



Opportunity Profile

PRESIDENT
ARROW LEADERSHIP

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

Arrow Leadership is looking for a visionary leader driven by Kingdom impact to join their team as President.

It's abundantly clear: our world desperately needs more Jesus-centered leaders. Meeting this need has been Arrow Leadership's heartbeat for over thirty years. As Arrow repositions their current President, Dr. Steve Brown, to the new role of Arrow Ambassador, Arrow is seeking a Jesus-centred leader to serve as President and lead the organization into its fourth decade.

This is a full-time and remote role open to applicants in North America. While location is flexible and home-based, travel will be required to the Arrow office in Abbotsford, British Columbia. Occasional North American and international travel will also be required.

If you are energized by business development, cultivating relationships, strategic planning and driving organizational growth, and are fully aligned with the conviction of Arrow Leadership, we would love to connect with you!



OUR STORY



For 30 years, Arrow Leadership has been helping leaders find clarity, community and confidence for greater Kingdom impact. We offer Jesus-centered programs, personal mentoring, organizational consulting and resources that develop leaders.

We follow Jesus. He led differently, and he's the leader of leaders. Our conviction is we have lots to learn from Jesus, and he wants to transform his followers to lead differently. That's the heart of Jesus-centered leadership.

- **Being led more by Jesus** - experience freedom, peace and security from a grounded identity and vibrant relationship with Jesus.
- **Leading more like Jesus** - as a servant leader with deeper character, greater confidence and enhanced competence.
- **Leading more to Jesus** - be equipped and empowered to share God's love clearly, creatively and compassionately to grow God's Kingdom.



OUR PURPOSE

Arrow Leadership develops Christian leaders to be led more by Jesus, to lead more like Jesus and lead more to Jesus.

OUR MISSION

Arrow Leadership develops Christian leaders by providing transformational programs, producing exceptional leadership resources and sharpening Christian leaders globally.

OUR VISION

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



OUR VALUES

Kingdom First (Isaiah 49:3; Matt. 6:33; 22:37)

Arrow Leadership is committed to building God's Kingdom for God's glory.

Purposefully Relational (Matt. 22:39; 1 Thess. 2:8)

Arrow Leadership is committed to developing deep, intentional and long-term relationships that lead to heart transformation.

Cultivating Trust (Exodus 18:21; Ps 78:72)

Arrow Leadership is committed to cultivating trust through integrity because trust is the currency of effective leadership.

Wholehearted Service (Eph. 6:6-8; 2 Chron. 31:20-21)

Arrow Leadership is committed to wholehearted service unto the Lord, overflowing with impact and excellence experienced by others.

Intentionally Collaborative (1 Cor. 12:11-13; Eph. 4:12-16)

Arrow Leadership is committed to serving with the broader Body of Christ in sharpening Christian leaders everywhere.

KEY RESPONSIBILITIES

Vision and Culture

- In collaboration with an active governance board and a committed and gifted Arrow Leadership Senior Leadership Team (SLT), act as vision keeper to sustainably maximize the development of Jesus-centered leaders through a thriving Jesus-centered team and organizational culture.
- Continue developing a team culture of trust, openness, collaboration, accountability, innovation, being results oriented and having fun, where Jesus is at the center.



Strategic Planning and Execution

- Be the primary lead on developing strategic direction, leading the process with the SLT and stakeholders, and collaboratively engaging with the Arrow Leadership Board of Directors.
- Focus, build on and develop Arrow's strategy to position the ministry for maximum sustainable impact in their fourth decade.
- Guide the budgeting process in collaboration with the SLT.





- Set objectives, projects and critical paths for major initiatives.
- Commit to quality, continuous improvement and risk mitigation.
- Stay abreast of current and emerging trends to inform strategic direction.

Resource Development

- Actively grow Arrow's resource base through fundraising, increased brand awareness, collaborative partnerships and increased diversity.
- Ensure that the team is forecasting, tracking and monitoring activity and progress.
- Work with alumni and key stakeholders.



Overall Leadership

- Nurture the spiritual formation of the team, and be willing to pray with them.
- Actively participate in prayer each day for Arrow's leaders, programs and services.
- Ensure the principles of Arrow's Statement of Faith are evidenced and reflected in any communications coming from Arrow and its staff members.



