



National Director – USA/CANADA

Regular/Full-time

1. Title

National Director

2. Team

MEA Team

3. Position

This is a full-time position of 40 hours per week.

4. Working Relationships

- I report to: Executive Director
- I work closely with: MEA Team, Support Services Team, International Team, Marketing & Comm Team, Executive Leadership

5. About our Mission

WorldServe Ministries is dedicated to strengthening the persecuted church. For 50 years, WorldServe has focused on collaborating with international churches to make a Gospel transforming impact in local communities.

WorldServe values losing our own identity in the countries we work, putting the work of the local church first. Pastor support, Bible training and distribution, leadership, food and medicine compassionate aid, kids' ministry, children's care homes, and Micro-Business initiatives are life-changing examples of our service. WorldServe desires to connect people directly to the ministries of these incredible pastors and churches. Through partnership, donors meet real-time needs and share as a partner in the joy of God's great work in persecuted nations.

6. General Description

The National Director serves as the primary public, pastoral, and relational leader for WorldServe Ministries within their respective country (Canada or USA). This role is responsible for national fundraising leadership, donor and partner relationships, leadership of the MEA team, and working together with the Executive team to steward the WSM marketing strategy. The National Director 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 WorldServe Ministries mission by stewarding and growing donor relationships, partnerships and fundraising capacity in alignment with the mission, values and strategic direction for the organization.

7. Work Location and Environment

- The US National Director position is hired out of the WorldServe USA Office and is granted to work remotely from your home office.
- The Canadian National Direction position is hired out of the WorldServe Canadian office and is granted to work from their home office.

8. Specific Responsibilities

8.1. External Leadership

- Serve as the primary public and pastoral face of WorldServe Ministries nationally in the country they have been hired.
- Represent WorldServe in churches, conferences, donor events, and strategic partnerships. Communicate the mission and vision with clarity, credibility, and spiritual maturity.

8.2. 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.

8.3. 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.
- Your first year you are expected to raise 100K minimum of Where Most Needed Funds
- Your second year you are expected to raise 250K minimum and your third year 500K minimum.

8.4. Executive Leadership

- Serve as a member of the Executive Team.
- 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.

8.5. Other

- WorldServe staff exhibit a strong personal commitment to the Christian faith, discipleship and active church participation.
- In agreement with tenets of the Christian faith as presented in the Statement of Faith, staff are expected to integrate spiritual practices.
- Participate in WorldServe team meetings and training requirements.

9. Skills and Competencies

This position requires a professional who is skilled in managing information and relationships. You will be an integral part of the team supporting the work of WorldServe and the ministry partners around the world.

In a practical sort of way, these are the requirements for this role:

- Self-motivated and passionate about God's Kingdom and our 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.
- Relational savvy and natural gift for connection-building.
- Proven track record in major donor cultivation, partnership development and high-level networking.
- Fundraising ability to cultivate, connect, close & care.
- Establish networks with businesses and church communities.
- Clear, compelling communicator (written & verbal) with storytelling instincts.
- Self-starter, highly organized, comfortable working remotely and independently.
- Strategic thinker with strong organizational and project management skills.
- Ability to lead and guide your team and build healthy relationships.
- Strong computer skills, proficiency in CRM systems, Microsoft Office and digital platforms.
- Willingness to travel domestically and internationally, and work evenings/weekends as required.

Qualifications

- Demonstrated experience in fundraising, donor relations, or strategic partnerships. Strong pastoral, relational, listening, and communication skills.
- 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.
- CFRE certification or Kingdom Advisor certification preferred or open to certify.
- 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.
- Ability to travel nationally and internationally as required.

Quarterly questions (Benchmarks)

- How many new people did you connect with this quarter?
- How did you deepen your relationship with existing donors you care about?
- What projects did you present this quarter?
- What new money came in this quarter?
- How do you feel about team communication this quarter?
- How many learning trips are you involved in this year?
- How many new advocates have joined our team this year?