'work' included the idea of an act of sacrifice. Since work has been described as a transfer of energy from one system to another, we might say energy is sacrificed from one to the other in order to change it in some way. The purpose of the work is to effect change.

In the translator's introduction to the Penguin Classics edition of *The Bhagavad Gita* (page lviii), after mentioning that in Homer 'even the most humble work is beautiful', quotes from the words of Krishna are considered, 'Offer to me all thy works and rest thy mind on the Supreme. Be free from vain hopes and selfish thoughts, and with inner peace fight thou thy fight'. The idea of Karma is that everything we do, every change our work creates, is for good or ill.

When Jesus was asked 'What must we do if we are to carry out God's work?' he replied, 'This is carrying out God's work: you must believe in the one he has sent.' He was then asked, 'What will you do?' (John 6, 28-31). This is like asking 'what changes are you going to make by the work you do?'. Was this the work to which Jesus referred when from the Cross he cried, 'It is finished'? (John 19. 30).

How does this help us reflect on the work we do, to whom we make the sacrifice of our work, to the Living God, or to an idol?

Editor's Note: The Life Application Study Bible comments on John 6: 28 & 29 – Many sincere seekers for God are puzzled about what he wants them to do. The religions of the world are mankind's attempts to answer this question. But Jesus' reply is brief and simple: we must believe on him whom God has sent. Satisfying God does not come from the work we do but from whom we believe. The first step is accepting that Jesus is who he claims to be. All spiritual development is built on this affirmation. Declare to Jesus 'you are the Christ, the Son of the living God' (Matt 16:16) and embark on a life of belief that is satisfying to your Creator. In John 6:27 Christ says we are to work for food that endures to eternal life, which the Son of Man will give us. This food is the bread – who is Christ.

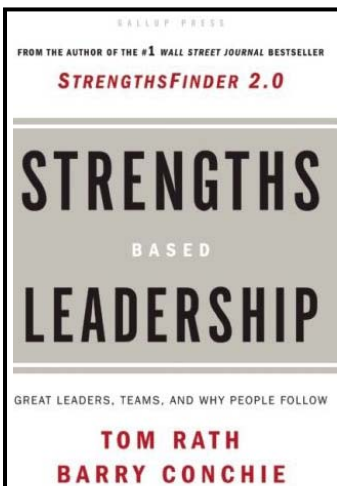
Using Your Strengths in Leadership

By Keith Williams – Treasurer of MODEM

At the MODEM conference in Sheffield, nearly three years ago, we received an excellent talk from Arno Andreasen on StrengthsFinder, a tool to enable you to identify your natural talents.

Since then I have used this with over two hundred people to help them develop as individuals, and to create stronger teams and organisations through utilising the complementary talents of individuals. I have used it in churches, charities, private sector companies and public sector organisations and it has been valuable in all. The fundamental insight, based on research, is that it is better to focus effort on developing personal strengths rather than to focus on correcting weaknesses.

A series of books based on the work of Donald O’Clifton, the founder of StrengthsFinder (see www.strengthsfinder.com) has been published. Each of them focuses on a different aspect and provides access to a web-based survey run by Gallup. The survey enables you to identify your top five natural talents out of thirty-four defined by their research. **Now Discover Your Strengths** gives the biological background to how the brain develops and how it is that each individual is totally unique in terms of the way they think, feel and behave. **StrengthsFinder 2.0** contains a more user-friendly survey and a more detailed report to help individuals develop their natural talents into strengths.



The latest book, **Strengths Based Leadership**, by Tom Rath and Barry Conchie (see next section for book details), provides a framework to understand how strengths relate to leadership domains – executing, influencing, relationship building and strategic thinking. This is useful for assessing the balance of a leadership team. The book also contains results of research into the basic needs of followers – trust, compassion, stability and hope. It concludes with resources which guide leaders how to use their strengths to meet the basic needs of followers; and how to lead other individuals who have specific strengths.

This has been the most insightful and useful tool that I have used in my career and I particularly recommend it to leaders to help them to grow themselves and those they lead. In the next version of *MODEM Matters*, I will look at some case studies that illustrate how understanding strengths can transform individuals, teams and organisations.

Keith is a management consultant – see www.energize-solutions.co.uk.



Spotted in a first page advert in *Christianity Today* for a Forum on Servant Leadership:

If you get one of the "limited seats", you can hear from an "elite cross-section of renowned Christian leaders" during this "exclusive event."

