



ENGAGING THE WORLD
FOR GOSPEL IMPACT.

Angelika Ragsdale, Africa



PRESIDENT

Opportunity Profile

PRESENTED BY



FINDING LEADERS. ADVANCING LEGACIES.

THE OPPORTUNITY

Every enduring organization reaches defining moments when advancing its mission requires new leadership to carry it forward.

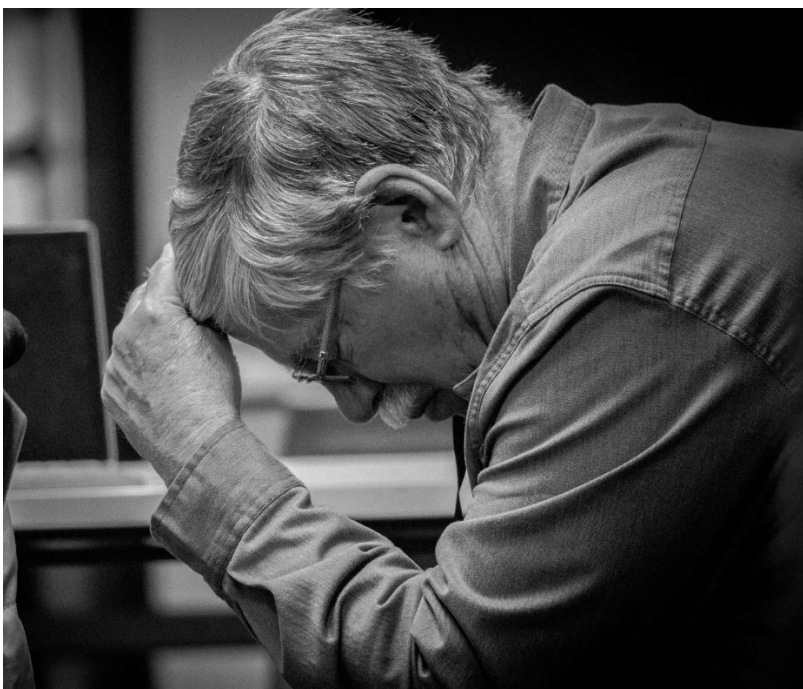
WorldVenture is entering one of those moments.

For more than eighty years, WorldVenture has faithfully equipped and supported Global Workers who are making disciples among the nations. Guided by a vision to see multitudes of disciples transformed by the love of God and impacting their families, communities, and the world, the organization has earned the respect of generations of ministry leaders and Global Workers through its unwavering commitment to biblical truth, partnership with the local church, and exceptional care for those serving around the world.

Today, the Board of Directors is united in its conviction that this leadership transition represents an important opportunity to strengthen WorldVenture for its next season of ministry. The organization's biblical convictions and passion for reaching the least reached peoples and nations of the world remain unwavering. Its commitment to caring for Global Workers, giving fields the responsibility and freedom to build ministries which fit their cultural context and mission, and building partnerships with local and national churches and likeminded ministries continues to distinguish it among mission organizations, providing a strong foundation for the future.

This search is not about changing WorldVenture's mission—it is about strengthening and growing the organization that carries it forward for Gospel impact.

The opportunities ahead call for a President who will build upon these strengths by fostering greater trust and alignment across the home office and the field, developing financial partners to support the organization's overall mission, cultivating the next generation of Global Workers and leaders, strengthening organizational execution and capacity, and helping WorldVenture respond with wisdom and creativity to the changing landscape of global missions. Working alongside a committed Board, staff, and Global Workers, the next President will unite gifted leaders around a shared vision and position WorldVenture for its next generation of Gospel impact.



Charlie Campbell, retired | WorldVenture Global Worker | Africa

ABOUT WORLDVENTURE

WorldVenture partners with local churches and others to equip, send, and support Christ-followers called to make disciples among the nations, especially the unengaged.

Founded on May 24, 1943, by a group of Christian leaders gathered in Chicago during World War II, the organization was established with a shared conviction that the local church should play a central role in fulfilling the Great Commission. Originally known as the Conservative Baptist Foreign Mission Society, WorldVenture was created to help churches send Global Workers while remaining firmly grounded in the authority of Scripture and the saving work of Jesus Christ.

Today, WorldVenture serves in more than 65 countries across six continents, partnering with Global Workers, churches, and ministry leaders to advance the Gospel through its 360° Vision.

