The logo for Arrow Leadership's 25th anniversary. It features a stylized white arrow pointing upwards and to the right. To the right of the arrow, the word "ARROW" is written in a serif font, with "LEADERSHIP" in a sans-serif font below it. To the right of "ARROW", the number "25" is written in a large, stylized font, with "YEARS" in a smaller font to its right.

# ARROW<sup>™</sup> LEADERSHIP 25 YEARS

Celebrating the Past, Impacting the Future

---

MINISTRY REPORT 2016



What an incredible year this has been! Throughout this 25th anniversary year, we've seen and experienced God's favor in profound ways. Let me share a few highlights.

---

Interest and enrollment in the Arrow Leadership Program continues to grow.

We designed and piloted a new leadership development program called the Sharpening Leaders Initiative. This has sparked very positive feedback and interest internationally.

Three new leadership development resources are being launched this year to expand our reach in developing Jesus-centered leaders.

For the fifth year in a row, we finished the fiscal year with a modest surplus. What a wonderful testimony to God's continued faithful provision!

And lastly, our updated purpose, mission, vision and values statements combined with new 2020 goals give us a clear focus and plan for future growth.

I invite you to read more about these exciting developments in this 2016 ministry report.



I also invite you to join us in thanking the Lord for His undeniable favor this year and to engage with us in the coming year. Your prayers, giving, referrals and connections are critical as we trust God for even greater impact in sharpening leaders in the future.

### **GRATEFUL FOR GOD'S FAVOR AND FOR YOU**

*Steve Brown*

DR. STEVE A. BROWN  
PRESIDENT





Praise the Lord for all He's done through Arrow Leadership these past 25 years! And we look forward to what God will do as we look to the future.



**TOTAL ARROW  
LEADERS**

- » 2016 marks a very special year for Arrow Leadership — it's our 25th anniversary of developing Christian leaders to be led more by Jesus, lead more like Jesus and lead more to Jesus.



**ARROW LEADERS  
IN FIRST CLASS**

- » For 25 years, the ripple effect of thousands of leaders trained and transformed through Arrow Leadership continues to grow and expand globally through a vast array of church, denominational, non-profit ministries and marketplace leaders.

- » Lives have been transformed. Ministries have been birthed and expanded. People have come to Jesus. Through it all, we've had the privilege of polishing people into Jesus-centered leaders who are impacting their communities and countries for God's purposes and glory.



**CLASS 1**



**Steve Brown (Pres.), Carson Pue (past Pres.)  
Leighton Ford (Founder)**



**CLASS 40**





## WHY WE EXIST

To develop Christian leaders  
to be led more by Jesus,  
lead more like Jesus and  
lead more to Jesus.

As we focus on the future and the next 25 years, we're aiming for nothing short of an exponential expansion of Arrow's efforts in transforming leaders. We see a desperate need for Jesus-centered leaders who will stand up and lead sacrificially, sharing the Gospel and sharpening others.

---

## WHAT WE DO

We develop Christian leaders by providing transformational programs, producing exceptional resources and sharpening leaders globally.

## WHAT WE LONG FOR

Christian leaders equipped to influence every sector of society, impact every nation and reach every person for Jesus.



## WHAT WE VALUE

### **Kingdom first.**

We are committed to building God's Kingdom for God's glory.

### **Purposefully relational.**

We are committed to developing deep, intentional and long-term relationships that lead to heart transformation.

### **Cultivating trust.**

We are committed to cultivating trust through integrity because trust is the currency of effective leadership.

### **Wholehearted service.**

We are committed to wholehearted service to the Lord, overflowing with impact and excellence experienced by others.

### **Intentionally collaborative.**

We are committed to serving with the broader Body of Christ in sharpening Christian leaders everywhere.

Our aim for 2020 and beyond includes goals that will increase our overall impact, provide greater accessibility for leadership development and expand our reach globally.

---

## TRANSFORMATIONAL PROGRAMS

- » Double the capacity of the Arrow Leadership Program to include 2 Emerging classes per year and 2 Executive classes per year
- » Expand the Sharpening Leaders Initiative for 2 new launches annually
- » Explore program initiatives for new sectors

## EXCEPTIONAL RESOURCES

- » Release at least 8 new leadership development resources

## SHARPENING LEADERS GLOBALLY

- » Help expand Arrow's impact to 3 new programs globally

“

I came to Arrow to be a better leader. I found that I'm a beloved child of God. As a child of God, I'm a better leader.

”



**Growth.** That's the only way to describe the impact of our transformational programs in 2016.

---

### ARROW LEADERSHIP PROGRAM

Interest in the Arrow Leadership Program continues to grow. Classes are full months ahead of their official launch. We are adding a new Emerging class in January 2017 and are planning an additional Executive class in 2018.

