



**50 Years
of Christ
Honoring
Excellence**

**In 2026, Christian Leadership Alliance
celebrates 50 years of equipping and uniting
leaders to transform the world for Christ.**

A Word of Thanks

Thank you for being a part of Christian Leadership Alliance.

God's faithfulness to this Alliance inspires me. The Alliance's 50 years of history reinforces the truth that whatever God initiates, he permeates.

The beauty of Christ is woven throughout the Alliance's story. It echoes repeatedly throughout this entire community of like-hearted Christian leaders.

I give thanks daily for God's provision, protection, and presence. He is always there when we seek to lead from the center of his will. He keeps us on mission and helps us to never lose sight of the vision.

The success and impact of Christian Leadership Alliance is a testimony to the many Christian men and women who have invested their wealth of experience and knowledge as a legacy for the future of emerging Christian leaders.

For over 50 years, the Alliance's biblically based resources, experiences, and collaborative community have transformed faith-based organizations. It is humbling to consider all the transformational leaders this ministry has influenced, and those God is calling and raising up now to significantly impact the next decade of Christ-centered ministry.

Our mission to equip and unite leaders is expressed in all we do. I celebrate the collaboration that shapes the Christian Leadership Alliance experience. The aroma of Christ abounds as we focus on our shared mission.

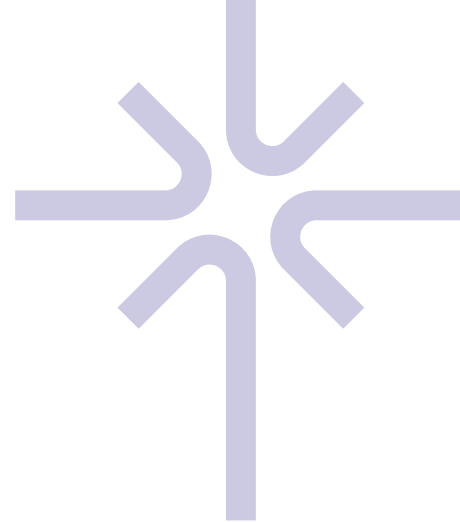
Together, let's celebrate God's incredible blessings: yesterday, today and tomorrow!

Tami Heim



President and CEO

Christian Leadership Alliance



On March 20, 1976, 20 Christian leaders met in the old Rodger Young Auditorium in Los Angeles

compelled by a shared desire for excellence in Christian ministry.

Little did they know they were planting a seed that would multiply to become what is today – Christian Leadership Alliance!

That seed has borne abundant fruit as the Alliance has equipped and united leaders transforming the world for Christ. This year, 2026, we celebrate 50 years of influence, but our focus is on the future. We believe that the best is yet to come!

A Defining Moment



Faith-Filled Footsteps

We salute the visionaries who launched this organization. Through the years the Alliance has had several names but a common purpose of transforming leaders and strengthening ministries. Today this Alliance has a global reach, equipping leaders in ways that the 20 individuals who gathered for that first meeting would never have imagined.



As it was in the beginning, the Alliance continues to gather like-hearted leaders united in a belief in wise, biblical stewardship and the pursuit of continuous improvement. Our impact is seen in the improved outcomes of changed lives reconciled with their heavenly Father, flourishing in life and leadership. Our vision is a world in which every Christian leader is thriving!

Through its history, the Alliance has prepared and encouraged Christian leaders for the kingdom work to which Christ has called them. The strength of this Alliance is our shared commitment to honoring and glorifying Christ, and the unity of our zeal for personal and organizational leadership excellence.

We move forward following the faith-filled footsteps of those who have gone before to make this Alliance what it is today.

An Emerging Alliance

God has used defining moments to strengthen and expand Alliance impact.

A pivotal moment occurred in 2008 when the Christian Management Association and the Christian Stewardship Association merged. Each organization held a rich history and shared commitment to Christian leadership excellence. It represented two streams converging to create a synergy of purpose as Christian Leadership Alliance.