WORLD VENTURE AT A GLANCE

FOUNDED	1943
GLOBAL PRESENCE	65+ countries across six continents, with approximately 400 Global Workers and 40 U.S. Staff.
DISTINCTIVE	Field's responsibility to form ministries which fit their cultural context, Global Worker care, working with local churches.
MISSION	Engaging the world for gospel impact.
VISION	To see multitudes of disciples compelled by the love of God and willing to risk all so that people are transformed by God, impacting their families, communities, and world.

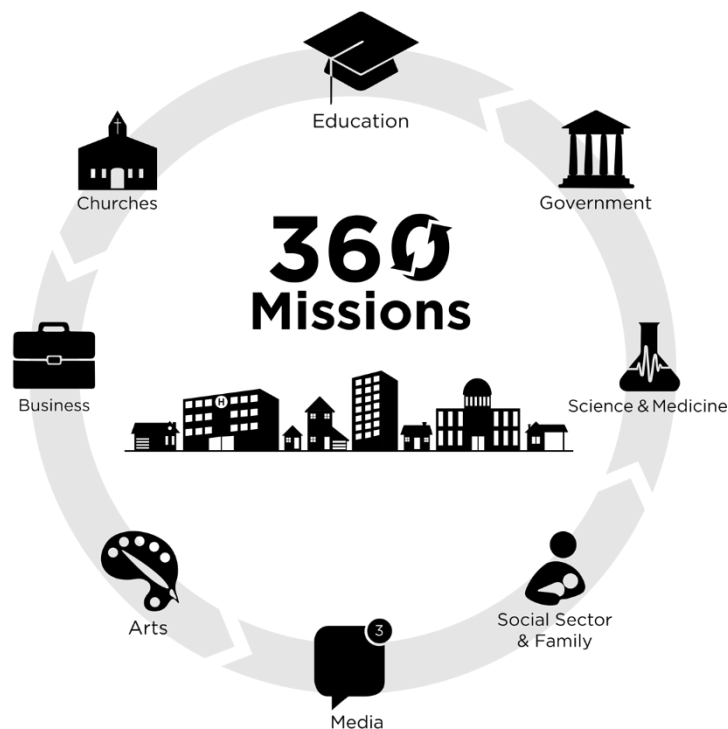


Rick and Diana Wilson | WorldVenture Global Workers | Asia
Serving through evangelism, church planting, education, ministry to women, and business development.

WHY WORLDVENTURE

360° VISION

WorldVenture envisions a world where multitudes of disciples, compelled by the love of God, willing to risk all so that lives, families, communities, and nations are transformed through the Gospel. Its 360° Vision reflects the conviction that God works through every vocation and every believer, equipping Global Workers to leverage their gifts, professional expertise, and life experiences for Gospel impact across education, healthcare, business, government, the arts, media, church ministry, and beyond.



HOLISTIC MEMBER CARE

Stakeholders consistently describe WorldVenture as distinguished by its commitment to caring for Global Workers and their families. From preparation and deployment through every stage of ministry, WorldVenture's holistic approach to member care helps Global Workers and their families thrive for the long haul.

EMPOWERING GLOBAL WORKERS

WorldVenture believes effective ministry is best accomplished by equipping and trusting Global Workers to respond to the unique needs of the communities they serve. Rather than prescribing a single model of ministry, the organization empowers teams to exercise wisdom, innovation, and contextual awareness while remaining firmly grounded in Scripture and aligned with WorldVenture's mission. This culture of trust, flexibility, and field empowerment has become one of WorldVenture's defining strengths and continues to attract Global Workers from diverse professions and backgrounds who are called to make disciples among the nations.

VOICES FROM THE WORLDVENTURE COMMUNITY

Throughout the discovery process, Board members, staff, and Global Workers shared what they value about WorldVenture, where they see opportunities for growth and their hopes for its future.

ON THE MISSION

"What has kept me here is the opportunity to make disciples, not simply converts."

"What I find most inspiring is seeing lives transformed, people saved, churches planted, and leaders trained."

"I love that we're willing to use whatever gifts and vocations God has given us to advance the Gospel."

ON THE PEOPLE

"The concern for whole families—not just the parents—was critical to us."

"I've always felt genuinely cared for—not just as a Global Worker, but as a person and as a family."

ON THE CULTURE

"I was trusted to lead ministry in the context where God had called me. That freedom made all the difference."

"We were trained and then given freedom within parameters."