### SHARPENING LEADERS INITIATIVE

We piloted a new leadership program offering training onsite for large groups in personal, team and organizational leadership. We've received very positive initial feedback and have growing interest from ministries around the world.

### ARROW REGIONAL COMMUNITIES

To grow our impact through the hundreds of Arrow Leaders serving throughout the US and Canada, we launched 14 new Arrow Regional Communities (ARC). These new ARC's connect, encourage and resource Arrow Leaders in their local contexts.



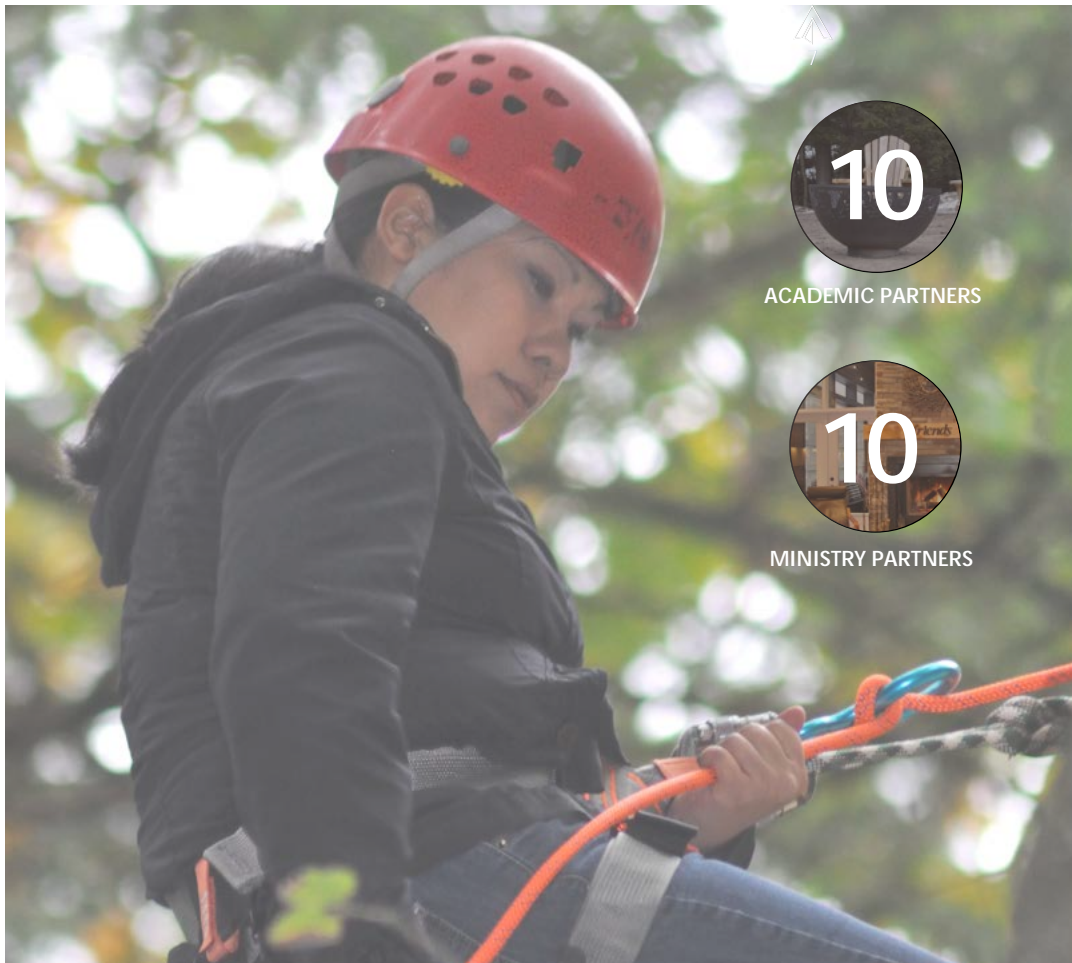
LEADERS INTENSIVELY  
DEVELOPED

“

The Arrow experience has been about having a community of people who care about my soul and about equipping me to be more intimately connected with Jesus, to be a better leader and inspiring me to dream again.

”





ACADEMIC PARTNERS



MINISTRY PARTNERS

## PARTNERSHIPS

Our new ministry partners have recognized the strategic impact of Arrow and are sending their leaders. Ten academic institutions—with more coming—provide advanced academic standing to Arrow leaders.

## NEW BASE OF OPERATIONS

In order to support our expanding programs and growing ministry opportunities, we moved into a new office that is bigger, better and brighter in every way! It's a real gift from God.



MINISTRIES  
IMPACTED



**Exceptional Resources.** One of the most effective ways we can multiply our influence and impact is by producing exceptional resources to inspire, equip and develop Christian leaders. During this year, we made a quantum leap forward in the resources we offer...

