

Living Leadership: A Record of Service (2019–2025)

From April 2019 to August 2025, I served as Head of Ministry Operations at Living Leadership, a charity with a mission to help Christian leaders and their spouses live joyfully in Christ and serve him faithfully.

2019: The Starting Point

When I joined Living Leadership in 2019, the organisation had a wonderful vision and some excellent programmes but was facing significant operational challenges. Trustees have acknowledged that Living Leadership “was an empty cupboard” at that time. The charity lacked functioning email systems, had an outdated website, no formal strategic plan, no budget, minimal policies, and unclear partnership structures. I was tasked with developing a well-functioning organisation and growing its ministry offering and reach.

Growing Ministries and Building Infrastructures

Over six and a half years, I worked under Marcus Honeysett and alongside our growing team to establish the infrastructure needed for sustainable ministry growth and to grow ministries. My annual appraisals consistently reflected this work and affirmed my combination of ministry and administrative gifts:

- 2021:** Marcus noted I was “*extremely able to evaluate and pursue Living Leadership ministry objectives in a complex evangelical environment*” and “*organizationally highly capable*” with a “*very high capacity*”. He also affirmed my character as “*trustworthy and of the highest integrity*” and “*tender-hearted*”.
- 2022:** He described my contribution as “*excellent*” and highlighted the “*outstanding*” growth of the Associates' Network, noting that I “*embodied the ethos of Living Leadership very well*”. He wrote: “*Feedback on your work, both from team and others is consistently positive. I note especially how much people are encouraged by your Bible teaching, and by your desire to serve them as opposed to simply trying to develop our ministry aims through interacting with them.*” He also noted my, “*diligent use of the administrative side of [my] gifts*” resulted in good policies, documentation, funding proposals, and well-structured strategic plans.
- 2023:** He affirmed my handling of difficult situations “*with wisdom, insight, prayerfulness and diligence*” and appreciated my “*interesting and stimulating combination of gifts*”, which included “*faithful teaching combined with diligent management and oversight*”. He described me as “*exceptionally good at fine detail and a very good multi-tasker*” and expressed appreciation for my balance to his “*broader brush approach*”. He also noted by ability to work at an exceptional, “*pace and capacity*”.
- 2024:** He recognised my excellence in “*infrastructure development,*” “*teaching which is clearly appreciated both inside the organisation and further afield,*” and “*diligence at diagnosis and carefulness with detail.*” He also noted that “*the main things that have brought you joy [have] been people and seeing them grow and develop. Both those you have mentored and those you have line managed.*”

2025: Transition and Legacy

When I decided to leave Living Leadership in 2025 to devote more time to the ministry of the Centre for Christianity in Society, trustees acknowledged the “*transformational difference*” I had made in creating and sustaining the organization’s infrastructure, and commented that I “*laid an excellent foundation for the sustained growth and success of Living Leadership*”. For this I give glory to God and thank Him.

Key Achievements

Ministry Development

- Rationalised ministries into three areas: Formation, Refresh, and Resources
- Created Refreshment Day concept and piloted delivery

- Contributed to establishment of Refresh Network Online during COVID-19
- Developed consultancy survey capabilities for church culture audits
- Created multiple toolkits and resources
- Developed Leadership Commitments Scheme

Ministry Delivery

- Mentored leaders of churches and Christian organisations in England, Northern Ireland and Poland in groups and one-to-one online and in person
- Developed and delivered Gospel Shaped Pastoral Care Course and Pastoral Care Foundations Course
- Spoke at conferences and events in Northern Ireland, England, Ireland, Poland, Romania, Scandinavia, Malaysia, and Albania
- Taught on leadership and pastoral care themes to Associates and ministry leaders
- Provided one-to-one and group mentoring to leaders across the UK and beyond
- Contributed to the Living Leadership podcast and monthly blog posts
- Delivered teaching at various conferences including Bournemouth Bible Week, European Leadership Forum, Keswick Convention and New Horizon, and for churches across various denominations including Anglican, Baptist, Elim and Presbyterian

Network Growth and Team Building

- Created and developed the Associates Network from inception to nearly 40 Associates
- Supported the ministries of Associates through advice and resources
- Established Network Commitments, Code of Conduct and annual Gathering format
- Designed roles for all ministry support staff positions and led on recruitment
- Line-managed and developed the roles of the majority of ministry support staff
- Established and oversaw Ministry Development Lead roles for Midlands, South-central England, and women in ministry
- Recruited and supported Associates across the UK
- Initiated affiliate relationships internationally

Organisational Development

- Reactivated email systems, updated website and established clear corporate structure in 2019
- Created Living Leadership's first strategic plan (2019) and subsequent iterations, reported to the Board on strategic plans and developments
- Developed comprehensive suite of policies and protocols, including Board protocols, Staff Handbook, and governance documents
- Led on the establishment of Living Leadership's office in Nottingham
- Led on transitioning Living Leadership to Charitable Incorporated Organisation status (2024)
- Established budgeting and financial recording systems
- Created support raising policy and oversaw development of a support raising strategy and support raising from churches and grant-making trusts
- Created Partnership Policy and managed formal partnerships