



## background

The Arrow Leadership Program was established in Australia in 1995. Since then eight groups have progressed through a two-year leadership and spiritual growth program with over 230 graduates. Arrow 9 graduates in September 2011 and Arrow 10 commenced in February 2011.

In 2006 the Arrow Board resolved to significantly extend the impact of the program by launching a new group every year. The program was re-designed after an external educational audit with a new outcomes-based commitment and student-focussed approach being introduced. To accelerate and activate implementation of this strategic shift and ongoing program delivery, the Rev Julian Dunham was appointed as full-time Program Director.

The program has 18 learning modules grouped in four units:

- Leadership Foundations,
- Leadership Practice,
- Self-Leadership, and
- Evangelism and Mission.

The program is completed over two years around the following five elements:

- a Guided Reading Program,
- Coaching,
- Four residentials,
- Peer learning, and
- Leadership assessment.

## mission

To identify, mentor, encourage & equip Christians who are called to leadership, helping them express their vocational calling as transformational leaders, whether in the Church and/or marketplace context they have been called to serve.

## vision

To see Arrow graduates significantly represented throughout our nation whether in Church or marketplace leadership as admired and respected ambassador's of Christ in their vocational calling, making a transformational contribution to the organisations they have been called to lead and the communities they serve.

## purpose statement

Helping tomorrow's Christian leaders to be led more by Jesus

to lead more like Jesus and

to lead more to Jesus

- To help leaders develop their heart, gifts and skills in the areas of leadership and evangelism.
- To develop a network of leaders across the Australian church that support and encourage each other as leaders committed to evangelism.
- To help sharpen their vision, direction and focus and clarify their values.
- To help leaders reflect on the changing cultural values of the Australian community.
- To encourage mentoring relationships for each participant.

## introduction

The Arrow Australia Leadership Program is a 2-year course designed to develop emerging Christian leaders. Participants aged 25-40 are drawn from every state and territory and participate in the program concurrent with his or her full-time ministry. Arrow focuses on areas that make a positive difference to their leadership

### Spiritual and Character Formation

- Developing their heart for God, prayer life and personal spiritual disciplines
- Helping to establish habits and standards of conduct of highest integrity
- Encouraging each participant to be responsible in family and personal relationships

### Leadership Skills

- Pro-active leadership
- Initiating constructive change
- Team building and leading
- Communication skills
- Strategy and planning
- People management
- Time management
- Vision casting
- Servant leadership
- Personal goal setting

### Evangelism

- Enhancing skills and strategies
- Preaching and communication
- Understanding of social and cultural factors that affect the communication of the Gospel
- Empowering others

Participants develop strong networks with other gifted leaders. These networks, reaching across Australia, are with leaders from many churches, para-church groups, denominations and those with a passion for evangelism. The program aims to expose participants to outstanding Christian leaders and resource people, top business and political leaders as well as creative thinkers.

It is a 'Peak' leadership program for a select group of national and interdenominational emerging leaders that focuses on:

- Helping participants to work in teams.
- Critical assessment of Australian culture and evangelism in our context.
- High quality of the input with a limited number of participants allowing for interaction with presenters.
- A national network, which participants build up, as a result of completing the Arrow program.

Arrow is aimed at young leaders, both men and women, who are in full time ministry and who: -

- Have a heart for evangelism and mission.
- Are leaders with demonstrated leadership potential.
- Have a strong desire to grow deeper in character and more effective in their skills and competency.
- Sense a God-given vision that they wish to sharpen and pursue with their whole heart.
- Are willing to be challenged in their growth both by mentors and peers.
- Reflect diverse denominational and para-church groups within Australia

## our values:

### 1. **Dependence upon God**

- a. **The Bible:** Taking God's written word as our supreme authority.
- b. **Prayer:** Depending, as God's people, on his grace.

### 2. **Invest in the future/younger leaders/Influence**

### 3. **Entrepreneurial spirit:** Looking to God's future for his church.

- a. **Constantly evaluating**
- b. **Pursuing Excellence:** Taking God's standards as ours in all we do. Improvement can be made
- c. **Contemporary Relevance:** Aiming to offer God's answers to today's questions.

### 4. **Evangelism**

- a. **Passion:** Feeling God's 'heartbeat for the lost'.
- b. **The local church/discipleship/great commission**
- c. **God's kingdom:** Aiming for 'kingdom building', not empire building.
- d. **Champion/foster effective churches**

### 5. **Community/Networking/Camaraderie:** Focusing on God's all-age community learning together.

- a. **Right relating:** Showing God's compassion and integrity in all our relationships.
- b. **God's kingdom:** Aiming for 'kingdom building', not empire building.

## the program

The Arrow Australia Leadership Program takes place over a two-year period and consists of three main components.

### 1. Five-day Conferences

Over the course of the program participants will travel to Melbourne for three weeklong interactive conferences led by some of Australia's most capable Christian, business and civic leaders. The dates for Arrow 11, the 2012/2013 program are as follows:

- First Residential, 6-10 May 2012
- Second Residential, 15-19 October 2012
- Third Residential, 4-8 March 2013
- Fourth Residential, 14-18 October 2013

### 2. Guided Reading Program & Projects

Participants are asked to read a range of leadership and evangelism literature and complete a number of personal development projects. On average these require not more than two to three hours per week to complete.

### 3. Mentoring & Guided Reflection

Each month for 16 months, participants will meet with a trained mentor, selected in consultation with the Program Director, to discuss progress on a leadership development plan.

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#### Unique Advantages of the Program

- It's national
- It's interdenominational
- It's for a select group of emerging leaders
- It provides critical assessment of Australian culture and evangelism in that context
- It allows participants to interact with outstanding Christian, business and civic leaders and creative thinkers
- It builds a unique peer-network for each participant with gifted leaders from other churches, para-church groups and denominations.

#### Selection of Participants

The Arrow program is aimed at young leaders, both men and women, in full time ministry and who: -

- Are generally between the ages of 25 and 35 at the time of applying for Arrow
- Are committed to the fulfilment of the great commission (Matthew 28:18-20)
- Have demonstrated leadership capacity
- Desire to become more like Christ
- Want to increase their effectiveness by developing their skills and competencies
- Sense a God-given vision they wish to sharpen and pursue with their whole heart
- Are willing to be challenged in their growth both by mentors and peers
- Reflect diverse denominational and para-church groups within Australia

#### Costs

The total fee of \$4400 is paid in a deposit of \$800 and 4 quarterly payments of \$900 and covers:

- All conferences and tuition
- All program materials (excluding books purchased for the Guided Reading Program)
- The Arrow Journal and Guided Reading Program
- One-on-one mentoring
- Leadership assessment tools and follow-up consultation
- Contact and liaison time with the Arrow staff

Each participant is responsible for his or her transport costs and purchase of books for the Guided Reading Program assignments. Approximately 60% of the overall cost of the course is subsidised by donations from the wider Australian Church. The Executive Director in cooperation with the Board has responsibility for raising these funds.