## WEBINARS FOR VIRTUAL LEADERSHIP DEVELOPMENT

Over 450 ministry leaders participated in our three webinars during the year. This is roughly double from last year. Beyond equipping leaders, these virtual learning opportunities help us remain connected with Arrow Leaders and introduce Arrow to new organizations.

## LAUNCHING NEW RESOURCES



*Leading Together*, a one-year leadership development journey in the context of a small group, launched in spring 2016.



A video-based resource featuring Arrow Leadership's founder Dr. Leighton Ford, past Arrow president Dr. Carson Pue and current president Dr. Steve Brown. Three godly leaders from three generations foster an engaging conversation around Jesus-centered leadership. Launched in the fall of 2016, *Integrate* uniquely equips leaders to develop Jesus-centered leaders in their communities.



*Who Am I?* Our ever-popular "Who am I?" bookmark was translated into Spanish this year, giving us new opportunities to help anchor leaders' identities in Christ.

Additionally, we are publishing a new 22-day devotional written by Arrow's own Dr. Sharon Simmonds focusing on identity in Christ.



WEBINAR ATTENDEES



Our prayer is that every Arrow leader will be captured by the call to intentionally develop others.



## MULTIPLYING IMPACT

This picture wonderfully illustrates the heart behind our development of resources. Katie Snoek (back left) is a leader from Arrow class 38 serving as a teacher in Thailand. Katie's heart for developing others was stirred during Arrow so she launched a study group with her colleagues using Dr. Steve Brown's book, *Leading Me*.



**Sharpening Leaders Globally.** Arrow Leadership's global impact continues to increase through our development of leaders who travel from countries such as Switzerland, Peru, Australia, Thailand and the Netherlands to participate in the Arrow Leadership Program and through our role in the nine-country global Arrow Alliance.

### ARROW ALLIANCE GROWS

The Arrow Leadership Program was piloted in the Philippines this year and there are conversations with key leaders in France, Nigeria and Russia about piloting Arrow Programs in the next few years. We are also praying for new connections to expand Arrow into Latin America.

### INCREASING INTERNATIONAL MINISTRY OPPORTUNITIES

We have received invitations from a variety of ministries to provide leadership development in Australia, South Africa, the Netherlands and Switzerland in 2017.

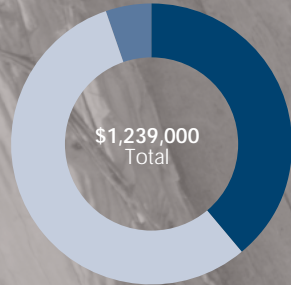




**Financial Update.** We are thankful to report another year of surplus, reflecting God's favor and gracious provision through our many donors, program participants and the faithful stewardship of our resources.

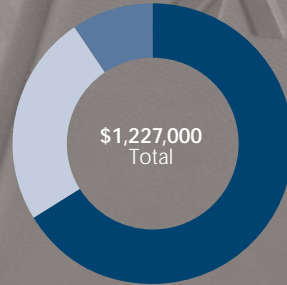


## Fiscal 2016



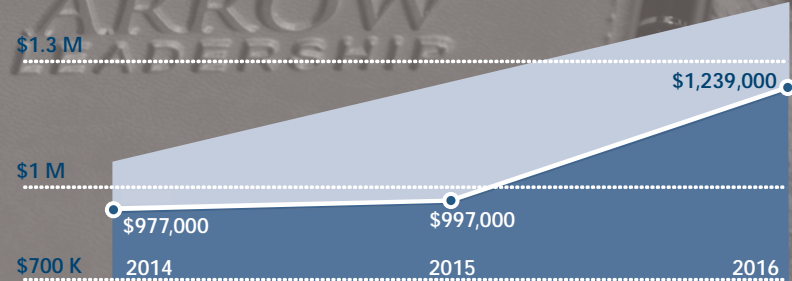
## Revenue

- \$483,000 Donations
- \$692,000 Program Fees
- \$64,000 Resource Sales & Services
- \$814,000 Programs
- \$298,000 Operations
- \$115,000 Advancement



## Expenses

## Revenue Growth



*Figures rounded to nearest \$1,000.*

*Audited financial statements are available upon request.*



## The Arrow Confession.

---

**God calls us as  
Kingdom leaders.**

To be led more by  
Jesus, Knowing Him and  
understanding His will;  
To lead more like Jesus,  
enabling His people to be a  
reconciling community;  
To lead more to Jesus,  
serving His redemptive  
purposes in our generation.

---



[arrowleadership.org](http://arrowleadership.org) | [sharpeningleaders.com](http://sharpeningleaders.com) | 1.877.262.7769

**Canada** Unit 130 - 33973 Gladys Avenue, Abbotsford, BC V2S 2E8

**US** PO Box 1243, Blaine, WA 98231-1243



Arrow Leadership



ArrowLeadership