"I think home office culture and field cultures are different and disconnected."

"Communication between the home office and fields continues to improve but can still improve."

"We need to eliminate the 'us-them' mindset between the home office and the fields and hold one another accountable as we strive together toward the vision of WorldVenture."

ON THE CHALLENGES AHEAD

"For me it has felt like we have been stalled for a while. There has been a good amount of ideas suggested and pursued that have fizzled."

"We are slower to innovate and see the coming trends in missions."

"There is a need for improvement in leadership training both in the office and on the field."

"Valuing relationships with supporting churches is important. I feel we have lost that a bit."

"We need to develop more financial partners to support our Global Workers and ensure long-term financial sustainability and growth."

ON THE FUTURE

"I'm excited to see a fresh vision that unites the different parts of the organization around what God is doing."

"The next President has an incredible opportunity to honor our history while helping us engage the future of missions."

"If you are hungry to take a good mission organization, with good people and the right mission, and make it great—especially by addressing relational health, fundraising, and recruitment—this is an ideal opportunity."



Emelyn and Barbara | WorldVenture | West Africa
WorldVenture's newest Pathfinder, Emelyn, joins Barbara to assist with education for the academic year.



Addison Zody, Aaron Howard | Japan

THE LEADERSHIP OPPORTUNITY

Following an extensive listening process involving Board members, staff, and Global Workers, several themes consistently emerged. WorldVenture is widely respected for its unwavering biblical convictions, exceptional care for Global Workers, and enduring commitment to the Great Commission. At the same time, there is a shared desire to strengthen organizational alignment, communication, financial partner development for overall mission costs, leadership development, execution, and long-term strategic effectiveness while faithfully preserving the ministry's mission and values.

The next President will have the opportunity to build upon these strengths in several significant ways:

STEWARD THE MISSION FOR THE FUTURE

WorldVenture has faithfully equipped and supported generations of Global Workers around the world. The next President will honor that legacy while providing the visionary and organizational leadership needed to strengthen and grow WorldVenture's distinctive identity, financial sustainability, and ability to recruit and equip the next generation of Global Workers.

STRENGTHEN ORGANIZATIONAL ALIGNMENT

As WorldVenture continues to serve through a global network of home office staff, ministry leaders, and Global Workers, the next President will have the opportunity to strengthen connections across the organization, improve communication, and unite gifted leaders around a shared vision for the future.

EQUIP EXCEPTIONAL PEOPLE FOR GREATER IMPACT

WorldVenture is blessed with experienced staff, dedicated Global Workers, committed ministry partners, and a unified Board. The opportunity is to help an already gifted team work together with greater clarity, shared purpose, and effectiveness.



WorldVenture Leadership Development Conference | Ghana | 2023

LEADERSHIP STRUCTURE

The President reports directly to the Board of Directors and serves as the chief executive officer of WorldVenture.

The President provides leadership to the Executive Leadership Team and is responsible for advancing the organization's mission, strengthening organizational effectiveness, and ensuring faithful stewardship of its people and resources.

[View WorldVenture's Organizational Structure →](#)

PRIMARY RESPONSIBILITIES

MISSION, VISION & STRATEGIC LEADERSHIP

- Provide spiritual, strategic, and organizational leadership consistent with WorldVenture's mission, vision, [Statement of Faith](#), and biblical convictions.
- Partner with the Board and lead the Executive Leadership Team to establish organizational direction, priorities, and strategies that advance WorldVenture's mission.
- Anticipate emerging opportunities and challenges in global missions while preserving WorldVenture's biblical convictions and ministry distinctives.

ORGANIZATIONAL LEADERSHIP & ALIGNMENT

- Lead WorldVenture toward greater organizational clarity, cohesion, and strategic effectiveness across home office, Global Workers, and ministry leadership.
- Lead and develop the Executive Leadership Team, ensuring clear roles, strong performance, healthy working relationships, and alignment around organizational priorities.
- Address organizational challenges and needed change with wisdom, courage, transparency, and respect for WorldVenture's people, culture, and mission.

GLOBAL WORKER & LEADERSHIP DEVELOPMENT

- Champion WorldVenture's commitment to equipping, empowering, and caring for Global Workers and their families throughout the ministry lifecycle.
- Strengthen leadership development, mentoring, succession planning, and pathways for emerging leaders across the organization.
- Preserve appropriate field empowerment and contextual ministry flexibility while strengthening organizational connection and accountability.