Quoted in *Incarnate Leadership* by Bill Robinson, p119.

Purpose Fuels Performance

MODEM maintains close links with CAFE, the Christian Association of Business Executives. Jill Garrett, Assistant CEO of LT Consulting, presented the 2009 CAFE Paper in London on 19 May.



Jill Garrett explored the proposition that, when people believe that they can make a positive contribution in the world, it engages and energises them, resulting in improved performance and output. As someone who worked at a senior level in Gallup, she believes firmly in using data to underpin her thesis. In her words, 'Good research in God's world only shows up what God already knew.'

Garrett began by examining evidence whether having a sense of purpose makes a difference to performance. She drew on a number of sources to demonstrate that it makes a real difference to results:

- Jim Collins & Jerry Porras's *Built to Last* (Random House 1994). This research into enduring companies preceded Collins' *Good to Great* work on leadership. Collins and Porras found that the 'marriage' between enduring value and purpose was one of the key differentiators of organisations that thrived over generations.
- Jonathan Austin's *Best Companies Index*. This examines eight factors that drive workplace engagement, including Giving Something Back (GSB), where a company makes a contribution to society.
- Jim Loehr & Tony Schwartz's *Power of Full Engagement* (Simon & Schuster 2003). This emphasized how managing energy, not time, is key to performance. Noting Schwartz's background in sports psychology, Garrett admitted to being a fan of the *Harvard Business Review*, and drew attention to his 2007 article with advice on assessing 'spiritual energy'.

Practical examples ranged from an Irish pharmaceutical company and UK social workers to Children in Need and Comic Relief. Garrett then turned to address the question, if having a sense of purpose does make a difference, what are the implications for leaders' day to day working lives? Studying leaders from AG Lafley at Procter & Gamble to Tim Brighouse at Birmingham City Council, she emphasized the importance of communication. This led back to the earlier GSB approach.

Garrett concluded that there is strong statistical evidence to support the proposition that purpose fuels performance: 'of course it does.' She reminded her audience of an occasion 2000 years ago when a group of John the Baptist's disciples went to Jesus and asked if he was the messiah. His response was to tell John what they had seen and heard: "the blind receive their sight, the lame walk, the lepers are cleansed, the deaf hear, the dead are raised, the poor have good news brought to them"(Luke 7.22). Jesus put people in touch with his purpose; he showed them lives changed through his work. He showed them that his purpose was and is to transform lives.

CAFE[†] For further information, visit CAFE's website at <http://www.cafe-online.org/talks.php>.



What's New?

Books and other resources on leadership, management and ministry

Continuing our series on new resources, which may be of interest to members. Here are some books and booklets published so far in 2009 (with a few carried over from 2007/8).