The Christian Management Association stream has provided a rich heritage of management and leadership excellence

rooted in Scripture. Echoes of wise, experienced, and biblically-minded management thought leaders resonate in the leadership experiences and resources of the Alliance today. The Christian Stewardship Association stream brought a deep reservoir of steward leadership centering us on Christ's call to be faithful steward leaders in his service. Through blogs, articles, workshops and more, stewardship-minded thought leaders continue to transform the Alliance.

From those streams, a river of world-changing impact has been unleashed today through the Alliance.



Christian Leadership Alliance today is a community of leaders who invest deeply and selflessly in one another. We affirm the unique, God-given design of all leaders and long for every Christian leader to thrive for God's glory in every situation and circumstance. A key verse for the Alliance is 1 Corinthians 12:4-7:

“There are different kinds of gifts, but the same Spirit distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work. Now to each one the manifestation of the Spirit is given for the common good.

A Community of Like-Hearted Leaders

One of the hallmarks of this Alliance is the diversity of missional callings of its members amid a shared kingdom purpose. This Alliance is comprised of Christian leaders from across the spectrum of Christian nonprofit ministries, churches, educational institutions and businesses. Their specific missional callings vary widely but they come together to collaborate and exchange what they have learned. It is a unique space where all have a vital voice, and each invests their best in one another.



Firm Foundations

The Alliance's Vision is "Every Christian leader thriving."

In 2019, The Alliance Board discerned a new vision for the Alliance of "Every Christian leader thriving." Today, we see the fruit of that vision in new initiatives like our Thriving Leader series of online courses and our global leadership footprint through our annual Global Digital Experience.

We believe leaders thrive as they steward their lives for Christ-honoring excellence, influence, and impact. Christ-honoring excellence results from leaders who grow personally while seeking outcomes that honor and glorify

God. Christ-honoring influence occurs when leaders apply a biblical worldview to transform how others think and lead. We celebrate Christ-honoring impact as leaders allow God to work through them to achieve his kingdom purposes in our world.

The Alliance's Mission: Equip and unite leaders to transform the world for Christ.

The Alliance is a community of Christian nonprofit professionals called to join God's transformational work worldwide. We serve in Christian ministries, churches, educational institutions, and as nonprofit service providers.

We come together to become together through practical, biblically based thought leadership, creating life-changing connections and kingdom-minded spaces for collaboration.

Our core values fortify our resolve.

Honor God | Serve Others | Collaboration | Transformational Learning | Excellence

Our core promises guide the outcomes we seek.

Professional Development | Connection and Collaboration
Inspiration and Encouragement | Christ-like Development

We seek to embody these values and fulfill these promises in everything we do.





Mind, Heart, & Soul

For the past 50 years, Christian Leadership Alliance has provided excellent thought leadership in the business of Christian nonprofit ministry. We offer expert-led, biblically-aligned, training in core fields like executive leadership, personal leadership, board governance, financial management, resource development, people management and care, marketing and communications, internet and technology and legal and risk management.

We also offer a professional credential for Christian nonprofit leaders. Our “Credentialed Christian Nonprofit Leader” designation connotes leaders committed to Christian nonprofit leadership excellence.

Christian Leadership Alliance has today added a rich new flow of personal leadership development content. This is where character meets competency as leaders walk in the center of God’s will. Today, the Alliance offers both a personal leadership track and an online Thriving Leader Series.

The Alliance continues its excellent thought leadership in the business of nonprofit ministry, but now that is woven into a context that emphasizes both the hearts and minds of leaders. We know that healthy organizations require healthy leaders.



