



**Childcare Worldwide<sup>®</sup>**  
*Empowering Children in the Developing World*

# OPPORTUNITY INVITATION **PRESIDENT**



EMPOWERING CHILDREN AROUND THE WORLD

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## About Childcare Worldwide

Founded in 1981, Childcare Worldwide is a Christian child sponsorship ministry dedicated to sharing the gospel, providing hope, and developing the unlimited potential of impoverished children around the world. Childcare Worldwide programs help meet the educational, physical, and spiritual needs of children by building bridges between concerned individuals in the West and those in developing nations.

## Childcare Worldwide Programs Help Provide:

- Education
- A Foundation of Faith
- Food
- Clean Water
- Medicine and Medical Care

[Watch this video about the impact of Childcare Worldwide sponsorships](#)





*“Let the little children  
come to me.”*

*Matthew 19:14*

## What Makes Us Unique

Amongst the many child sponsorship and development agencies in the world, Childcare Worldwide has developed a ministry which is unique in several ways. Some of our trademarks include:

### Christian Commitment

- We hire exclusively Christian individuals for every project we undertake.
- Our country directors and program staff are all national professionals, allowing our programs to be more effective within that culture.
- All of our programs are run through the local church.
- We do not accept government funding of any kind, which allows us total freedom in proclaiming the Gospel.

### Education

- The focal point of our sponsorship program is developing children through education.
- Our program goes beyond high school. We also offer trade school to ensure our sponsored children gain steady employment after graduation.

### Long Term Change

- Our sponsored children are part of our Christian Character Building program, which helps them develop strong ethical, moral, and leadership qualities.
- A major component of the program focuses on resisting corruption, equipping young men and women to fight against the leading causes of poverty as young adults.



*“Give thanks in everything;  
for this is God’s will  
for you in Christ Jesus.”*

*1 Thessalonians 5:16-18*

## History and Vision

The first “office” of Childcare Worldwide was the home of Dr. Max Lange and his wife, Marlies, in Glendale, California, where together they founded the ministry in 1981. In 1988 they moved the ministry to Bellingham, Washington to be closer to a group of supporters and co-laborers in British Columbia, Canada. Recently, the ministry was blessed with a free-standing headquarters building that a caring benefactor helped them acquire through the creativity of a generous partner. Max and Marlies have been extraordinary stewards of the God-given mission that began nearly 40 years ago, and today this global child sponsorship ministry is still seeing God’s hand of provision allow its work to become more stable and deeply grounded in finances, friendships, and flourishing impact in far-flung parts of creation.

Born and raised in Germany during the darkest days of Nazi ideology, Dr. Max’s experiences shaped his compassion for those most marginalized in society. His early life in Germany and subsequent conversion to Christianity in Liberia, West Africa, while working as Assistant to the President of R.G. LeTourneau Inc. and as Secretary Treasurer of the LeTourneau Foundation, are the subject of his first book, “Into All the World.”

The roots of Childcare Worldwide go back to those days of innovative, multi-national business growth and the relationships that formed through Dr. Max’s worldwide travels. Dr. Max felt he was called to lead a Christian compassion organization and prayed that rather than his setting up a specific global agenda on his own, God-blessed opportunities would arise from the relationships he had built in some of the most challenging parts of the world. The result has been a footprint of unexpected geographic diversity, with five key operational hubs in Kenya, Uganda, India, Peru, and Haiti. More recent work and partnerships in Mexico, Sri Lanka, and Thailand also represent growing relational invitations which Childcare Worldwide has received.



## The Opportunity

Childcare Worldwide is seeking a “next generation” President to succeed Dr. Max and build a future of child outreach and sponsorship in the regions of the world where healing, hope, and help are most needed. After his more than four decades of leadership, Dr. Max believes there is still another upward leg of ministry growth and impact to be charted by the next individual called to lead this well-recognized platform for global Kingdom impact.

The effective use of the national touring schedule of the [Ugandan Kid’s Choir](#) has provided one of the most unique brand awareness and support-raising strategies in the Christian ministry world. Each year, the choir travels extensively throughout the United States, singing in churches, on Christian college campuses, and in other cultural exchange events that help build the ministry’s network of church partners and individual child sponsors. Exploring the best strategic alignment of this historically important “friend-raising” model represents the kind of insight, discernment, and wisdom that will be needed by the new President, whose spiritual equipping will help the whole organization see the future through God’s eyes.

As a committed follower of Christ, the ideal candidate will not only possess the background, core skills, and experiences needed to lead the ministry, but will also demonstrate a track-record of passionate involvement in the missional essentials that define Childcare Worldwide. S/he will combine this passion with leadership in the areas of future organizational vision, operational excellence, performance measurement, and sustainable resource development. The President will guide the senior management team and pro-actively communicate and collaborate with the Board to help ensure the implementation and achievement of current and future strategic goals and performance objectives.

The cultural connection the new President will project includes a servant’s calling to leadership, as this is a role that will be performed most effectively by hands that move at the impulse of God’s love and compassion and by feet that run toward the sound of pain and suffering. Honoring the way God has chosen to work through Dr. Max and Marlies will come naturally to the new President and s/he will find the best way for Dr. Max to enter into his post-Childcare Worldwide calling with grace, clarity, and gratitude that the Lord has entrusted the right person with the next surge of the organization’s Kingdom impact.