Books on church leadership, management and ministry

- Robert N Bacher & Michael L Cooper-White (2007). Church Administration: Programs, Process, Purpose.** Augsburg Press. 339pp, hb, £14.99. ISBN 978-0800637422. A comprehensive handbook from the North American Evangelical Lutheran tradition. Includes 13 useful appendices.
- Martin Dudley & Virginia Rounding. Churchwardens: A Survival Guide, Rev. edn.** SPCK. 160pp, pb, £10.99. ISBN 978-0281060924. An updated guide including case studies and appendices. Although focused on a peculiarly Anglican role, many of the principles are applicable in other traditions.
- Robin Greenwood. Parish Priests: For the Sake of the Kingdom.** SPCK. 224pp, pb, £14.99. ISBN 978-0281055388. A MODEM member reflects practically and theologically on four decades of ministry. For a full review, visit the Foundation for Church Leadership website: <http://churchleadershipfoundation.org/category/book-reviews/>.
- Ruth Hassall. Growing Young Leaders: A Practical Guide to Mentoring Teens.** BRF. 144pp, pb, £7.99. ISBN 978-1-84101-637-5.
- Ruth Hassall. Ready to Lead: Growing Leaders – Youth Edition.** BRF. 144pp, pb, £5.99. ISBN 978-1-84101-620-7. Two additions to the growing set of resources from CPAS's *Growing Leaders* stable. We have invited CPAS to update us on their leadership programmes in our next issue.
- Timothy D Herbert (2008). Kenosis and Priesthood: Towards a Protestant Re-evaluation of the Ordained Ministry.** Paternoster. 350pp, pb, £24.99. ISBN 978-1842275658. Published version of a PhD thesis, offering a theological and biblical basis for a possible way forward between historically opposed positions.
- Tim Keel (2007). Intuitive Leadership: Embracing a Paradigm of Narrative, Metaphor and Chaos.** Baker Books. 270pp, pb, £8.99. ISBN 978-0-8010-6813-3. From the (US) Emergent Village faith communities. The first three-quarters of the book is underwhelming; the final quarter is stunning, making good use of complexity theory and Alan Roxburgh's missional leadership.
- Keith Lamdin & David Tilley (2007). Supporting New Ministers in the Local Church: A Handbook.** SPCK. 190pp, pb, £14.99. ISBN 978-0281058792. Despite a generalised title, focuses on Anglican training incumbents and their curates. Intense, and informed by research.
- David Parrott (2008). Your Church and the Law: A Simple Explanation and Guide.** Canterbury Press. 192pp, pb, £16.99. ISBN: 978-1853119279. Written with a refreshing lack of legal jargon, covers both civil and (Church of England) canon law. Includes case studies and FAQs.
- John Pitchford (2008). An ABC for the PCC: A Handbook for Church Council Members, 5th edn.** Continuum. 224pp, pb, £14.99. ISBN 978-1906286071. Latest edition of a popular guide.
- Phil Potter. The Challenge of Change: A Guide to Shaping Change and Changing the Shape of the Church.** BRF. 176pp, pb, £7.99. ISBN 978-1-84101-604-7. Liverpool Diocese's Director of Pioneer Ministry writes practically and pastorally. Examines change in church life, then looks at so-called Fresh Expressions. Plenty of questions for reflection and action, albeit with lots of alliterative lists.
- Bill Robinson. Incarnate Leadership: Five Leadership Lessons from the Life of Jesus.** Zondervan. 122pp, hb, £10.49. ISBN 978-0-310-29113-8. A full review will appear in *MODEM Matters E9*.
- Leonard Sweet (2008). Aquachurch 2.0: Piloting Your Church in Today's Fluid Culture.** David C Cook. 382pp, pb, \$14.99. ISBN 978-1-4347-6757-8. New edition of book first published in 1999. Harnesses biblical and postmodern understanding in describing the shift from Gutenberg to Google cultures. Makes excellent use of complexity theory.

Booklets on church leadership, management and ministry

Nicola David (2007). **Publicity and the Local Church**. *Grove Evangelism Series 80*. 28pp, £3.50. ISBN 978-1-85174-671-2. Concise introduction from PR to typefaces. Particularly useful on websites.

Books with a Christian perspective on the workplace

John Atherton (2008). **Transfiguring Capitalism: An Enquiry into Religion and Global Change**. SCM. 228pp, pb, £30.00. ISBN 978-0334028314. An academic study in social ethics. Includes British and global case studies, as well as interaction with New Religious Movements and world faiths.

Paul Ballard (ed.) (2008). **The Church at the Centre of the City**. Epworth. 300pp, pb, £19.99. ISBN 978-0716206392. A collection of essays exploring what is happening in city centres today, on urban theology, and on practical reflections and implications.

Business books on leadership and management

Gurnek Bains et al. (2007). **Meaning Inc. The Blueprint for Business Success in the 21st Century**. Profile Books. 310pp, pb, £12.99. ISBN 978-1-86197-883-7. Colleagues from the YSC consultancy offer psychological insights on a range of companies from a global perspective.

Karen Blakeley (2007). **Leadership Blind Spots and What to Do About Them**. Jossey-Bass. 310pp, hb, £29.99. ISBN 978-0470031933. A MODEM member brings together psychological perspectives and case studies to offer practical help to leaders. Includes a range of exercises.

Steve Harrison (2007). **The Manager's Book of Small Decencies: How Small Gestures Build Great Companies**. 223pp, hb, £14.99. ISBN 978-0-07-148633-0. A homely, but powerful, autobiographical account from Adecco's former chief ethics officer.

Harvard Business Review on **The Persuasive Leader** (2008). 205pp, pb, £14.99. ISBN 978-1-4221-2499-4. Eight articles dating from 1998 to 2005. Five of them have been published before in the *HBR Paperback Series*.

James M Kouzes & Barry Z Posner (2007). **The Leadership Challenge, 4th edn**. Jossey-Bass. 389pp, pb, £16.99. ISBN 978-0-7879-8492-2. Latest edition of a book that provides a solid, if rather last century, perspective on leadership.