A Global Call

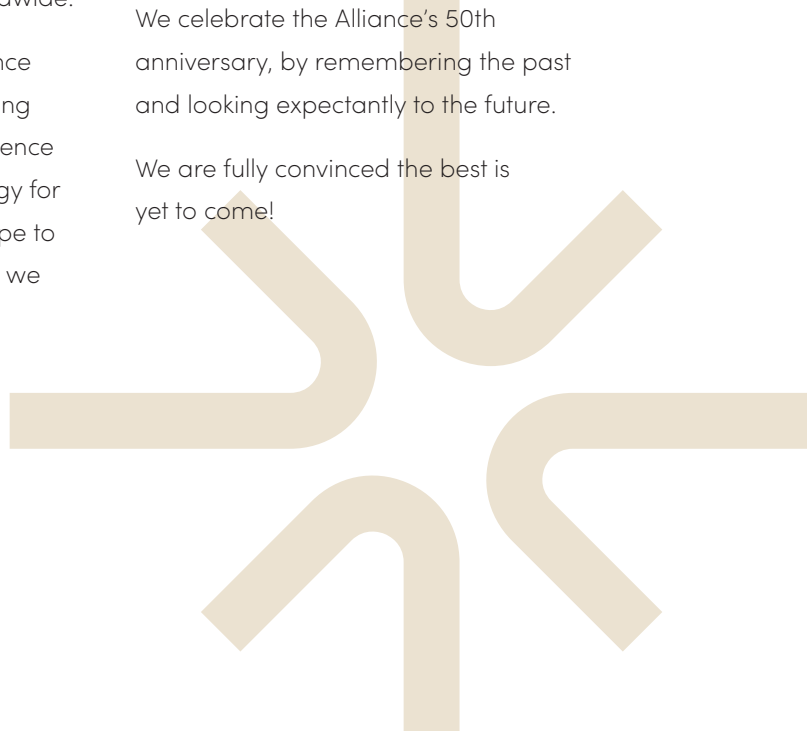
God called the Alliance to go global. What God initiates, he faithfully permeates. Today our community is like a river strengthening and refreshing the hearts, minds, and the kingdom activities of Christian men and women worldwide.

Our annual Global Digital Experience (GDE) takes some of the best thinking from our annual Outcomes Conference and curates it via today’s technology for leaders from Africa to Asia to Europe to the Middle East and beyond. Then we

build on the experience by collaborating with global ministries and bringing their voices to it. Our core mission remains firm even as our methods evolve to serve a worldwide audience of Christian leaders.

We celebrate the Alliance’s 50th anniversary, by remembering the past and looking expectantly to the future.

We are fully convinced the best is yet to come!



Cultivating Future Leaders

As the Alliance looks to the future, we embrace God's kingdom purposes for the next generation of Christian nonprofit leaders.

At this 50th Anniversary Conference the Alliance presents its inaugural Arete Leader Awards recognizing 10 leaders, aged 35-or-younger, who embody the Alliance's core commitments and principles. Their organizational leaders nominated them with the belief they will have a profound impact over the next decade of Christian nonprofit ministry influence and outcomes.

ἀρετή

The Meaning of Arete in ancient Greek is excellence, virtue, or fulfillment, representing the concept of living to one's fullest potential and purpose. Arete describes a lifelong pursuit cultivated through education, discipline, and practice.

Christian Leadership Alliance Arete Leader Award recipients exemplify this virtue in their leadership development journey and in their pursuit of God's will.

First and foremost, Arete leaders are Christians who exhibit fully committed devotion to Jesus Christ, his teachings, and his kingdom purposes. They passionately pursue excellence and continuous improvement in the areas where they serve. They are leaders committed to kingdom-minded collaboration, community, and unity in the body of Christ.

Our future builds on today's foundational promises and daily practices. Alliance leadership seeks God first in all we do.

We listen carefully to understand the needs of Christian nonprofit professionals. We exercise discernment in our responses and how we set priorities. A posture of collaboration shapes how we design the experiential learning we offer.

We create opportunities for Christian leaders to meet, learn, pray, and explore how to be stronger, together. Our learning experiences and digital resources inspire leaders to become faithful stewards who lead with humility and confidence. Christ-like professional and personal leadership transformation produces thriving leaders.

We will create new spaces and places for kingdom collaboration and the mutual encouragement of life-on-life leadership interaction. This includes growing opportunities for digital collaboration and engagement across the Alliance. We embrace technology and all the opportunities it provides for reaching, equipping and inspiring leaders worldwide.