# Responsibilities

## Definition and Implementation of Mission, Vision, and Strategy

- Be a visionary and relational leader, inspiring those in the organization in the consistent pursuit of Childcare Worldwide goals and initiatives.
- Ensure that Childcare Worldwide's mission, vision, and values are clearly understood and articulated at all levels of the organization, both internally and externally.
- Lead strategic planning for the organization as a whole, presenting strategies to the Board and other stakeholders and ensuring their implementation.
- Model and maintain effective and transparent communication to the Childcare Worldwide staff and Board.

## Team Management and Structure

- Lead the prayerful and courageous analysis of the organization's current structure, financial and operational capacity and best-practice aspirations.
- Recruit, develop, and maintain competent, teachable and productive management teams, ensuring they achieve the highest levels of excellence through training and the development and maintenance of constructive and transparent interactions.
- Establish criteria for efficacy evaluation of senior management and their respective teams and evaluate their ongoing achievement of organizational goals.
- Facilitate a renewed consensus regarding unrestrained opportunities for collaboration and team goals as well as an understanding of healthy ownership of individual and divisional accountabilities; reinforce the relationship between organizational effectiveness and the necessary parameters of delegated authority related to policies, contracts, expenses, and personal authority.
- Encourage, train, mentor, and empower direct reports and their key managers to effectively consider new hires, promotions, and compensation conditions to assure the health, vitality, and sustainability of the organizational mission
- Communicate pro-actively with the Board and all of its committees with regards all personnel and budget actions.

# Responsibilities, continued

## Operational Management

- Guide senior leadership in the management of all Childcare Worldwide operations to ensure efficiency, continual improvement, and adherence to its Christ-centered mission, vision, and values.
- Present business plans for each operational sector, including related budgets, annually to the Board.
- Analyze the operational results of the ministry and its principal components as they relate to established objectives; ensure that appropriate measures are taken to resolve challenges.
- Work within approved parameters to ensure overall financial health and maintenance of the organization.
- Provide guidance to the Board and other stakeholders in protecting Childcare Worldwide resources in order to maximize the positive impact of donors' contributions.
- Review and approve various operational initiatives requiring material capital expenditures while respecting the global annual capital budget.
- Represent Childcare Worldwide in its relationships with the Childcare Worldwide community of supporters, including important ministry donors and sponsors.
- Lead senior management in the oversight and execution of all necessary activities, overseeing various committees as needed.
- Supervise legal affairs related to Childcare Worldwide, including those where the organization and its stakeholders may be liable.

## Fundraising and Development Leadership

- Review and assess all current communications with donors and prospects, prospect research, solicitation of foundations, churches, corporate and individual donors, gift planning, grant and proposal writing, donor appreciation, and fundraising accounting.
- Ensure Childcare Worldwide has the flow of funds needed to make continuous progress towards achieving its vision and mission, and that the funds are properly allocated to reflect current and potential needs.
- Provide innovative leadership to expand local revenue-generating and fundraising activities to enlarge the donor base, which will support existing program operations and regional expansion.
- Develop external presence and relationships to garner new opportunities through public speaking engagements and other public relations efforts specific to the ministry's target audience.

## Key Candidate Characteristics

The future President will bring a broad and perceptive understanding of Childcare Worldwide's unique position among similar sponsorship ministries. The evolving nature of the sponsorship landscape will require openness and creativity relative to short-term, intermediate, and long-term models of sustainable resource generation. The new President will demonstrate humility and integrity, as well as infectious enthusiasm and authentic commitment to following God's leadership as s/he manages relationships with numerous domestic and international supporters and sponsors. A future leader will expand upon Childcare Worldwide's foundation by embracing flexibility and collaborative innovation, exemplary communication and interpersonal skills, and a people-first perspective to organizational direction. The new President will further God's global Kingdom by guiding Childcare Worldwide toward new opportunities for sound stewardship and positive impact. Most importantly, the new leader must be a mature Christian who is comfortable expressing his or her faith through testimony and prayer, often in a group setting.

## Success Factors and Competencies

- Courage Blended with Wisdom
- Willingness to Teach and Learn
- Change Management Leadership
- Commitment to Clarity of Vision and Purpose
- Personal Integrity and Trustworthiness
- Understands Power of Celebrating Wins
- Customer Focused Program Analysis
- Unwavering Values, Ethics and Principles
- Compassion That Demands Action
- Motivating Others with Love and Accountability
- Perspective of Past Successes and Trials
- Above Average Emotional Intelligence
- Winsome Interpersonal Skills
- Excellent written and oral communication skills

## Experience, Education, and Requirements

- Bachelor's degree + 10 years of progressively responsible P&L leadership experience in a ministry or comparable marketplace setting. Advanced degree preferred.
- Five years senior management level responsibilities.
- Exhibit a basic understanding of fundraising, with prior fundraising experience preferred.
- Demonstrated ability to lead high-performing teams; extremely adept at people-management.
- Direct connection to, and passion for, international missions, particularly those focused on education and child development.
- Through confidence and a personal belief in Jesus Christ, lead the organization as a mature spiritual mentor, modeling the servant leadership and standard of personal excellence expected from the rest of the team.
- Exhibit strong skills in interpersonal communication, public speaking, writing, and effective media relations.
- Knowledge of general accounting practices and financial operations.
- Demonstrated experience in cultivating and expanding positive, long-term business, ministry, and community relationships.

*For more information or to apply for this position, please contact:*

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