Ralph Lewis & John Noble (eds) (2008). **Servant-Leadership: Bringing the Spirit of Work to Work**. Management Books 2000. 213pp, hb, £14.99. ISBN 978-1852525712. Essays on principles and practice from the Greenleaf Centre UK, with contributions from Scandinavia, S Africa and the USA.

Didier Marlier & Chris Parker. **Engaging Leadership: Three Agendas for Sustaining Achievement**. Palgrave. 176pp, hb, £20.00. ISBN 978-0230577527. The agendas are intellectual (*logos*), behavioral (*ethos*) and emotional (*pathos*). Despite this grounding in Greek thought and initial work on co-creation, the book echoes a leadership programme brochure ('build... unleash... accelerate').

Annie McKee et al (2008). **Becoming a Resonant Leader**. Harvard Business Press. pb, £16.99. ISBN 978-1422117347. Some of Daniel Goleman's colleagues apply the emotional intelligence agenda to a range of leaders. Includes practical exercises for self-reflection and development.

Julia Middleton (2007). **Beyond Authority: Leadership in a Changing World**. Palgrave. 184pp, hb, £27.00. ISBN 978-0230500013. The founder of Common Purpose explores leadership beyond conventional organizational boundaries, with copious interviews.

Tom Rath & Barry Conchie. **Strengths-Based Leadership: Great Leaders, Teams, and Why People Follow**. Gallup Press. 216pp, hb, £14.99. ISBN 978-1595620255. The latest in a series of publications based on Gallup's StrengthsFinder 2.0 (see earlier feature article by Keith Williams). Marcus Buckingham, in particular, has popularised this approach.

Dave Ulrich et al. **The Leadership Code: Five Rules to Lead By**. Harvard Business Press. 125pp, hb, £15.99. ISBN 978-1422119013. A practical overview of leadership from the perspective of strategy, execution, managing talent, developing human capital, and personal proficiency.

Grove Books Special Offer for MODEM Members

Discounts on booklets from Grove's Ethics (E), Evangelism (Ev), Pastoral (P), Renewal (R) and Spirituality (S) series are available to MODEM members. Booklets usually have 28 pages: several are backed by web resources. For further information, visit www.grovebooks.co.uk. **Tick (✓) the ones you want to order.**

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Nick Spencer	Rebuilding Trust in Business - Enron and Beyond	E142	
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John Goldingay & Robert Innes	God at Work Part 1	E94	
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Colin Patterson	How to Learn Through Conflict: A Handbook for Leaders in Local Churches	P96	
Andrew Dawswell	Ministry Leadership Teams: Theory and Practice in Effective Collaborative Ministry	P93	
Nick Helm & Philip Allin (eds)	Finding Support in Ministry	P90	
Graham Dow	A Christian Understanding of Daily Work	P57	
Brian Pearson	Yes, Manager...Management in the Local Church	P29	
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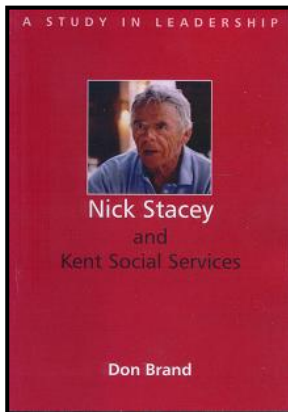
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Book Review



Nick Stacey and Kent Social Services: A Study in Leadership, by Don Brand.

Reviewed by John Nelson.

Copies can be obtained by post from Brand Book, PO Box 254, Selling, Faversham, Kent ME13 3AG @ £5 each (incl. p&p).

Don Brand, consultant to the Social Care Institute for Excellence (SCIE), with the help of Dr Paul Brand (his brother?), has written and published a very readable booklet about Revd Nick Stacey - the charismatic Director of Social Services for Kent. His study is an excellent portrayal of Nick as a LEADER and, as personified by Nick, a brilliant study of effective leadership.

Nick's background was unusual for social services. He trained to be a regular naval officer and served at sea, then went to Oxford University where he had a distinguished athletics career. He then attended Cuddesdon Theological College and was ordained as an Anglican priest. He served as a Curate at St Mark's Portsea and then Domestic Chaplain to the Bishop of Birmingham before his appointment as Rector of Woolwich - at the heart of "South Bank religion" epitomised in Bishop John Robinson's startling best-seller "Honest to God". "If Bishop Mervyn Stockwood was the political face of South Bank religion, and Bishop John Robinson its prophet, then Nick Stacey was its social conscience - standing in the same tradition of social ministry and mission as illustrious predecessors like John Wesley and William Temple". However, after eight years at Woolwich he was ready to move on and as the Church of England didn't come up with anything in the way of another suitable and challenging job, he decided to look for work outside the church. He became Deputy Director of Oxfam, then appointed to be Director of Social Services first of Ealing and then for Kent.