Embracing the Future

We will also continue to grow the Alliance's global reach and impact, building on the remarkable reach of our annual Global Digital Experience. It is a blessing to share the best thought leadership from Alliance members, and from Christian leaders from more than 100 countries worldwide, with Christian leaders around our globe today.

We look to the future, embracing the next generation and empowering Christian leaders worldwide. Our heart is to see God fulfill the Alliance's aspirational vision of "Every Christian leader thriving."

Wisdom, thought leadership, and zeal for Christ-honoring outcomes are vital for the Alliance to fulfill its mission in the days ahead!



Your Place in this Alliance

Collaboration shapes the Christian Leadership Alliance experience. The aroma of Christ abounds as we embrace our shared mission.

If you are a member of the Alliance today, thank you for being a critical part of our journey. Your voice, experience and God-given wisdom and insight are helping to build into other leaders.

If you are not yet a member of the Alliance, we invite you to join us on this journey.

You will find a community that is committed to Christ-honoring excellence and humble service. And you will help Christian leaders and Christian nonprofit organizations to advance into the future, better equipped and ready to be a part of God's transformational work in our world.

www.ChristianLeadershipAlliance.org

Timeless Alliance Leadership Reflections

For the past 50 years many Christian leadership voices have shared wisdom through the Alliance's publications. These are select quotes from that rich well of leadership knowledge and insight.

"A true leader must have a strong drive to take the initiative to act – a kind of initial stirring that cause people in the organization to use their best abilities to accomplish a desired end." Dr. Ted W. Engstrom, President Emeritus World Vision International, and former CMA Board chair (January, 1976)

1980s *"Make asking questions a life-long hobby, for asking is essential to your gaining knowledge, understanding and wisdom,"* Bobb Biehl, Masterplanning Associates (June 1981)
"Always remember you have nothing to give of consequence to man or God that you have not received from the hand of God (1. Cor. 4:7)," Arthur F. Miller, Jr., People Management Incorporated (Oct.-Nov. 1984)

"How can managers become better leaders? By being sensitive to people, by using social power with integrity, and by sharing their power with others in the organization," Virginia Patterson, Pioneer Ministries (Aug.-Sept. 1985)

"A necessary element for developing excellence within organizations is discovering or rediscovering the mission statement," James G. Coe, Taylor University (Feb.-March, 1986)

"As Christian organizations (Christians who have joined together to accomplish Christian purposes), everything we do must be Christian. This includes our goals, our ministry methods, our staff relations, and our staff recruitment," Dave Veerman, Youth for Christ, USA (Feb.-March 1988)

"The spiritual requirements for leadership would include having a servant's heart. Our Lord made it quite clear that those in a position of leadership are there to serve and not to be served (Matt. 20:28)," Dr. Clyde Cook, Biola University (April-May, 1988)

"If we're letting our workers get by with shoddy work practices, we are not good stewards," Sylvia Nash, CMMA/CMA (President/CEO 1981-1994) (Oct.-Nov. 1988)

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1990s

"CEO should phone or write the board members with regular (at least monthly) updates. 'No Surprises' is a good rule," Dr. Robert C. Andringa, CEO Services Group (Dec. 89-Jan. 1990)

"Our resources are not our own. The world does not have any money or things because God owns everything and is the source of all our resources. With this perspective, giving opportunities become ways a good steward can distribute what God has given you," Dr. Wesley K. Willmer, Biola University (March-April 1994)

"The organizations who convert the latent resources of successful people into effective service for Christ are truly entrepreneurial," Robert Buford, Buford Television Inc. and Leadership Network. (March-April 1995)

"You can seize the promise of lifelong learning with a commitment to set aside just five minutes a day. Five minutes to remember with gratitude and expectancy all God has given you and is doing for you," Alan Bergstedt, Visionary Management Group and an Alliance founder and 1st president (Nov. 1996)

"When people work in a culture of respect and trust, and experience unearned acceptance, they try harder to live according to the agreements of the team," Anita Schamber, World Vision U.S. (Sept.-Oct. 1998)

"What tremendous gains we could realize by recruiting, training and motivating volunteers to do the work of ministry..." Olan Hendrix, Leadership Resource Group (April-May 1999)

