

GERMINATE LEADERSHIP

Helping lay and ordained leaders from all denominations to develop creative, entrepreneurial skills for rural church leadership.



WHAT IS IT ALL ABOUT?

Germinate Leadership is for lay and ordained leaders in rural churches who have already displayed some creative and entrepreneurial flair in ministry and are keen to develop themselves and their skills. Every part of the Germinate Leadership programme is rooted in the opportunities and challenges of ministry in rural contexts and fosters a collaborative, ecumenical approach and a culture of continuing personal and professional development. It is expected that all participants, both lay and ordained, will leave as creative, entrepreneurial and strategic leaders, better equipped to engage effectively with local communities and encourage churches to be an effective Christian presence.

The programme combines leadership theory, theological reflection on the nature of leadership in ministry, the development of co-consultancy groups and the exploration of practical leadership issues including conflict resolution, team building and group dynamics, and the importance of deepening emotional intelligence.

The 18-month programme includes two residentials, programme days, a leadership style review, mentoring and work shadowing. A variety of learning styles are used and teaching incorporates wisdom and experience drawn from secular and church leadership spheres. The programme builds on lay and ordained ministry experience from across the denominations.

Over the course of the programme, participants are required to assemble a portfolio of learning and a leadership development plan setting out ongoing development goals. These form the basis for a professional dialogue with two external leaders at the programme's conclusion. After completion, contact is maintained through a developing Alumni network and an annual Germinate Leadership Lecture.

Germinate Leadership is delivered by Germinate: The Arthur Rank Centre, the national organisation for the rural church. Founded in 1972, Germinate has over 40 years' experience of equipping people for rural mission and ministry. The programme is overseen by an ecumenical steering group.

Germinate Leadership lasts around eighteen months and includes:

DATE	PROGRAMME ELEMENT	LOCATION
Year 1		
October	First residential	Stoneleigh Park, Warwickshire
January	Second residential	Stoneleigh Park
March	First programme day	Stoneleigh Park
June	Second programme day	Stoneleigh Park
September	Third programme day	Stoneleigh Park
April-October	Work shadowing for up to five days	To be arranged by participants
Year 2		
December	Submit portfolio	By email
January/February	Professional dialogue	Venues in north, south and central England
May	Presentation and alumni day	Stoneleigh Park
Post-programme	Alumni network	Largely informal

WHERE IS IT?

The residentials, programme days and presentation day at the conclusion of the programme all take place at Germinate: The Arthur Rank Centre's offices at Stoneleigh Park, Warwickshire. Mentor meetings and the professional dialogue are generally arranged more locally.

WHAT THEY SAY

Rt Revd John Stroyan, Bishop of Warwick

'Germinate Leadership really does germinate leadership development in the rural church. It has been a privilege to play a small part as a consultant in this learning journey and a joy to witness new learning in participants.'

Ruth Gee, former President of the Methodist Conference and Chair of Darlington District

'There can be no doubt of the importance of encouraging and supporting creative leadership in the rural church. It has been a joy to meet with some of the participants on this programme and to share in their enthusiasm and vision for Christian mission in rural communities. This inspirational programme uses a variety of learning methods making it widely accessible, and draws on the skills of experienced practitioners. I believe that Germinate Leadership is enriching the whole church through the discernment and nurturing of the gifts of individual leaders.'

A mentor's perspective

“ I have seen the change that has taken place: a new attitude is deeply embedded in a renewed sense of personal calling. I see a mature, reflective practitioner who will take the fruits of Germinate Leadership into his practice. ”

A mentee's perspective

“ A wise mentor and an interesting and insightful work shadowing opportunity added to the value of the course. I highly recommend it. ”

Participants

“ The Germinate Leadership programme has been a breath of fresh air for me. Through the programme I have gained insights into leadership skills and been encouraged to develop a reflective style to my leadership and practice which is really beneficial. ”
URC Minister

“ I feel truly transformed by my personal experience in the programme, which will enable and empower me to continue to learn and grow as a Christian leader during the rest of my ministry! ”
Anglican Minister

“ I have learnt valuable lessons, but would have really valued this programme earlier in my ministry. ”
Methodist Minister

“ Germinate Leadership gives to its participants the tools and encouragement to learn how to release their church members into mission, thus multiplying the opportunities. ”
Baptist Minister

“ One of the best pieces of continuing ministerial development I have had a chance to do. ”
Anglican Minister

COST

Germinate Leadership costs more than £3000 per candidate to deliver but grant funding currently covers a significant proportion of the cost, meaning participants usually pay around half this amount. A range of bursaries are available where hardship would otherwise prevent participation.

For details of current fees and bursaries email leadership@germinate.net.

NEXT STEPS

- Go to germinate.net/training/germinate-leadership and complete the online application form

OR

- Request an electronic or hard copy of the application form by emailing leadership@germinate.net or phoning **024 7685 3060**

Once you have completed the form and submitted your application we will arrange a brief, informal phone interview with you before confirming your place.

FOR MORE INFORMATION ABOUT GERMINATE LEADERSHIP:

- Visit our website: germinate.net/training/germinate-leadership
- Contact the Germinate Leadership team: leadership@germinate.net, **024 7685 3060**



Web: germinate.net

Email: info@germinate.net

Tel: **024 7685 3060**

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