



Opportunity Profile

NATIONAL DIRECTOR, USA
WORLDSERVE MINISTRIES

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

WorldServe Ministries (WSM) is searching for a seasoned fundraiser and strategic leader to join their team as National Director, USA.

The National Director, USA serves as the primary public, pastoral, and relational leader for WSM in the United States. This role is responsible for national fundraising leadership, donor and partner relationships, leadership of the Mission Engagement Advisor (MEA) team, and working together with the executive team to steward the WSM marketing strategy. The National Director, USA is a senior executive leader who represents WorldServe externally and participates fully in executive leadership, while collaborating closely with operations and finance to ensure organizational health and sustainability.

This role supports the WSM mission by stewarding and growing donor relationships, partnerships, and fundraising capacity in alignment with the mission, values, and strategic direction for the organization.

If you are a US-based fundraising executive with a track record in major donor cultivation, a passion for Kingdom-centered ministry, and strong leader of teams, we would love to connect with you!





WHO WE ARE

WorldServe began in 1976 under the name Living Bibles International of Canada, with a simple calling: to place God's Word into the hands of believers who needed it most. Since then, millions of Bibles have been distributed to churches across the globe.

As God opened doors, our relationships with persecuted churches in Asia, Africa, and Latin America deepened. What began with Bible distribution grew into long-term partnerships rooted in trust, faith, and shared mission.

Together with local church leaders, we now support emergency disaster relief, children's ministry programs, pastoral care, and other initiatives that respond to real needs. We help equip the Church to serve their communities, share the hope of Jesus, and bring lasting, Christ-centered change.

HOW WE SERVE

Partner with Pastors: We partner with pastors who are experiencing persecution or hardships to equip them with much-needed financial aid and prayer.

Strengthen Churches: We offer pastoral training through [WorldServe Bible College \(WSBC\)](#). This is a college-level biblical studies program to strengthen the church, equip pastors, and bring encouragement.



WHO WE ARE CONTINUED

Transform Communities: The local church is a beacon of care, serving those in their community who are most vulnerable. Children's Ministry creates invaluable opportunities for young people to learn about Jesus and receive care for themselves and their family. Community Projects create lasting change. Children's care homes, food and medicine distribution, and a number of other projects strengthen the church's ministry to respond to their community.

Build Sustainability: Micro-Business is our small loans program to benefit families and generate tithes and offerings for the ministry of the church. Micro-Business is training first, providing large numbers of participants with the readiness skills needed to run a business based on Godly principles. Accepted loan recipients are provided ongoing coaching and oversight to assist in successful start-up and long-term operation. Businesses then tithe to their local church, creating ministry sustainability.

KEY RESPONSIBILITIES

External Leadership

- Serve as the primary public and pastoral face of WorldServe Ministries in the United States.
- Represent WorldServe in churches, conferences, donor events, and strategic partnerships. Communicate the mission and vision with clarity, credibility, and spiritual maturity.



Donor & Fundraising Leadership

- Lead national donor strategy using the Connect, Cultivate, Close, and Care rhythm.
- Build and steward relationships with major donors, churches, foundations, and partners.
- Ensure strong donor care, reporting, and relationship continuity.





Mission Engagement Advisor (MEA) Leadership

- Lead, coach, and oversee the MEA team, including Directors of Strategic Partnerships.
- Set expectations, rhythm, and accountability for donor engagement activities.
- Partner with operations and finance to ensure MEAs are supported and effective.
- Fundraising benchmarks: in your first year you are expected to raise \$100K minimum of Where Most Needed Funds. In your second year you are expected to raise \$250K minimum, and your third year, \$500K minimum.



Executive Leadership

- Serve as a member of the Executive Team and report to the Executive Director.
- Participate in executive discernment, planning, and decision-making.
- Collaborate with the Executive Director, Finance, International, and Operations for organizational health.
- Lead joint staff meetings 1-2 times each month.



Other

- Exhibit a strong personal commitment to the Christian faith, discipleship, and active church participation.
- Participate in WorldServe team meetings and training requirements.

SKILLS & COMPETENCIES

- Self-motivated and passionate about God's Kingdom and the mission to serve the persecuted church.
- Maintains an active relationship with Jesus Christ.
- Lives out servant leadership, humility, and integrity.
- Actively participates in a local church community.
- Relationally savvy and naturally gifted in connection-building.
- Proven track record in major donor cultivation, partnership development, and high-level networking.
- Fundraising ability to Cultivate, Connect, Close, and Care.
- Maintains existing networks with businesses and church communities.
- A clear, compelling communicator (written and verbal) with storytelling instincts.
- A self-starter who is highly organized and comfortable working remotely and independently.
- A strategic thinker with strong organizational and project management skills.
- Able to lead and guide the team and build healthy relationships.
- Strong computer skills, proficiency in CRM systems, Microsoft Office, and other digital platforms.
- Willingness to travel domestically and internationally (about 10 days a month), and work evenings/weekends, as required.

QUALIFICATIONS

- Demonstrated experience in fundraising, donor relations, and/or strategic partnerships.
- Strong pastoral, relational, listening, and communication skills. Pastoral experience, an asset.
- Able to study, prepare, and deliver an expository sermon or presentation to an audience of 1000 people.
- Bachelor's degree in theology, biblical studies, or pastoral ministries, preferred.
- CFRE certification or Kingdom Advisor certification, preferred (or open to certifying).
- Alignment with WorldServe's Statement of Faith, mission, and values with a demonstrated understanding of Kingdom-centered ministry and strategic leadership within a faith-based ministry.
- Able to travel nationally and internationally, as required.

OUR SEARCH TEAM



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604.614.2665

SHAWN PLUMMER LEADING 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. 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.



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613.355.1412

MATT ROBBERSTAD SUPPORTING THE SEARCH

Matt is an accomplished Talent Acquisition Manager with a strong background in the non-profit sector. With over a decade of leadership experience in recruitment and retention, he has a proven record of success. Matt has effectively managed end-to-end recruitment processes for a wide range of positions at Christian Horizons, a major faith-based developmental service organization in Canada. His extensive expertise in recruitment and selection enables him to identify the ideal candidates for various organizational roles.

ESTIMATED SEARCH TIMELINE

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

Location: Remote in USA

Application Deadline: May 13, 2026

Short List Interviews: June 2026

Start Date: TBD

Salary Range: \$85,000 - \$110,000 USD

This position is currently available

HOW TO APPLY

Apply online at nelsonandkraft.com/jobs with your cover letter and resume.

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.

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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.