

Highlights

One Hundred is Not Enough

We set aside time to listen to God and He spoke. Now, we must be obedient. Read how Arrow is responding to His call to double our capacity by 2010...

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Arrow's Leadership Services Division is Live

Arrow's Mentoring Connection Workshops and Executive Leadership Seminars are open for all to attend. Join us for great one-day sessions with Arrow's top trainers.

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The 22nd Class of the Arrow Leadership Program

One Hundred is Not Enough

THE CHALLENGE

This past fiscal year, while our board intentionally conducted a "listening year," we met with strategic partners across the US and Canada, asking them to speak into our ministry. Through these meetings and our own times of prayerful reflection, an exciting God-sized vision for Arrow Leadership has been written on our hearts.

Inspired by this prominent question and confirmed by God, we've come to the conclusion that 100 leaders per year is no longer enough.

THE BIG PICTURE

We set aside time to listen to God and He spoke. Now, we must be obedient. We believe that God is calling Arrow to double our capacity by July 2010 so that in less than 24 months, 200 qualified Christian leaders across North America will be able to access the Arrow Leadership Program each year. As we are growing, we remain committed to delivering an excellent program and continuing to exceed our 85% evaluation benchmark.

THE STRATEGY

In order to successfully double our capacity by July 2010, we will be taking the following strategic steps:

- Prepare to grow by building and expanding upon our pre-existing internal infrastructure.
- Having successfully demonstrated the expansion of the Arrow Alliance by starting new Arrow programs around

Arrow's vision continues to be focused on the biggest challenge facing the Church in North America today - leadership. Leadership is the point of influence that can make a significant difference, and it is also the key to effective evangelism.

One example of the need for more effective leadership in evangelism in North America can be found in Mission America's latest newsletter. The newsletter reports on a 4-year Lily Endowment study which found that of 30,000 churches qualifying for the Mainline Evangelism Project, only half of one percent (or 150 churches) are baptizing a significant number of adults (conversion baptism). In light of our conviction that the quality of the next generation of Christian leaders will largely determine the growth of the Kingdom, we've expanded Arrow's vision.

Together with partners, colleagues and supporters, we sought God's direction for Arrow and were blessed by their encouragement and recognition of the great work that God has been doing through Arrow's investment in North America's key leaders. In the midst of their commendation, however, we were consistently challenged by the question, "If there are 340 million people in North America, why are you only working with 100 leaders per year?"

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the world (most recently in Ireland) in a decentralized manner, take what we have learned about growth on a global scale and apply it to our growth in North America.

- Seek support for our ongoing development of 100 leaders per year while funding our new vision.
- Identify new Arrow training regions and potential directors.

THE ACTION

Over the next 12 months, our focus will be predominantly on expanding our team. In addition to welcoming Darren DeGraaf to Arrow Leadership in August as our new Director of Leadership Services, we are also excited to introduce Ken Kemp as our new Senior Consultant for Strategic Advancement in the U.S.A.

Ken will be working out of our office at the Evangelical Christian Credit Union in Brea, California. Having been mentored



Ken Kemp

for years by Ted Engstrom, Ken's passion for leadership has extended through his business life, his writing, and his practice. Ken and his wife, Carolyn, enjoy their seven grandchildren and will be quick to show off photos at any expression of interest – something Carson and Brenda now understand.

Moreover, we look forward to inviting three more full-time staff members to our team this year:

- The Chief Operations Officer will be responsible for the overall operations of Arrow Leadership including human resources and the management of physical assets and finances.
- The Marketing and Communications Associate will lead in the growth of Arrow's ministry by developing innovative marketing campaigns, promotions and events that deliver high-touch Arrow experiences for leaders, alumni, investors, and Arrow team members.
- The Associate Program Director will assist our Vice President of Programming in managing our admission strategy and process, and contributing to the delivery of the Arrow Leadership Program.

We are expanding more than our staff team at Arrow this year: We've also expanded our Board and are pleased to welcome Pam Hiscock Braman and Ernie Wouters. Pam lives with her husband, Marshal, in Eagan, MN where she is currently church-planting a nontraditional format church called The Loop in the Minneapolis/St. Paul area. Ernie lives with his wife, Amy, and their three children in Medicine Hat, Alberta. He has served as their Police Chaplain for the past seven years and in 2005 was awarded the Alberta Centennial Metal in recognition for his significant contributions to the community through leadership, volunteerism and community involvement.

IN CONCLUSION

As we head back into seminar season at Arrow, our team is excited about chasing the dream that God has laid on our hearts. Please pray with us as we move forward, stepping out in faith and trusting that God will provide the strength, energy, and finances needed in an undertaking of this magnitude.

