

MINISTRY REPORT 2023

Impact Over Time



IMPACT of Dr. Steve A. Brown Over Time

This is the year we celebrated the completion of Dr. Steve Brown's twelve-year tenure as President of Arrow Leadership North America. The following quotes represent the incredible ripple effect of Steve's impact on the Board, the Arrow Team and numerous leaders he has influenced. Thank you, Dr. Brown, for your faithful leadership.



"We are crossing a profound threshold as we complete our 33rd year of ministry and say **'thank you'** to Dr. Steve Brown for his 12 years of faithful leadership as President. We are grateful that Steve remains connected with Arrow in his new role as Arrow **Ambassador**.

During his 19 years of service with Arrow, Steve has had a front-row seat to witness God's **transformation** in leaders from about 50 Arrow classes. With over 1,200 alumni, the impact of Arrow **ripples** outward to over 20 partner ministries and **countless** churches, camps, missions, not for profits and the marketplace as well as globally in 14 countries.

Steve, I am thankful to you for your faithful support that has grown and positioned the ministry for even greater impact in our fourth decade. In all of this, we want to join together with you in giving **glory to God**."

MILLER ALLOWAY
CHAIRPERSON, ARROW LEADERSHIP



THANKFUL FOR YOUR IMPACT

"You have modeled 'leading like Jesus' so well to our team—sharing your heart for leaders, your stories of encouragement and your passion for teaching."

SHARLA VANDER WOUDE
FINANCE
ASSOCIATE,
ARROW
LEADERSHIP



"My journey as an Arrow leader, and my ongoing mentorship with Dr. Brown, have guided me to living out my life work. I am eternally grateful!"

DR. CALVIN BROWN
CO-PASTOR/EXECUTIVE
DIRECTOR, DESTINY
CHURCH/THE EDGE



"Nothing has impacted me more in my leadership in the last few years than my meetings with Dr. Brown. His friendship, wisdom and encouragement have meant the world to me as I've been preparing to move into national leadership of FamilyLife Canada. Thank you, Dr. Brown, for faithfully investing in leaders."

BRENT TRICKETT
ASSOCIATE NATIONAL
DIRECTOR, FAMILYLIFE
CANADA



"Dr. Brown is that rare world class leader who feels as accessible as the friend sitting next to you at church. God has used him to reshape my picture of what a leader can look like."

DAVE LEE
PASTOR, HARVEST
COMMUNITY CHURCH



"Steve, thank you for your dedication to the Lord and to Arrow. Your leadership is gentle, thoughtful, diligent, humble, intentional and Jesus-centered."

ALANNAH SPENCER
PROGRAM ADMINISTRATIVE
COORDINATOR, ARROW
LEADERSHIP



"Steve has been impactful in my life in helping me to see my ministry through the lens of leading more like Jesus. I'm grateful for Steve's heart and how he has impacted me personally as a leader of others."

COLLEEN RILEY
COMMISSIONER,
TSA WESTERN TERRITORY



IMPACT of Transformation

Here is a front row seat to God's transforming work across multiple spheres to hundreds of leaders.

"Our role in Arrow programs is to position women and men to be sharpened and polished as God's kingdom leaders. They lean into learning in a supportive and caring community and, as they engage in mentoring and life-giving practices over time, we see them becoming more Jesus-centered in life and leadership.

We celebrate how God is building his kingdom through Arrow leaders as they are encouraged, strengthened and developed to lead differently, for his purposes and his glory, in their various spheres."

SHARON SIMMONDS
VICE PRESIDENT, PROGRAMS, ARROW LEADERSHIP



AARON CATLIN
TEAM, CANADA

"Leaders are not born; rather they are called and developed. Arrow provided a pathway that confirmed, sharpened and launched my calling to envision, lead and empower others for the expansion of the kingdom of God worldwide."

"Arrow has given me permission and tools to care for myself and my spiritual life in the same way that I would encourage people to whom I am ministering to care for themselves and their spiritual lives. I've learned that whatever my season, or how full my schedule, that Jesus' offer and invitation of a yoke that is easy and a burden that is light is available to me."

REBEKAH ROOD
JEWS FOR JESUS, USA



ANDREW HAROOTIAN
BETHANY CHURCH OF
SIERRA MADRE, USA

"Arrow gave me space to process, discern, clarify and root my calling. I have also grown both confidence and resiliency while Arrow instilled God's hope and peace in my life and relationships."

"The Arrow Program didn't just provide helpful methods and models for leadership, but it focused on cultivating my heart as a leader. Having completed the program, I am now able to confidently embrace the kind of leader God has made me to be. It's a joy to be a part of the larger Arrow community and I will cherish the friendships I made for years to come."

REV. MARCOS ORTEGA
GOODWILL CHURCH BEACON, USA



"Arrow has heightened my capacity to be a kingdom leader who seeks to know the King's values and purpose, and to love others as Jesus sees them. I've also been empowered to focus on what is important and urgent, promoting attention with vision planning, a more balanced lifestyle and discipline centered on Jesus."