"If it's worth doing, it's worth measuring. If it can't be measured, why do it?" John Pearson, Christian Management Association (CEO, 1994-2005) (July-Aug. 1999)

2000s

"Busyness has a way of killing a leader's heart and annihilating his or her soul," Stephen Smith, Potter's Inn (Oct. 2006)

"Because of the increasing speed of technological change, organizations that wish to be successful must be committed to ongoing education for their employees," Al Lopus, Best Christian Workplaces (Jan./Feb. 2007)

"Preparing for the future today is critical, whether for us as individuals or for our organizations," Frank Lofaro, Christian Management Association (President/CEO, 2006-2008) & Christian Leadership Alliance, (President/CEO, 2008-2011) (March/April 2007)

"If we ask our donors to make a transactional giving decision, we'll fail both our ministry and the kingdom of God," Dr. Scott Rodin, Christian Stewardship Association (President) (Sept./Oct. 2007)

"There are lots of people who know how to exert influence. But they don't necessarily know how to do that in a biblical way, which is necessary to be successful in a Christian organization," Steve Douglass, Campus for Christ International (Aug.-Sept., 2008)

"Like Joshua, leaders need courage and deep-seated knowledge that God will go with them (Josh. 1)," Andrea Buczynski, Campus Crusade for Christ International (Dec. 2008-Jan. 2009)

"Our master's mission is to dispense grace so that the kingdom grows greater and stronger with each person who embraces the peace of Christ," Dr. Mark L. Vincent, Design Group International (Feb.-March 2009)

2010s

"Courageous leadership wells up from the depth of our soul. It is not a learned skill but rather infuses our God-given skills and gifts with the courage that comes only from God and our walk with him," Dr. Jerry E. White, The Navigators (Spring 2010)

"Discerning leaders have a calling from God to lead. This calling encourages self-awareness and an intentional evaluation of who they are as individuals..." Dr. John C. Reynolds, Azusa Pacific Online University (Los Angeles Pacific University) (Fall 2011)

"We need leaders whose character reflects a combination of selflessness, conviction, courage, integrity and vulnerability," Dr. Rob McKenna, Seattle Pacific University (Summer 2011)

"Strategy, according to famed management writer Peter Drucker, is about knowing where your organization is today, where you want to take it, and how you are going to get there." Dr. Jim Canning, World Vision International and Biola University (ret.), an Alliance founder, and 2nd president (Winter 2012)

"A leader who does not replace himself with someone better suited for the next chapter has not properly served the organization," Dr. Wess Stafford, Compassion International. (Spring 2013)

"I think the leader God chooses is the one who stays very close to Jesus. He led with power through his weakness and humility," Joni Eareckson Tada, Joni and Friends (Fall 2014)

"Game-changing innovation grows from the core of who you are as an organization," Edgar Sandoval Sr., World Vision US (Winter 2019)

2020s

"People will always follow a leader who they believe loves them," Commissioner Kenneth G. Hodder, The Salvation Army (Spring 2021)

"If your main job as a leader is to hear from God, determine direction for your team, and know which side of the boat to cast your net on, you must get quiet before him," Dustin Manis, Reaching Souls International (Spring 2023).

"Intentional leader care should grow out of a strong relationship between the board and the leader," Michael Martin, ECFA (Winter 2023).

"There's a general unspoken assumption that if a ministry is successful then that must mean that the soul of the leader is where it should be. Sadly, we all know that's not necessarily true," Santiago "Jimmy" Mellado, Compassion International (Summer 2024).

"Kingdom influence comes from and through Christ," Margaret Fitzwater, The Navigators Train-Develop-Care (Fall 2024).

"When the soul of a leader is depleted, no metric can sustain the mission," Mindy Caliguire, Soul Care (Summer 2025).

"AI is simply the latest medium for timeless truth. It will not redefine your calling, but it will reshape how you fulfill it if you use it well," Kenny Jahng, Big Click Syndicate and AlforMinistryLeaders.com (Winter 2025)



1976 - 2026



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