FINANCIAL STEWARDSHIP & ORGANIZATIONAL SUSTAINABILITY

- Provide executive oversight of WorldVenture's financial health, organizational resources, operations, and fiscal resilience.
- Champion fundraising and resource development, cultivating relationships with donors, churches, foundations, and ministry partners.

- Strengthen sustainable funding strategies that support both WorldVenture’s organizational mission and the long-term effectiveness of its Global Workers.
- Facilitate recruitment of new Global Workers by building on traditional relationships and creating new relationships with churches, church-related associations, key stakeholders and other ministries.

CHURCH, DONOR & EXTERNAL RELATIONS

- Serve as a compelling ambassador and spokesperson for WorldVenture, clearly communicating its mission, vision, impact, and distinctive role in global missions.
- Strengthen relationships with sending churches and cultivate meaningful partnerships with pastors, ministry leaders, donors, and other key stakeholders.
- Build strategic partnerships that create new opportunities for mobilization, ministry impact, and Gospel advancement.

BOARD PARTNERSHIP & GOVERNANCE

- Serve as the Board of Directors’ primary executive partner, providing timely, transparent, and strategic information necessary for effective governance.
- Work collaboratively with the Board to clarify organizational priorities, evaluate progress, manage risk, and steward WorldVenture’s mission and resources.

THE IDEAL CANDIDATE

WorldVenture is seeking a Christ-centered, spiritually mature leader who is deeply committed to Scripture, the Great Commission, and the local church. The ideal candidate will combine humility and relational strength with the courage, vision, and executive leadership necessary to guide a complex global organization into its next season of ministry.

CHARACTER & SPIRITUAL LEADERSHIP

The next President will demonstrate a vibrant relationship with Jesus Christ, a mature biblical worldview, and a life marked by prayer, humility, integrity, and servant leadership. This individual will fully affirm WorldVenture’s [Statement of Faith](#) and lead from a deep conviction that organizational leadership ultimately serves the mission of making disciples among the nations.

VISION & EXECUTION

The ideal candidate will combine visionary leadership with the ability to translate vision into action. This strategic leader will establish clear priorities, make timely decisions, strengthen accountability, and lead initiatives through implementation and measurable results. The President will know when to listen and build consensus—and when leadership requires clear direction and decisive action.

UNIFYING & RELATIONAL LEADERSHIP

The next President will be an exceptional relationship builder who can earn trust across WorldVenture’s diverse global community. This leader will listen well, communicate transparently, develop and empower gifted people, and foster greater collaboration among Global Workers, home office staff, the Board, churches, donors, and ministry partners. The President will value the wisdom and entrepreneurial spirit of those serving in the field while strengthening a shared

sense of identity and purpose across the organization. The candidate will have a clear understanding of the importance of having staff and field workers reflect a biblical community.

CROSS-CULTURAL & MISSIONAL CREDIBILITY

The ideal candidate will bring meaningful cross-cultural understanding and a demonstrated commitment to global missions and disciple-making. The candidate will ideally have personal experience developing ministry support or working within a support-based missions model, providing understanding of the realities faced by Global Workers. This leader will engage effectively across cultures and earn credibility with those serving around the world while demonstrating curiosity and adaptability in an evolving ministry context.

CHANGE LEADERSHIP

The next President will honor WorldVenture's heritage while recognizing that structures and methods must continue to adapt to a changing world. This leader will have demonstrated the ability to lead healthy organizational change, address difficult issues constructively, and bring people together around a shared future without compromising the biblical convictions and ministry strengths that define WorldVenture.

EXTERNAL LEADERSHIP & FUNDRAISING

As a visible ambassador for WorldVenture, the President will communicate the ministry's mission and vision with clarity and conviction. This leader will cultivate strong relationships with churches, donors, ministry partners, and the broader missions community and will personally champion fundraising and resource development to strengthen WorldVenture's financial capacity and advance its mission.



WorldVenture Staff "Prayer Around the Rail"

EDUCATION & EXPERIENCE

The successful candidate will bring a depth of leadership experience commensurate with the scope and complexity of leading a global missions organization, along with the spiritual maturity, cross-cultural understanding, and organizational leadership necessary to advance WorldVenture's mission.

Education

- Bachelor's degree from an accredited institution or an equivalent combination of education and significant relevant leadership experience required.
- Advanced degree in leadership, business, ministry, theology, organizational development, or a related field preferred.
- Evidence of continued professional, leadership, and spiritual development.