It's a pity Don Brand misses out of the biography of Nick that he was a member of MODEM and, further, contributed a chapter for our first book, Management and Ministry. His chapter was entitled "**How to Revive the Church**". It was written in 1996 and, revisiting it, it is remarkably shrewd and prophetic. I quote:

"I think it is now incredibly difficult to see how the Church (of England) is going to find the energy for renewal and turn decline into growth. Had the Church of England made the radical changes in the 1960s that some of us were pleading for, I believe it might have been revived. The deterioration and decline on every front in the last thirty years has been so rapid that it is operating from a much smaller base and has little room for manoeuvre. I see a puzzling paradox. On the one hand all the signs in our society point to us needing and yearning for the vision, the hope and the anchor that Christianity provides, and yet little chance that any of the churches are going to get their message across. Such energy a fairly uninspired and unimaginable Church leadership does have is absorbed in frantic attempts to prop up a dying institution.

But if a revival is to take place it will have to come mainly through the clergy. Yet, understandably, for many today their main concern is survival..... I believe the key to the future may be to ordain men and women as priests who are successful in key secular jobs where the real action of our society is taking place. (But) It is critical that it is the successful that are ordained. Too many of those who feel called to be non-stipendiary ministers appear to be those who haven't really 'made it' or realise, perhaps, subconsciously that that they are not going to 'make it' in the secular world. To be ordained can be a face saver."

I recommend this booklet.

Special Offer for MODEM Members!



We are delighted to offer significant discounts for MODEM members on books published by BRF in the field of leadership, management and ministry.

	RRP	MODEM price	Qty	Price
Ruth Hassall. <i>Growing Young Leaders: A Practical Guide to Mentoring Teens.</i>	£7.99	£6.40		
Ruth Hassall. <i>Ready to Lead: Growing Leaders – Youth Edition.</i>	£5.99	£4.80		
James Lawrence. <i>Growing Leaders: Reflections on Leadership, Life and Jesus.</i>	£8.99	£7.00		
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Book Review – by Revd Anton Müller MA

The Leadership Pocket Companion – Combined Edition (2007) Compiled by Ian Hall, Glentrium Change Agents.

Workbook £8.99, 50 pages; A5; CD ROM £14.99; Combined £19.99; P&P £1.50.

Contact: enquiries@glentrium.com, www.glentrium.com

Tel: 01540 673821, Address: The Keepers, Glentrium, Scotland PH20 1BE

Good leaders never put things off to the next day the things which should be done today! And so it is with much regret that I have put off attending to this excellent resource sent to me by MODEM member Ian Hall. In so doing I have denied MODEM members the opportunity of seeing first hand one of the best leadership resources I have seen for some time!

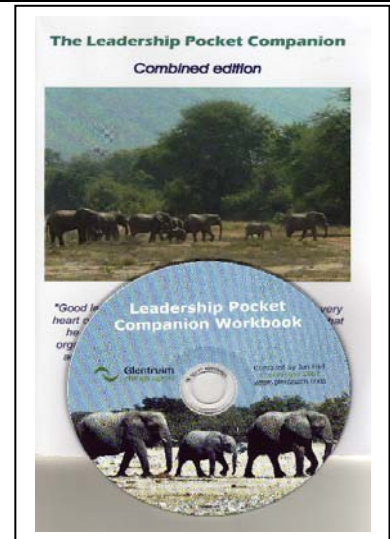
This workbook is aimed at anyone involved in leadership, whatever their organisation. It is a workbook which demonstrates that *true leadership* cuts across all organisations, whether secular or religious. Whilst those who are in church based organisations may feel that the concept of Servant Leadership most belongs to them, this workbook demonstrates how vital such a concept is in all aspects of leadership - no matter where it may take place.

The Leadership Pocket Companion is a distillation of years of experience in leadership and in training leaders. The workbook tackles issues of change and teamwork and offers a range of superbly illustrated models for developing skills and confidence in leadership.

