In this edition of Transform Executive Director Colin Moulds brings us news from Bridge Builders. Director of Training Liz Griffiths shares the results of a recent survey of our workshops and invites further responses. Liz also highlights the consultancy and coaching service Bridge Builders offers and provides details of a brand new 2 day course which will run for the first time in May 2018. Earlier this year we were delighted that Tamsin Martle, founder of Skynote Consulting, agreed to become Bridge Builders’ Chair of Trustees. We asked Tamsin to share a little about her background and what drew her to this role.

At Bridge Builders we are passionate about peace. We believe that learning to live well and creatively with difference has the potential to transform relationships at home, in work, in churches and in our communities. We offer a range of training courses and workshops designed to encourage self-awareness, greater confidence, skills and resilience for working with conflict, tensions and difference. You can find details of our training programme in this newsletter. Please scroll down for details, or click on the links opposite to go to our website.

We hope you enjoy reading Transform. Please forward it to

Training events:

We offer a varied programme of training events ranging from one day open workshops to five day residential courses. Click on the quick links below to go straight to event pages on our website, or scroll down in the newsletter to see a list of what’s on offer.

Workshops

We are offering a special rate of £60 per person for group bookings of four or more places. Includes lunch and training materials.

Handling Power in Leadership
25 January 2018
Bloomsbury, London

Responding to Criticism
others who may be interested. We would love to hear from you if you have any testimonies or reflections on conflict transformation, or stories of encouragement. Email us at bb@bbministries.org.uk

Bridge Builders Update

Colin Moulds

As I write this I am wondering what future Bridge Builders has. I am wondering what shape we will be, what needs to change and what we will deliver?

Last month I had the pleasure of attending the launch event for the Archbishops Reconciling Leaders Network. This brought home for me the real need for the ministry of reconciliation we offer. As Christians we are all called into the ministry of reconciliation. Whether that is through formal or informal roles, we are all called. As I look at the church, our communities, our nation and international levels, never has the need for this ministry been greater.

When I joined Bridge Builders it was because I believe with every bone in my body that the church needs to understand its call to reconciliation, to be equipped to fulfil that call and to have the courage to act. Three years later that call is even stronger.

Yet, as I look at Bridge Builders, I have to ask myself, are we still capable of fulfilling our calling?

There is a lot to be thankful for:
- We have a strong and faithful group of training partners
- We have a strong and committed board of trustees
- We have a very capable and committed group of staff
- Our mediation work is increasing
- Our residential courses are filling
- Our mediation training is now approved by College of Mediators

So why the concern?
Our business model doesn't work. People can't pay what we would need to charge to keep Bridge Builders going and we don't get the financial support we need to cover the gap. It costs £411 every day to keep Bridge Builders running. We currently receive through fees and donations £274 a day. This is unsustainable.

Actions we are taking:

15 February 2018
Blackley, West Yorkshire

Residential Courses
Advanced Course - Mediating Interpersonal Conflicts
14-19 January 2018
Felden Lodge, Herts
Transforming Church Conflict: A Foundation Course for Church Leaders
4-9 February 2018
Felden Lodge, Herts
Transforming Church Conflict: A Foundation Course for Senior Church Leaders
11-16 March 2018
Launde Abbey
Leading with Emotional Maturity
16-19 April 2018
Felden Lodge, Herts

More workshops and residential courses will be added to our website soon, including a new 2-day Transforming Church Conflict refresher course, 15-18 May 2018.

Bridge Builders offers commissioned training which can be tailored to your needs. Contact Director of Training Liz Griffiths on liz@bbministries.org.uk or 020 8883 3033.
- Selling and delivering more commissioned training
- Expanding out mediation service
- Expanding our marketing activities to reach more people
- Looking for opportunities to deliver our services outside the church
- Applying for grant funding for specific projects

Support you can provide:
- Recommend our courses to people who don’t yet know about the work of Bridge Builders?
- Do you know a friend who sits on a fundraising body that might be sympathetic to our message and want to support us?
- Provide some financial support yourself, however small, to help plug the gap.

Please continue to pray with us:
- for clear wisdom and discernment at this time about how to proceed
- to remain the non-anxious presence we spend our time training others to be and
- to trust in God’s provision.

Grace and peace

Colin Moulds
Executive Director

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**Thames Bridges Trek**

*We would like to thank everyone* who sponsored us for the Thames Bridges Trek on 9 September. Our team of 5 raised a total of £2991.13 (including Gift Aid) – an amazing achievement. This total will be added to our 2017 appeal which will be fund matched by our group of anonymous donors.