"One hundred is not enough."

by Shannon Higson

Arrow's Leadership Services Division is Live

Arrow's new Leadership Services Division officially launched on Tuesday, August 5 when it's Director, Rev. Darren DeGraaf, moved into the Vancouver-based head office with his mountain of boxes and books, his infectious energy and his God-given passion for leader development.

His desire is to help churches, ministries, organizations and their leaders be led more by Jesus, lead more like Jesus and lead more to Jesus. To that end, under his leadership, Arrow has a number of events planned this fall specifically designed for leaders (Presidents, pastors, parents...) needing an infusion of relevant, applicable wisdom from experienced Arrow trainers.

Drop by to meet him at the CCCC Conference in Calgary from September 23-25, 2008.

More info? Please see www.arrowleadership.org or call Jane at 1.877.262.7769 ext 212.

The upcoming Executive Leadership Seminars on Building and Restoring Trust with Bruce McNicol of Leadership Catalyst Inc., and Daryl Wilson of Hydrogenics Corp., are going to be powerful events as both speakers share wisdom from their personal experiences on the topic of Trust in Leadership. Please join us on Friday October 3 in Langley, BC, Thursday November 13 in Toronto, ON or Friday November 14 in Ottawa, ON for a dynamic seminar on this important topic.

Are you looking to facilitate mentoring in your church or ministry? Wondering how to find or become a mentor? Join us on Oct 18 in Brea CA for a 3 ½ hour Mentoring Connections Workshop where you explore the models for mentoring and your role in this legacy ministry. Taught by Dr. Carson Pue, this workshop is designed to help you understand your God-given role in the mentoring opportunities that surround you.

“I’ve missed more than nine thousand shots in my career, I’ve lost more than three hundred games, and twenty-six times I’ve been trusted to take the game-winning shot and missed. Throughout my life and my career I’ve failed, and failed, and failed again. And that’s why I succeed.”

- Michael Jordan

Who’s Spiking Your Coffee?



Jay Kesler

Jay Kesler led Youth For Christ for over two decades before he was President of Taylor University which he led until his retirement in 2000. I sat down with Jay recently to talk about the influences that rippled across his life as a young leader.

Jay quickly recalled a group of “young turks” in YFC who called themselves the “Bonfire Boys.” The name came from their tendency to rub their superiors in the wrong way and stir up heat! Thankfully, Ted Engstrom was a patient and wise superior who recognized and encouraged these young mavericks: Jay, Warren Wiersbe, and others.

The group covenanted to read 400 pages a week beyond periodicals. It is a pattern Jay has continued for the last 50 years. It also enabled him to confidently teach others that leaders are readers.

Although not a Christian leader in the formal sense, Jay’s “blue collar” dad was also a reader and a champion of the underdog. Part of Jay’s appeal to youth leaders in the 60’s and 70’s was that same value which he still practices today.

Milo Rediger, the president of Taylor while Jay was a student there, influenced Jay’s conviction that “all truth is God’s truth” and that Christians need not fear truth of any kind. Sam Wolgemuth, Jay’s boss at YFC, taught him to trust in the faithfulness of God.

In his student days Jay served as a campus host for visiting speakers and came under the influence of men like Edward J. Carnell and Elton Trueblood. Jay discovered that “older leaders are often lonely and value the friendship of a younger leader.” That experience at Taylor has kept Jay committed to friendships with young leaders in his own life.

Mentoring happens! Influence flows over others as words and actions ripple in an ever-widening circle. According to Webster’s Dictionary the word “influence” originally referred to an “ethereal fluid that was thought to flow from the stars and ripple over the earth affecting the character and actions of mankind.”

With a smile, Jay Kesler concluded our chat with these words, “There was nothing more intellectually challenging for me as a young leader than a coffee break shared with Ted Engstrom and Warren Wiersbe.”

I wonder if there was some ‘ethereal fluid’ spiked in that coffee?

by Paul Sailhammer

Financial Update

Our 11 staff and 135 volunteers extend our heartfelt thanks for the tremendous support of individuals, foundations, businesses, churches and strategic partners this past fiscal year!

We met our MATCHING GRANT and we are also pleased to say that we completed our year in the BLACK. We’ll report fully once our audit is completed.

Thank you for being involved in the lives of leaders through your giving to Arrow. I know that we would all be amazed if we knew the full extent of the work that God is doing through this ministry.



Upcoming US Class

We’re excited about our next US Arrow class!