This workbook is designed to support *thinking leaders* who want a straightforward way to access the knowledge and understanding needed to develop their leadership skills in whatever situation they face. The illustrations and charts are superb and the quotes from leadership gurus over the last few decades are gems in themselves, guaranteed to spark creative thinking and discussion in any training event you may run.

The workbook tackles more than twenty of the most critical aspects needed for effective leadership. These essential topics include Ian Hall's own 'Mind Map' of the 12 important issues in being a leader and developing leadership capability; 'how we get people to do things'; an exercise on the qualities of leadership in a school setting but which crosses over easily into any organisational context; motivation; understanding what makes people feel valued and what excites them; conflict; negotiation; understanding organisational change the change process; understanding the learning organisation which is so critical especially church based organisations; dealing with people in meetings; helping teams develop their effectiveness.

Each topic is supported by a clearly illustrated and written up model. Furthermore and well worth spending the extra few pounds the CD-ROM includes most of the supporting illustrations but of greatest value will be the presentation on Servant Leadership which is not only outstanding in its clarity of teaching but supported with spectacular and inspiring photography.



“Enjoyable quotes” :

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader”
John Quincy Adams

“A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go but ought to be”
Rosalyn Carter

“Good leaders make people feel that they're at the very heart of things”
Warren Bennis

“Be brave enough to live creatively. The creative is the place where no one else has ever been. You have to leave the city of your comfort and to into the wilderness of your intuition. You can't get there by bus, only by hard work and risk and by not quite knowing what you're doing. What you'll discover will be wonderful. What you'll discover will be yourself.”
Alan Alda

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Peter Brierley - Commentary on Church Trends: What is that in your hand?

The answer was obvious – Moses had a shepherd’s crook in his hand. It was probably a well worn crook too, as Moses would have been a shepherd for well over 30 years by the time God asked him this question. In effect, like a modern day bishop, or indeed shepherd, his staff was, as it were, his badge of office. Moses would have known that crook very well, where the knots in the wood were, the best position to lever something out, the strongest place to hold it to knock something down. Similarly, we may know the gifts of the people who work with us, their strengths and weaknesses. We have learned the ways of the institution, we are in charge of our world, and mostly we reckon we’ve got it sussed. Like Moses, we never think the Holy Spirit might have something to show us out of what we already know and understand. Nothing changes here, I know my way around.

So Moses simply said, “A staff,” just as we might have said, “120 on an average Sunday,” or “there’s the youth worker and a part-time secretary,” or “our average turnover is £250,000.” “Throw it on the ground,” says God, and Moses, obediently (as he nearly always was) does so. “Why don’t you start an extra service?” or “Should you not hold a seminar on this?” and we, obediently, make the necessary arrangements.

That was when Moses got the fright of his life – well, perhaps the second greatest fright. Hearing the Lord speak out of a burning bush was almost certainly one of the biggest frights anyone could have. The staff had become a snake. Moses knew the snake hadn’t just appeared, and, in any case, his staff was now nowhere to be seen. It had become a real snake squirming around all over the place. It was like an extra 60 people came to your church last Sunday – why had they come? And someone had put a £10,000 cheque in the collection! And your part-time secretary volunteered to work full-time, the extra days totally gratis. “I thought your husband was against your doing that,” you’d said. “Jim’s changed his mind; sees the importance of what the organisation is doing,” she replied.

The ordinary simply becomes the extraordinary. What would never occur to you in a thousand years has just happened – the evidence is in front of you. A minister felt he should pray that someone’s leg should be healed, so he did. Fred limped out of the door at the end of the service as usual. “I was praying for you,” the minister said. “I know,” said Fred, and carried on limping away. Ten seconds he was back shouting, “Vicar, my leg’s healed, it happened this second!” (This is a true story.) Your world will never be quite the same ever again. The miracle has taken place.

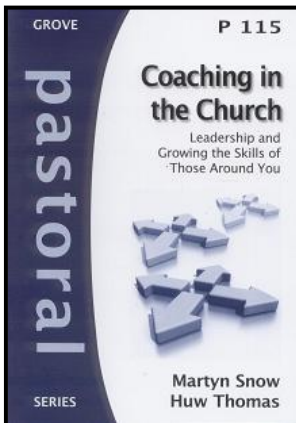
“Pick it up,” says God, so Moses, obediently, gets hold of the snake’s tail – and instantly it’s his old shepherd’s staff, which he knows so well, back again in his hand. Familiarity restored. “What’s that in your hand?” In Moses’ case, resources that he had never thought twice about before. What resources do you have in your hand? It’s worth just thinking about what God has already given to you. You have that many people attending on a Sunday, an income of so-and-so, a magazine with this circulation, an agency with this size income, a loving family with this many children, a salary of such-and-such, a vehicle, this sort of computer, and so on. These are the basic resources by which you live. There are others, like, perhaps, reasonably good health, a fair amount of energy, a clear commitment to follow Christ, the privilege of being appointed to your present position, which could be added to the list.