- Facilitate weekly team meetings, bible studies and devotionals.
- Provide leadership to direct reports through coaching, mentoring, training and development opportunities, as well as performance management.
- Facilitate and enhance a high-functioning team.
- Represent the ministry in key relationships, locally and globally.
- Participate in Arrow programs and events, as requested.



Board Relations

- Provide regular updates to the Arrow Leadership Board of Directors.
- In collaboration with the Board Chair, plan and set agenda for board meetings.
- Act as a resource to support the board in their governance function, as needed.



QUALIFICATIONS

The successful candidate will:

- Embody and demonstrate a clear and personal pursuit of a Jesus-centered life.
- Embody and demonstrate a Jesus-centered approach to leadership.
- Participate and be in good standing in a local church community.
- Have an understanding of and sensitivity toward the unique issues facing leaders and ministry operations in both Canada and USA.
- Must be a strategic thinker with the ability to prayerfully and wisely discern, develop and execute sustainable strategy.
- Must have a strong foundation, passion and track record for successful fundraising strategy development, fundraising and friend-raising.
- Must have excellent interpersonal and communication skills.
- Must possess analytical and problem-solving skills, and demonstrate good judgement.
- Must have strong business acumen, with experience in marketing, sales/fundraising and budgeting/financial modelling.
- Able to develop strong relationships based on trust, good conflict resolution skills and the ability to execute change.
- Able to work effectively in a fast-paced, North American context with multiple conflicting demands, ambiguity and changing circumstances.
- Must possess excellent skills in consensus-building, leading through influence and negotiation.

QUALIFICATIONS CONTINUED

- Able to develop a healthy team culture based on trust, collaboration, transparent communication and innovation.
- Must have previous experience engaging and working with a board.
- Must be able to travel and represent the ministry in North America and beyond.

Experience and Alignment

- Post-secondary education (preferably Master's level or higher) in leadership, ministry or business. Theology training, an asset. An Arrow Leadership alumni, preferred.
- Must be aligned, without reservation, with Arrow Leadership's Statement of Faith (the Lausanne Covenant and the Capetown Commitment), and sign and abide by the Arrow Leadership Code of Conduct.
- At least 10 years of senior leadership experience.
- A proven track record in fundraising, marketing, strategy development and people leadership.
- Must maintain a consistent Christian witness at all times, which is fundamental to the mission of Arrow Leadership.
- Aligned with Arrow Leadership's mission, vision and values.

OUR SEARCH TEAM



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778.982.4427

MARK KRAFT
LEADING THE SEARCH

Mark is a trusted and sought-after executive search leader, with over 20 years of combined experience in the public and private sectors. Bringing a deep level of care and commitment to his clients, Mark has successfully led over 100 executive talent searches across Canada, for roles ranging from CEO to CFO, to COO. With his breadth and depth of experience, Mark has become a respected advisor and go-to expert for non-profit, charity, and faith-based organizations looking to source top executive talent.



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SHAWN PLUMMER
SUPPORTING THE SEARCH

Shawn is a senior executive who, after 22 years in international relief and development, most recently served as President & CEO of Food for the Hungry Canada. His career has led to deep relationships and respect within his broad network of non-profits and businesses globally and across Canada. With invaluable program and leadership experience, a history of managing large teams, as well serving as a board member himself, Shawn is well equipped to come alongside your organization to ensure you have the right leadership team in place to drive your future success.

ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline for this search:

Application Deadline: July 31, 2023

Short List Interviews: August 2023

Hire Date: TBD

Start Date: TBD

HOW TO APPLY

**Please forward a PDF of your resume and cover letter to info@nelsonandkraft.com.
Include "Arrow Leadership - President" in the subject line.**

Nelson/Kraft & Associates Inc. is an executive consulting firm that specializes in working with not-for-profits and for-profit businesses across Canada, assisting them in the placement of senior executives and directors.

Nelson/Kraft & Associates Inc. welcomes and encourages all interested applicants to apply for this position and is committed to the principles of diversity and inclusion in its hiring practices, and will only make distinctions among interested applicants in accordance with the applicable Human Rights legislation.

Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require disability-related accommodation during the recruitment process, please contact us.