

Emerging Leader Programme



A training programme for upcoming CCAP leaders

Summary

ELP is a training programme for the upcoming CCAP leaders. It gives new and developing leaders an opportunity for personal, professional and spiritual growth. The programme is designed to benefit those serving in the various development activities of Synod departments but may be of wider interest.

Overview

The programme aims to build up individuals in their Christian walk and service. Practical skills are linked to training on the values and character of a Christian leader. There are three key themes to the training programme:

1. Leading yourself - the calling, character and identity of a Christian leader.
2. Leading organisations - vision and mission, stewardship of resources and dealing with change.
3. Leading together - team-working, co-operation and collaboration and community-centred.

Delivery

The course will be delivered through:

- three residential weeks
- monthly online workshops
- monthly coaching sessions
- ongoing action learning group activities

Residential weeks

These sessions focus on the personal and spiritual development components of the training. Participants will come together for 3-4 days of interactive learning. Hosted within different Synods of CCAP each time, these sessions allow participants to see real-life implementation of the concepts being learned.

Monthly online workshops

These interactive sessions will be around 2-3 hours each month, focusing on more applied, professional topics like project planning and budgeting.

Monthly coaching sessions

All participants will set personal goals for the training programme. Facilitators will have a monthly session with each participant to support them in making the most of the programme and achieving their goals.

Action learning groups

These are independent group times where participants will work together and support each other to apply what they are learning to situations they are currently working on.

Application Process

Prospective participants are requested to apply by submitting:

- A cover letter stating why you wish to take part and what your goals would be if participating.
- Two letters of recommendation [*one should be from someone within Synod leadership (secretariat or head of department) and both should be relevant to your role as a leader within CCAP*].
- A brief CV outlining your relevant experience and training to date [*this is to ensure course content is delivered at the right level for the cohort*].

Apply online here <https://forms.gle/RzpuKWxiBjeimmYA8>

Applications can also be sent to gbrough@churchofscotland.org.uk by 7th March 2025.

Submissions will be reviewed and a shortlist of applicants will be prepared for informal follow-up interviews.

Why have an application process?

There is a wealth of leadership talent within CCAP structures and institutions, and we expect the demand for the programme to exceed the number of places available. Having an application process improves the chances of:

- Recruiting a cohort of participants who are committed and, therefore, more likely to complete the programme.
- Investing in a group of individuals who will contribute to the mission of CCAP
- Forming a cohort which is well balanced and, therefore, a positive learning environment.

Participation

Criteria for participation

This programme is targeting upcoming leaders within CCAP. We encourage applications from across the Synods. It is expected that participants will be:

- Employed within a CCAP role that provides scope to apply learning from this programme
- Committed to continuing to work within CCAP
- Aged under 40
- Able to commit the time required for the ELP activities
- In particular, we encourage applications from lay and female participants

What's included

Participants must commit to the full programme, including in-person and online activities and any additional reading or project work. In return, participants will receive:

- Quality training and mentorship from experienced facilitators
- Access to a cohort of fellow leaders
- A monthly data allowance for online participation
- Print and digital training materials
- Funded residential activities
- A certificate of completion

More information

For more information or an informal conversation about the ELP, please contact:

Gary Brough

Capacity Development Facilitator
CCAP General Assembly



+265 (0) 99 355 3929



gbrough@churchofscotland.org.uk