Bridge Builders Team
2017 Appeal

So far our 2017 Appeal has raised £6675 including the money from the Thames Bridges Trek. This money will go towards the general running costs of Bridge Builders.

**There is still time to contribute.**

If God is speaking to you about how to support Bridge Builders, now is the time to act.

*Grace and peace*

Bridge Builders Team

[Donate now]

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Director of Training, Liz Griffiths, shares insights from a recent workshop survey. Liz also highlights the consultancy and coaching services Bridge Builders offers and gives details of a brand new course which will run for the first time next May.

**Workshop Survey**

Many thanks to all those who responded to our recent survey on Bridge Builders workshops, and congratulations to Steve Pierce who was the winner of the prize draw. We were encouraged by the positive comments we received from many of you, particularly in hearing how the skills and tools the workshops have explored have been put to use in practical ministerial contexts.

The information we’ve gathered from the survey is helping us to think about the subjects covered in our workshops, but also about broader issues such as modes of delivery for training. If you didn’t take part in the survey, and would like to offer any comments on your experience of our workshops, we’d still very much like to hear from you.

One of the things we have learned is that while we are most widely known for our work in conflict transformation, other aspects of our work is less well known, or perhaps less obvious. We are keen for people to see our training as offering insights and skills into leadership, both during times of tension and on a wider basis. We also want to encourage the development of resilience and self-management as many of you face the challenge of leading through change or when facing difficult decisions. We are currently in the process of developing a new workshop called Leading Through Change.

If you are responsible for commissioning training or for clergy or lay development training in your area or diocese, and any of these subjects is of interest, please do get in touch and we’d be glad to discuss how we might work together.

**Did you know…?**

…that alongside our work in training and mediation, we also offer consultancy and coaching, both for
groups and on a one-to-one basis. Our coaching focusses on working through times of tension or conflict, thinking through practical ways to respond as well as personal development. Where geography allows, coaching can take place face-to-face, but we can also offer coaching via Skype or phone where needed.

Bridge Builders also offers support for ministry, diocesan or area teams to look at how they might learn more about individual styles and work together more effectively, particularly through times of change or reorganisation.

You can find out more from our website. Please do get in touch if any of this is of interest.

**What next?**

It’s a question that’s often asked by participants at the end of our training courses. We recognise that once we are back in the cut and thrust of everyday life, remembering the things we’ve learned and putting them into practice is a significant challenge. To encourage those of you who’ve attended a Transforming Church Conflict course in the last few years in meeting that challenge, we’re developing a short refresher course which will be running for the first time, **15-17 May 2018** at Felden Lodge. The course will include an opportunity to revisit some of the ground covered in *Transforming Church Conflict* and also give opportunities to build on this using case studies from your own context. We’d be glad to hear from you if you have particular ideas about what may be useful subjects to explore, or skills to refresh or develop further.

_Liz Griffiths_
Director of Training
Email: _liz@bbministries.org.uk_

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**An interview with Tamsin Martle, Chair of Trustees**

We are delighted that Tamsin Martle, founder of Skynote Consulting, became Bridge Builders’ Chair of Trustees earlier this year. We invited Tamsin to share a little about her background and what drew her to this role.

_Tell us a little about yourself and your background_

My parents were school teachers and I was born in Oakham, Leicestershire. When I was nine we moved...
to Cheltenham where my father was a Headmaster. We lived on site in the term times but relocated every holiday to our own smallholding in the Welsh Black Mountains. It was an idyllic existence as I enjoyed smart Cheltenham and then untouched wilderness and freedom.

I graduated from Durham University and then worked in financial marketing and communications in London advising blue chip companies. After twenty years I career transitioned into leadership coaching and business development and founded my own company Skynote Consulting. I currently work with businesses, schools and charities. More...

Training events:

Workshops

We run a range of Open Workshop days throughout the year at venues around England. They provide a chance for those yet to experience Bridge Builders’ training to come along and get a taster of what we offer. If you’ve already attended a residential course, open workshops are a great way to re-visit ideas you have worked with. Consider coming with your leadership/staff team so that you can work through the materials together.

Bridge Builders also offers commissioned workshops and courses. Please contact Liz Griffiths on liz@bbministries.org.uk for details.

Handling Power in Leadership
25 January 2018, 9.30am-4.30pm, Bloomsbury Central Baptist Church, London
Cost: £75 for per person for 1-3 places. £60 per person for group bookings of 4 or more places. Includes training materials, refreshments and light lunch
This workshop offers theological principles and also frameworks for good practice. It is designed for people who are part of a church’s leadership group. Attend this workshop if you would like to: extend your ideas about what power is, and the ways in which it can be exercised; review what Jesus taught and modelled about power struggles; understand why people caught up in conflict feel powerless; recognise more fully the power that you personally have, and what you can choose to do with it.

