

"I never dreamed how transformational Arrow could be in my life. When they say 'Led by, lead like and lead more to Jesus' they mean it." Current Arrow Leader

**Ministry Report
2015**



About Arrow Leadership

Our Purpose

To develop Christian leaders who are *led more by Jesus, lead more like Jesus and lead more to Jesus.*

We live out our purpose by providing transformational programs, producing outstanding leadership resources, and sharpening Christian leaders globally.

Our Impact

Since 1991, God has used the Arrow Leadership Program to invest deeply in over 850 Christian leaders in North America serving on six continents. With national programs in 9 countries, the Arrow community includes over 1700 Christian leaders worldwide.

Our Name

We take our name from Isaiah 49:2-3 where the servant of the Lord speaks of God's sharpening and polishing in preparation for His purposes and glory.



*"He made my mouth like a sharpened sword, in the shadow of his hand he hid me; he made me into a polished arrow and concealed me in his quiver. He said to me, "You are my servant, Israel, in whom I will display my splendor."
Isaiah 49:2*

Inspired.

That's the one word that best summarizes my heart as I reflect on Arrow's ministry in 2015.

I'm inspired by the "Current Arrow Leader" quotes you will read in these pages. Each quote represents God's sharpening and polishing work in a leader's life. Over twenty-four years this amazing influence in over 850 Arrow leaders overflows into marriages, families, teams, organizations, communities and service on six continents.

I'm inspired by God's incredible provision through faithful and generous supporters of Arrow who have played a key role in another strong financial year. Without our faithful partners, we simply could not do what God has called us to do.

I'm inspired reflecting on the life and legacy of Arrow Canada founder Brenda Pue. Brenda was a gifted mentor, trusted colleague and dear friend. As I prepared my tribute for Brenda's celebration of life, I was deeply inspired by her mission statement,

"To raise up leaders who love God wholeheartedly and who are passionate about growing God's kingdom here on earth, beginning with my own children."

Brenda's prayerful, courageous, joyful and tireless service as a champion and advocate for God's polishing work in the lives of Christian leaders has left a profound and inspiring legacy among leaders serving around the world.

I'm inspired when I look ahead to Arrow's 25th Anniversary Year in 2016. We have an exciting three-year strategic plan emerging to keep us focused on providing transformational programs, producing exceptional resources and sharpening leaders globally.

Inspired to keep running the race,



Dr. Steve A. Brown
President



Transformational Programs

Leadership matters!

We need Christian leaders who serve out of spiritual vibrancy, lead from godly character, foster healthy relationships and develop the critical skills to navigate the complexity of leadership in the 21st Century.

For nearly 25 years, the **Arrow Leadership Program** has been a catalyst for transformation through a deep, personal and intentional investment in the lives of Christian leaders.

The **Emerging Stream** is an 18-month transformational experience for ministry leaders (ages 25-40) serving on the frontlines of church and parachurch ministry. Our intentional and personal approach accelerates growth for ministry leaders in three key areas: calling, character and competency.

“God has been doing some deep surgery in my soul. With the teaching elements, mentoring, community, and personal soul care, Arrow has been so much more than simply leadership development.”

Current Arrow Leader

Carefully crafted for Christian leaders (any age) serving in executive leadership roles, the **Executive Stream** focuses on personal, team and organizational leadership.

Program Highlights

- Launching milestone class #40 of the Arrow Leadership Program.
- Walking alongside over 100 Christian leaders who impact causes dear to God’s heart – from local churches to international ministries.
- Securing new academic partnerships with two Canadian seminaries - Tyndale Seminary and ACTS Seminary for significant Masters level transfer credit for Arrow leaders.



Arrow's 38th Class

The Rest of the Story

This story from Dr. David Dwight is a great reminder! A deep investment in a leader can have a profound impact over time! Here are David's reflections from his experience in the very first Arrow class nearly 25 years ago:

"I was in my twenties when I was in Arrow and I'd yet to experience much of what our instructors were talking about.



Then the experience started coming, the happy and the hard. Now intersecting with experience, so many quotes and lines from Arrow began to come alive in new ways. The emphasis on character has been like an anchor.