By intentionally bringing together a class of 24 proven leaders from diverse ethnic backgrounds and ministry settings, we are seeking to break down barriers and develop ‘bridge builder’ leaders who have the capacity for effective leadership in our increasingly multicultural, urban and postmodern world.

Arrow’s newest class will start April 2009 and we are already receiving applications. If you know of an American ministry leader who would benefit from a deep investment by Arrow Leadership, please contact our office at 1.877.262.7769 ext. 211 or email: brendap@arrowleadership.org

Moses and His God-Sized Vision

Doubling capacity in the next 22 months! Even just saying that phrase causes the sense of feeling overwhelmed.

I think that all leaders should have a sense of feeling overwhelmed when they are undertaking any God-sized vision. The strength and power of a great vision means that it will cause resistance both internally and externally. Undertaking a grand vision causes us to face the reality that our own resources are inadequate. The good thing about this is that it drives us to our knees.

In Exodus chapter 3, we read about a leader who is faced with a huge mission; God asks Moses to lead his people out of Egypt. This was not a small task! What does Moses do? He responds with three questions and one strong objection.

The first question that Moses struggled with was that of his own identity. We find this to be a common question among emerging leaders that we work with. It is asking the question "Who am I?" Now think about this for a moment. This is the same Moses who was raised in Pharaoh's court and had shown great leadership as a younger man. Now we find him feeling totally inadequate for the task even though it is God who is asking him directly to undertake this.

God reminds Moses that it is not about who we are, but rather who God is that makes the difference.

The second question was a more pragmatic one. He wondered what he was going to tell the people that he was to lead. He felt like he needed a higher authority than himself to persuade Pharaoh in order to accomplish the task.



God responded with exactly what Moses needed. He told him to let the people know that "I am" had sent him.

His third question was: what if they don't believe me? Again, many young leaders today struggle with the same type of question. They have doubts about how people are going to respond when they present a grand vision. What it takes to overcome this is providing the evidence and the rationale to help them address their doubts.

In Moses' story, God provided validation through a series of miracles that convinced even the most skeptical people. I believe God will validate the vision He gives us by providing a series of miracles that will confirm His call for us to develop even more leaders.

Moses' last response was actually an objection. He felt he wasn't qualified because he wasn't a very good public speaker. Many of the Arrow leaders we work with come to us with some sense of not being adequate because they lack in a particular skill. One of the ways in which Arrow can help is to assess what deprivations they have in skill areas and strengthen them.

Moses was actually a persuasive person – so we know that he could speak. However, his skills had been unused for years so he thought he had lost them. God responded by assuring Moses that He, the Maker of mouths, would supply both Moses and Aaron with the words to speak.

As the Arrow team undertakes our God-sized vision, we're committed to following the wisdom of how Moses led before us:

1. Assess the situation carefully
2. Take our fears to God
3. Listen for his response
4. Obey

Based on a prior study, we believe that over 11,000 people came into relationship with Jesus Christ as a result of your investment in Arrow leaders. We know that as we double our capacity, the impact on His Kingdom will be dramatic.

Thanks for your prayers and support. Keep posted for some exciting evidence of God's affirmation.

Blessings,

Carson

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Ministry Calendar

May God's will be accomplished and His Kingdom glorified through the development of His leaders at these Arrow events this fall. Please join us in praying for the following ministry events:

- Sept 9-12 Salvation Army Regional Training Seminar, Atlanta, GA
- Sept 23-24 Canadian Council for Christian Charities, Calgary, AB
- Sept 21-26 23rd Arrow Class Seminar 3, Keats Island, BC
- Oct 1 Arrow Alliance Electronic Summit Meeting
- Oct 3 *Executive Leadership Seminar, Langley, BC
- Oct 18 *Mentoring Connections Seminar, ECCU Campus, Brea, CA
- Oct 19-24 22nd Arrow Class Seminar 4, Brea, CA
- Oct 23 Graduation Celebration, ECCU Campus, Brea, CA
- Nov 13 *Executive Leadership Seminar, Toronto, ON
- Nov 14 *Executive Leadership Seminar, Ottawa, ON
- Nov 16-21 24th Arrow Class Seminar 2, Ottawa, ON

**These events are open to the public. Check www.arrowleadership.org for more details.*

Grow With Us

We are currently seeking to fill two full time positions at our office in Langley, BC. We are hiring for a Communications and Marketing Associate, as well as a Chief Operations Officer.

For more information, please contact Special Assistant to the President, Bruce Mathewson, at brucem@arrowleadership.org or review our website at www.arrowleadership.org.