Responding to Criticism
15 February 2018, 9.30am-4.30pm, Blackley Baptist Church Centre, West Yorkshire
Cost: £75 for per person for 1-3 places. £60 per person for group bookings of 4 or more places. Includes training materials, refreshments and light lunch.
There is a world of difference between constructive feedback and corrosive criticism. Fair assessment, offered graciously, can help you to be a more effective leader. But harsh comments, perhaps comparing you unfavourably with your predecessor, may become a drip, drip, drip that just wears you down. This workshop is designed to equip you as a leader within your church. The aim is to give you confidence, and hope: practise skills for handling difficult criticism; do a personal “attitude check”; work on a case-study that you bring; develop your own framework for maintaining perspective; plan some strategies for changing a predominantly negative culture.
Residential Foundation Courses

We run a range of residential courses between 3 and 5 days in length for Church leaders. Begin with a Foundation Course, either Transforming Church Conflict, or Leading with Emotional Maturity, then build on what you have learnt with an Advanced Course.

Transforming Church Conflict: A Foundation Course for Church Leaders
This five-day residential training course is intended for anyone with some leadership responsibility in the church. It lays the foundation for a constructive way of approaching church conflict. Explore the revolutionary idea that the New Testament sees conflict as normal and inevitable!

Standard Transforming Church Conflict Course
4-9 February 2018 Felden Lodge, Herts - early bird rate ends 18 December 2017
Suited to church leaders who mainly face conflict as it emerges in local churches and congregations or smaller Christian groups.

Transforming Church Conflict for Senior Church Leaders
The Senior Leaders' course is for those with a leadership role at regional or national level. This version assumes that your oversight responsibilities include intervening in conflicts at local church level.

Recent participants on Transforming Church Conflict courses have said:
‘A course not to be missed! You will be immeasurably enriched.’
‘Intense, practical, challenging. Enabling me to live out the ministry entrusted to me in a better way.’
‘Invaluable for leaders who are regularly confronted with conflict.’
‘This course is a well refined, highly useful, excellently presented and powerfully equipping opportunity.’

Leading with Emotional Maturity
16-19 April 2018, Felden Lodge, Herts
A three-day training course designed to enhance participants’ capacity to offer mature leadership within their churches. It draws on the insights of Murray Bowen’s Family Systems Theory. Leading With Emotional Maturity provides a safe forum for processing challenging situations in ministry. There is a mixture of presentation, exploration of basic concepts, facilitated small group work, and opportunities for personal reflection in the light of new learning. Christian leaders are welcome to apply, regardless of whether they have attended any previous Bridge Builders course.

Recent participants said:
‘A potent mix of spiritual formation and teaching/training - potentially life-transforming.’
The course builds confidence in handling challenging relationships here and now, and provides lots of
resources for future ongoing work.’

‘This course will open your eyes to the source of anxiety, and offer approaches to dealing with it. Excellent and strongly recommended!’

Advanced Course

**Mediating Interpersonal Conflicts**

14-19 January 2018, Felden Lodge, Herts

This advanced five-day residential course is open to anyone who has completed the foundation course **Transforming Church Conflict** and wants to develop their mediation skills further to include more formal mediation. The course is particularly relevant for anyone who wants to be part of a local or regional mediation team in their denomination.

One of Bridge Builders’ key areas of focus is improving the quality and competency of church mediation and we are delighted that this course has recently been **approved and accredited** by **College of Mediators** and appears on their website as an approved course. This provides external assurance and recognition that it is robust in content and delivery and meets CoM standards for mediation training. The course has been redesigned since last delivery to include an assessment process at the end of the 5 days. As a result, participants will need to stay to the end of the course, 5pm Friday.

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**Confidentiality statement**

Your details will only be used by Bridge Builders and will not be made available to any third party. If you do not wish to receive further information from Bridge Builders, please unsubscribe below or contact the Bridge Builders office.

**New to Bridge Builders?**

Transform is Bridge Builders newsletter, which we hope will keep you up to date with our work, as well as highlighting resources, opportunities to develop your skills, and current ideas in the field of peace-making. Please give us feedback on what is useful to you or what you would like to read about. Also please remember you can contribute to Transform by sending your ideas or articles to bb@bbministries.org.uk. We hope you enjoyed reading this copy of our newsletter, but if you do not wish to receive further copies, please click ‘unsubscribe’ below.