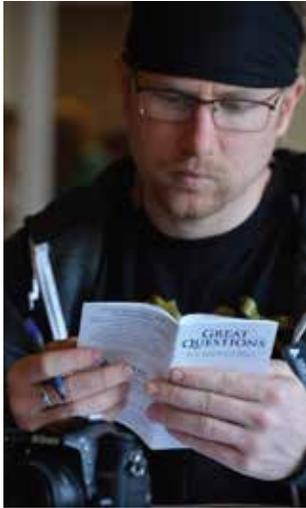
"Without Arrow, I doubt that I would have gotten into planting a church and I know my vision wouldn't be as expansive. I also came to appreciate that Arrow was an investment in me, made by people who care about effective ministry and care about God being glorified. In one particularly hard period a number of years ago, a sentence repeated in my mind – 'You can't quit. Too many people have invested in you. You can't let them down.'

"I remember Leighton Ford sharing a quote, 'If your vision is for a year – plant wheat. If your vision is for a decade – plant trees. If your vision is for eternity – plant people.' Along with other aspects of Arrow, that quote has led me to begin our own version of Arrow here with our staff where a senior colleague and I meet intentionally once a quarter with four of our young leaders – to offer them encouragement, vision and training – all in the vein of Arrow. We call our group 'Archers' picking up on Isaiah 49:2."



In 1997, Dr. David Dwight helped plant Hope Church in Richmond, Virginia. Dr. Dwight serves as senior pastor and has seen the church grow significantly. With many people coming to Christ, David co-wrote Start Here – Beginning A Relationship with Jesus (David C. Cook, 2014) to help new Christians take their next faith steps.

Exceptional Resources



Creating exceptional resources that equip Arrow leaders and the broader Christian community to multiply their impact is a key ministry focus for Arrow.

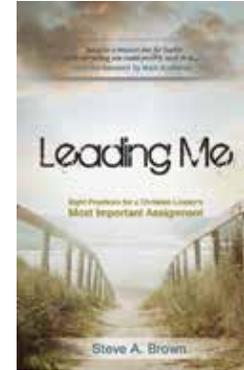
New Book

The launch of Dr. Brown's first book, *Leading Me – Eight Practices for a Christian Leader's Most Important Assignment*, has provided a practical tool for Arrow leaders, their teams and the wider Christian community.

"Through this process I have found my worth and identity in Christ, and have been set free to live and lead in grace. I am taking what I have learned and I am raising up more leaders. Your investment in the Kingdom is multiplying and bearing dividends!"

Current Arrow Leader

To share just one example, we recently received an order for 80 copies of *Leading Me* from an Arrow leader. He shared that Arrow had inspired him to develop an in-house leadership development program for his church and that *Leading Me* would be their first-year curriculum.



Quarterly Webinars

Our quarterly webinars engage hundreds of leaders and their teams.

Themes for this year included, *"Lessons From the Life of David"* with author Mark Buchanan (Arrow 10), *"The Role of the Holy Spirit in Leadership Today"* with Dr. Martin Sanders (Arrow 4) and *"Leading Me"* with Dr. Steve Brown (Arrow 10).

SharpeningLeaders.com

Our free monthly e-resources encourage and equip thousands each month.



Quietly, a revolution of global proportions is taking place.

These words headlined one of the first brochures for the Arrow Leadership Program. Twenty-four years later, Arrow leaders serve on six continents and national Arrow programs are in nine countries.

In 2014, Dr. Steve Brown was appointed *primus inter pares* (“first among equals”) to chair the global Arrow Alliance.

Highlights from the March 2015 bi-annual gathering in Melbourne included:

- Celebrating Arrow Australia’s 20th anniversary with their board, team and supporters
- Arrow Denmark and Arrow New Zealand demonstrated sustainability by successfully launching their second Arrow classes
- A pilot Arrow program launched in Philippines



“I cannot begin to tell you how instrumental Arrow has been for me in discovering God’s vision and will for my life. It means two things: clarity and longevity. If it weren’t for Arrow, I would be wrestling in the darkness, and possibly burnt out before my prime!”

Current Arrow Leader

Looking Ahead 2016

Arrow Leadership will reach a milestone in 2016 — 25 years of shaping and polishing leaders for God’s work. It’s a milestone worthy of celebration!