Experience

- 7+ years of senior executive leadership experience with responsibility for organizational strategy, people, operations, financial stewardship, and results.
- Demonstrated experience leading a complex organization, ministry, business, or significant organizational function through growth, change, or transformation.
- Meaningful international and/or cross-cultural leadership experience, with demonstrated understanding of global missions, disciple-making, and the realities of cross-cultural ministry.
- Proven success building, developing, and leading high-performing senior leadership teams.
- Demonstrated financial acumen, including experience with strategic planning, organizational budgeting, financial planning, resource allocation, and organizational stewardship.
- Experience cultivating external relationships with churches, donors, ministry partners, mission organizations, community leaders, or other key constituencies.
- Demonstrated fundraising and resource-development experience appropriate to the leadership of a significant nonprofit or ministry organization.
- Experience partnering effectively with a governing Board or comparable oversight body preferred.
- Experience developing leaders, strengthening organizational culture, and building succession and leadership-development practices.
- Experience in developing pipelines for new recruits to an organization.

What Success Looks Like

During the first two years, the successful President will have established trust, clarified priorities, contributed to the strategic plan, and begun building the organizational foundation for WorldVenture's next season of ministry. Evidence of progress will include:

- **Greater Trust & Alignment** — Home office staff, Global Workers, and ministry leaders increasingly experience themselves as partners in a shared mission, with stronger communication, collaboration, and organizational trust.
- **Clear Vision & Priorities** — WorldVenture has a compelling sense of shared direction, with a focused set of organizational priorities that are clearly communicated and understood across the organization.
- **Stronger Execution & Accountability** — Vision is increasingly translated into timely decisions, clear ownership, measurable objectives, and consistent follow-through.

- **Developing Leaders** — Leadership development, mentoring, and succession planning are becoming increasingly intentional, with emerging leaders identified, equipped, and empowered for greater responsibility.
- **Greater Financial Sustainability** — Significant progress is being made in fundraising, donor and church engagement, financial stewardship, and strategies that strengthen WorldVenture's long-term sustainability.
- **Recruitment of New Global Workers** — Partnerships are built and pathways are strengthened to find and develop the next generation of WorldVenture Global Workers.
- **A Clear and Compelling WorldVenture Identity** — WorldVenture is increasingly able to articulate what distinguishes the organization, why its mission matters, and how its biblical convictions, 360° Vision, field empowerment, and commitment to Global Worker care contribute to its distinctive role in reaching the unengaged.

LOCATION

The President will be based in the Denver, Colorado area. This is an in-person leadership role, and candidates who do not currently live in the region will be expected to relocate, with WorldVenture providing relocation assistance. The role will include domestic and international travel to engage with WorldVenture's Global Workers, churches, donors, and ministry partners.



Denver Skyline | Photo: Bill Griepenstroh / Unsplash

STATEMENT OF FAITH

WorldVenture is firmly committed to the authority of Scripture and historic evangelical Christianity. Candidates should fully affirm WorldVenture's Statement of Faith and be able to lead from a mature, Christ-centered, biblical worldview consistent with the organization's doctrinal convictions.

THE SEARCH & SELECTION PROCESS

If you—or someone you know—may be interested in this opportunity and meet many of the qualifications outlined in this profile, we welcome your interest, application, or referral.

To be considered, candidates should submit a current resume. Candidates who advance in the process will be invited to complete a Written Questionnaire designed to provide additional insight into their experience, leadership approach, and alignment with the opportunity.

Qualified candidates will participate in a comprehensive search and assessment process designed to evaluate leadership experience, organizational and cultural alignment, spiritual maturity, and readiness to lead WorldVenture into its next season of ministry. The process may include the Written Questionnaire, interviews with Ardent Search Company, reference conversations, and interviews with WorldVenture's Search Committee and/or Board of Directors.

All inquiries and expressions of interest will be handled with discretion and confidentiality. Candidate information will not be shared with WorldVenture without prior consent, and references will not be contacted until mutual interest has been established.

WorldVenture is a faith-based Christian ministry. The President will be expected to fully affirm WorldVenture's Statement of Faith and demonstrate personal and professional alignment with the organization's biblical convictions, mission, and values.

For additional information or to express interest, please contact:

Tim Bernstein, President
Ardent Search Company
tim@ardentsearchco.com
(818) 581-9715
LinkedIn | Tim Bernstein