One key resource, perhaps *the* key resource, is the ability to think ahead, with future insights. As Henry Ford apparently said, “If I’d asked the public, they would have said they wanted a faster horse.” The ability to think strategically and to live strategically is not easy, but in the parable of the shrewd manager, Jesus said, “The master commended the dishonest manager because he had acted shrewdly” (Luke 16:8), though not because he was dishonest! David Beer, CEO of Purpose Driven Europe, argued that leadership *must* have access to strategic thinking if it is to be successful. Insight is not a luxury, but an essential. Where do you get your strategy from? “What is that in our hand?”

Dr Peter Brierley is a church consultant who may be reached on peter@brierleyres.com.



Book Review



***Coaching in the Church*, by Revd Martyn Snow and Huw Thomas**

Reviewed by Richard Fox

Grove Books, £3.50, ISBN 978-1-85174-698-9. See *Grove Books Special Offer for MODEM Members (p9)* for details of how to obtain a discounted copy of this booklet.

A welcome addition to booklets on church leadership is 'Coaching in the Church' by Snow and Thomas. As the authors state, coaching and mentoring is becoming widely accepted in the church as a cost effective method of supporting individual ministers and lay members who want to maximise their potential.

The authors draw lessons from the Bible to illustrate how coaching can help an individual move forward in their personal growth, set goals, overcome obstacles and keep going.

At first I was concerned that the authors might place too much emphasis on the role of coaching in developing skills, enabling the coachee to become an even more effective 'human doing'. The authors, however, also give examples of where coaching can help an individual improve as a 'human becoming'.

The booklet includes useful tips on understanding motivation, developing rapport, reviewing progress, asking questions, and setting goals.

Richard Fox is a member of MODEM's Leadership Committee and a qualified coach and facilitator. See www.churchleadership.com

You may be interested in...

News from MODEM Members

Peter Rudge...has recently reviewed memories of his early insights into preaching by producing two small e-books on CD: *Composing the Script for Preaching the Gospel* and *Preaching the Gospel at Funeral Services*. Email Peter at: patnpeter@omcs.com.au for details.

Have you looked at the new TELOS website? <http://www.telosspirituality.org.uk> It contains a thought provoking selection of quotes and opportunity to access previous presentations from speakers.

MODEM has recently been contacted by Uniapac – The International Christian Union of Business Executives. <http://www.congresouniapac.org>. Uniapac was established in Europe in 1931 and now gathers some 45 000 business executives in about 50 countries. It defines itself as an international meeting place for Christian Business Executives to promote Christian social thought within the business world. Its goal is to promote amongst business leaders the vision and implementation of an economy serving people and the common good of humanity at large. They are hosting a conference in Mexico from September 30 to October 2.

Sue Howard would like to recommend the **FREE** DVD 'A Call to Business'. See <http://www.acalltobusiness.co.uk>. "A Call to Business has been produced by a growing community of business people who believe that God has called them into business not simply to work, but to influence and change the very environment of business in general and the City of London in particular. This 'call to business is not about building an organisation, it is about prayer, action, mobilising, equipping, sacrifice, building a new Kingdom."

Do you have any news? Let us know on modemmatters@modem-uk.org.

Forthcoming Events



17 July – 10.00 – 4.00 pm. Annual TELOS retreat in the Black Mountains, Wales. <http://www.telosspirituality.org.uk>. Email: lisamartin@churchinwales.org.uk.

“Please put this date in your diary and book now. The cost is £27.00 and for this an excellent lunch is included. The theme will be ‘Presence’, hosted by Stephen Powell, and we will include different exercises to explore the meaning of this including the reality of conflictual presence in organisations. All are welcome, whatever your faith, background or none.”

Do check out the website of CAFE, the Christian Association of Business Executives, for their forthcoming events and programmes. <http://www.principlesforbusiness.com/pdfs/2009Programme.pdf>.

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!!

www.modem-uk.org