ALICE BOUWMA
RED CROSS, CANADA

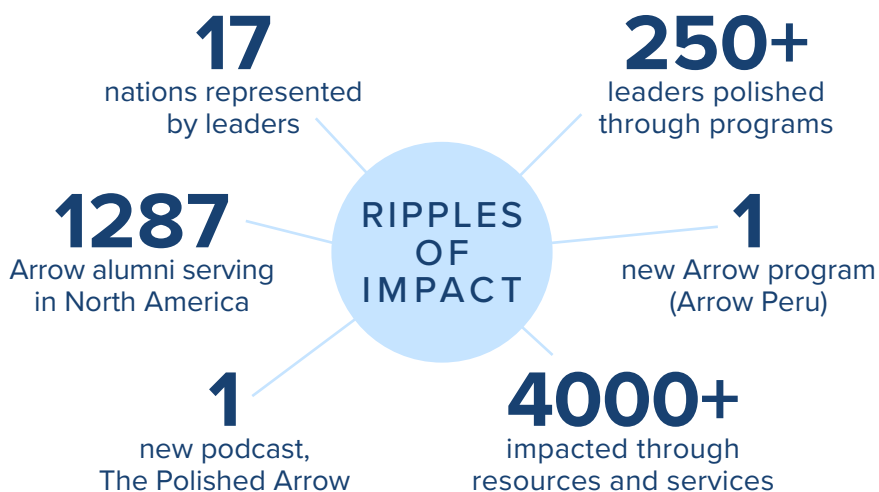
JAMES PARRISH
THOMSON ALLISON FINANCIAL
SOLUTIONS, CANADA

"Arrow has made a significant impact on my life and leadership. I have developed a hunger and desire to be in God's Word every day. I have also been encouraged to focus more on the growth and trust of my team as I lead them with integrity and Christ-like character."



IMPACT of Stewardship

We celebrate hundreds of faithful partners—individuals, organizations and foundations—who have invested in the Arrow Ministry this past year. Because of your partnership in the Gospel, Arrow has been able to have a tangible impact on thousands of leaders. We may never fully know the ripple impact of this investment.



WHY DO WE INVEST IN ARROW?

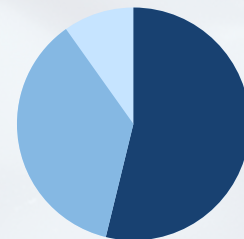
“We use the word ‘catalytic’ to describe some of the charities we support. As these organizations fulfill their vision and mission, they enrich others and allow them to better fulfill their own vision and mission. As Arrow disciples and trains leaders across Canada and the U.S., they are directly adding value to all the organizations that these leaders serve. So, as we support Arrow, we are supporting hundreds of other faith based organizations that, in their own way, are bringing hope and healing to the world. **Partnering with Arrow is a triple win for God’s kingdom—we help Arrow to fulfill their God-given calling, the organizations that are led by Arrow-trained leaders are better equipped to fulfill their God-given callings, and we win big time because each grant to Arrow produces outsized wins for God’s kingdom.** That’s why we support Arrow.”

PETER ROEBBELEN
CHARIS FOUNDATION



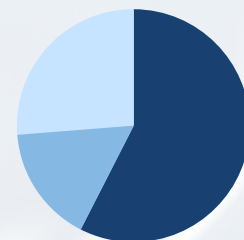
REVENUE

• Donations and Grants	\$1,032,400 (54%)
• Program Fees	\$699,561 (36%)
• Leadership Initiatives	\$187,314 (10%)
Total	\$1,919,275



EXPENSES

• Ministry Programs	\$1,514,035 (80%)
• Fund Development	\$144,928 (8%)
• Administration	\$234,089 (12%)
Total	\$1,893,054



Surplus
\$26,221

RESTRICTED FUNDS

(July 1 2022–June 30 2023)

Restricted Funds	Opening Balance	Funds Received	Funds Expended	Closing Balance
Total	222,161	57,005	117,811	161,355

Audited financial statements are available upon request. Arrow Leadership is a member in good standing with the ECFA and CCCC.





BOARD OF DIRECTORS

MILLER ALLOWAY
CHAIRPERSON

REV. JAY LEE
VICE-CHAIR

KEITH ANDERSON

GREGG BECKER

REV. SAM CHAISE

DR. HEATHER COVA

GRETCHEN ENGLUND

PETER HUIZINGA

JANET JOHNSON

AKLILU MULAT

JIM WILLIAMSON

EXECUTIVE TEAM

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(FORMER) PRESIDENT

DR. SHARON SIMMONDS
VICE PRESIDENT,
PROGRAMS

TARRA WELLINGS
VICE PRESIDENT,
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DR. TAYLOR WILLIAMS
VICE PRESIDENT,
DEVELOPMENT AND
ENGAGEMENT



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