

World Vision

NGO

Strategy Deployed

At the beginning of the search we conducted one-on-one interviews with each member of the Board of Directors and each member of the existing senior leadership team. We also did an extended interview with the President of World Vision International. From these conversations, we determined that World Vision US needed someone with a solid blend of the following attributes: Ability and motivation to:

- Navigate the complexities of World Vision, clarifying and simplifying, making the boundaries and accountabilities clear and manageable
- Think strategically and apply critical reasoning to what matters most to the organization's Christian identity, mission, performance and long-term viability
- Lead the organization with a relational approach that builds trust and builds bridges externally and internally; operate in a way that values and creates collaboration
- Build and develop a senior leadership team at the Global Center that demonstrates open and transparent teamwork, models both servant leadership and high performance, and shows love and compassion yet gets results

Outcome

As the longest-serving president of World Vision U.S., Rich Stearns called Christians to action on the greatest needs of our day.

Driven by his passion to raise awareness and support for poverty and justice issues, he has built a strong leadership team focused on bringing corporate best practices to the nonprofit sector and inspiring a culture of outcome-focused management at all levels of the organization.

During his time as CEO, World Vision's annual revenue grew from

approximately \$360 million to more than \$1 billion, and the ministry reports that it is on track to serve more than 30 million children by 2022. During his tenure, World Vision has responded to global poverty, human trafficking, the refugee crisis, water sanitation, famine, and dozens of natural disasters.

Rich's greatest legacy will be calling the church in America to respond to some of the greatest needs of our time, most notably the HIV and AIDS pandemic and, more recently, the global refugee crisis.

Executive Placed

Rich Stearns 1998 – 2018

The Search Committee challenged us to conduct a comprehensive search. WVUS had strong name recognition that drew people into the search. We spoke with a wide range of Christian leaders in large Christian organizations, Board Members of those organizations and Christ-followers who were leaders in Fortune 500 corporations. On the short list, they wanted someone from the private sector and at least one person with a ministry background. The final pool of candidates had two people with strong ministry background and corporate executives from Lenox China, Gulf Oil, Kinkos and GE Capital.