Our 25th anniversary celebration goals include:

- **Thankfulness** - Thanking God and the many faithful supporters of Arrow.
- **Prayer** - A fresh emphasis on prayer for the ministry of Arrow and the leaders God is sharpening.
- **Awareness** - Growing ministry awareness through a social media campaign featuring Arrow leaders from around the world.
- **Looking Ahead** - Casting vision for the future and inviting faithful and new supporters of the ministry to join what God is doing.

“Arrow has been a life changer for me as a director of an independent ministry. The training and community is unlike anything I have ever experienced.”

Current Arrow Leader



To grow Arrow's impact, we are:

Growing Transformational Programs

- Developing a new metrics tool to measure and guide leader transformation
- Growing intentional partnerships to collaborate with others to see more leaders transformed
- Discerning how best to engage new opportunities to increase Arrow's impact in the USA and Canada

Exceptional Resources – Three New Resources

We are excited about three new resources under development for release in 2016:

- **“Leading Together”** is a one-year small group curriculum for leaders and peer mentoring
- A new 21-day devotional focused on cultivating a leader's identity in Christ
- A discussion-based resource on Jesus-centered leadership designed to equip Arrow leaders to engage and equip leaders in their sphere of influence

Global Impact - Identifying New Arrow Countries

We desire to see Christian leaders developed worldwide. To this end, we are:

- Praying, seeking, discerning and building relationships with international leaders and networks in order to see Arrow programs regularly launched in new countries.

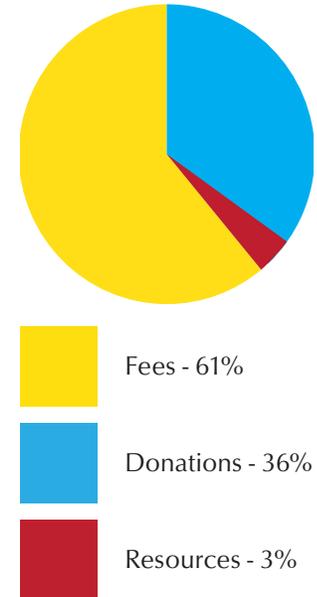


Financial Update

We are thankful to report another year of surplus that reflects God's continued provision as well as on-going support of our business model.

2014/15 Ministry Revenue Sources

	Actual 2014	Actual 2015	Budgeted 2016
Revenue			
Contributions	319,496	309,245	457,100
Enrollment Fees	507,434	518,245	575,067
Resources	4,864	21,901	13,500
Total Revenue	\$ 831,794	\$ 849,391	\$ 1,045,667
Expense			
Program Services	491,771	509,301	601,358
President's Office and Advancement	95,042	130,094	307,910
Administration and Management	129,865	122,103	133,817
Total Expenses	\$ 716,678	\$ 761,498	\$ 1,043,085
Surplus Revenue	\$ 115,116	\$ 87,893	\$ 2,582



Audited Financial Statements are available on request.

Three Key Ways to Join With Us

The ministry of Arrow is leveraged through a community of supporters who:

1. Pray - Prayer is critical for transformation. By joining our prayer team you receive a regular prayer e-update to provide foundational support.

2. Make Connections - You may know Christian leaders or organizations who could benefit from Arrow. Could you make an introduction?

3. Contribute Financially

- **Special Gift** - Would you consider making a special gift as we celebrate our 25th year?
- **Monthly Support** - As a monthly supporter from \$10 to \$1000/month you can help provide a stable base of support for the ministry.
- **Governor's Fund** - In 1Kings 4, the needs of Solomon's household were supplied by twelve governors who each took responsibility for one month. Would you consider taking the role of a Governor by contributing \$5000 during one month to provide for Arrow's ministry needs?



"Because of your generosity I have been changed, encouraged, and have grown both as a leader and as a child of the King. Thank you for making a Kingdom impact and leaving a legacy!"

Current Arrow Leader



Celebrating Brenda Pue

1955 - 2015

Her Life and Legacy



PERSONAL - INTENTIONAL - TRANSFORMATIONAL

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www.arrowleadership.org

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