



global
disciples

Appointment of
Chief Financial
Officer

Macaulay
search•

Letter from the Chief Executive

Dear Prospective candidate,

I am writing to you with a deep sense of gratitude and excitement about the season we are entering.

What began in 1996 with just a handful of people and five scattered training programs has, by God's grace, grown into a remarkable movement: today we partner with over 4,000 active programmes across 71 nations, primarily in Africa, Asia, and Latin America, equipping ordinary believers to become disciple-makers who share the Gospel, multiply disciples, and plant sustainable churches among least-reached people groups. Each year, tens of thousands—most recently over 31,000—are trained and sent out, resulting in thousands of new believers and new churches planted annually.

We praise God for this explosive multiplication and the bold missional ambition He has placed before us: to significantly increase scale and impact over the next five years.

In this dynamic season of accelerated growth and structural evolution, we are prayerfully seeking a gifted Chief Financial Officer (CFO) to join our leadership team. As a strategic partner and financial architect, you would play a pivotal role in engineering the optimal financial infrastructure—robust systems, processes, and cross-border capabilities—that ensures efficiency, compliance, stewardship, and scalability. Your leadership would directly underpin and sustain the expansion needed to fulfil our God-given vision for even greater global Kingdom impact.

If you sense the Lord's prompting towards financial leadership in a rapidly multiplying, disciple-making movement—if you are servant-hearted, humble, and attentive to the Lord's calling on your life—I warmly invite you to prayerfully consider applying for this CFO position. Together, under Christ's headship, we can build what is necessary for the “next” He is calling us into.

May the Lord guide you in your discernment.

In His service,



René Dekker
Chief Executive Officer



Our History

It was November 1995. Leaders from several discipleship and mission training programs had gathered for a day of prayer and fasting. They were drawn together by a common mission and a common desire: to ponder how to respond to churches worldwide asking for discipleship-mission training for young leaders in their nations.

The Holy Spirit moved the leaders to confession, brokenness, and prayer. They began to see how the barriers separating their ministries had fostered competition and pride, not collaboration and Global Disciples was born.

Initially, Global Disciples offered Global Disciple Training (GDT). Then training was added in small business development and leadership development. Today, Global Disciples raises \$8.8m annually, has over 220 staff and partners with 2,099 clusters of churches in 71 countries across Africa, Asia, Latin America and beyond. In each of these countries we are equipping people in their own cultural context to send out near-culture mission workers to reach the least-reached, multiply believers and plant locally-sustainable fellowships and churches.

Who we are

One third of our world has not yet heard the Good News of Jesus.

Global Disciples refers to this third of the world as least-reached people.

We believe every person should have an opportunity to hear and respond to the Gospel of Jesus Christ. And we live in a time when many of those least-reached with the Good News of Jesus are within reach of a local church.

Through our simple and effective strategy we equip near-culture mission workers—those who share the same or a similar culture with those they are working to reach. We come alongside the local church to train ordinary men and women to share the Gospel, make disciples, and plant churches in their own nations. We are seeing a rapid multiplication of the numbers of people coming to Christ and locally sustainable fellowships being started.





Our Mission

Global Disciples makes it possible for clusters of churches to multiply Christ-like disciples and locally sustainable fellowships among least-reached people.

We do this through a model that uses three phases of training, working together to activate and support multiplication.

- 1)** Discipleship-mission training equips a disciple to go and make disciples and plant a church
- 2)** Small business training provides a disciple-maker with a means of support and a presence among a least-reached community
- 3)** Leadership training equips a disciple-maker to help a new fellowship grow and mature spiritually under Christ-like leaders and mentors.

Each training programme is owned and operated by a local group or “cluster” of churches. For three years, Global Disciples provides seed funds to cover a percentage of training expenses. By year four, local resources fully support the training.

Multiplication begins as training programmes equip and send out disciple-makers and church planters. As people put their faith in Christ, new churches are planted. Many new churches go on to launch their own training, multiplying more disciples among least-reached people.

We are now partnering with more than 2,099 clusters of churches in 71 nations.

“I love Global Disciples for their vision to reach the whole world with the Gospel of the Lord Jesus Christ! We asked the Lord to open a door for us in a Somali village. We thought they would be hostile, but God created an environment where 15 people openly came to Jesus. The entire village was surprised; those who gave their lives to Jesus are growing and holding firmly to their faith.”

Mulewa, Programme Director, Kenya



Our Core Values

Intimacy with Jesus

Who we are and what we do flows from our relationship with Christ.

Risk-Taking Obedience

Obeying Christ requires the courage to risk all for our God-given mission.

Serving with Humility

Modelling the way of Jesus is our goal, living selflessly for God's glory.

Trusting Relationships

Building trust with our co-workers, partners, and donors is essential.

Unwavering Integrity

Being authentic, accountable, and truthful in our words and actions.

Transforming by Prayer

We want our work to be conceived, birthed, and carried out in prayer.

Our Impact In 2025



Global Disciples partners with

2,099
clusters of churches



847 Directors Trained

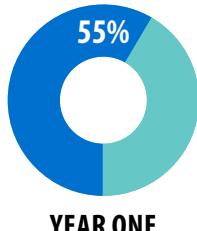


2,515

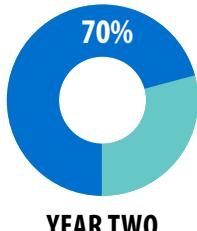


Intercessory
prayer teams
across the globe

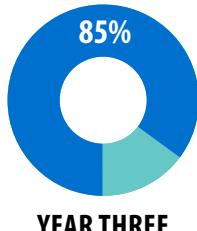
LOCAL CHURCH FUNDING



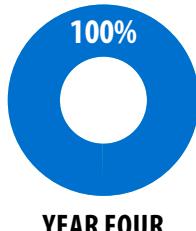
YEAR ONE



YEAR TWO



YEAR THREE



YEAR FOUR

\$1,007,271 IN SEED FUNDS

provided by Global Disciples to assist new training programs in the first three years. For every dollar given in seed funds, the local church provides two dollars.

1,981

Programs are fully sustained by local resources.

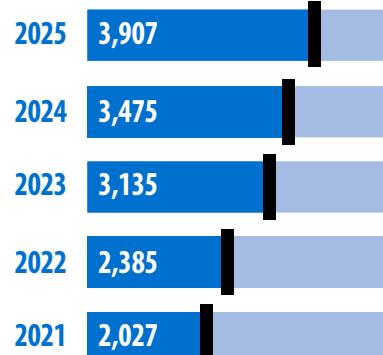
* Reporting from calendar year 2024. All other data as of June 30, 2025.



80%

of Global Disciples partner programs launched since 1996 are still active!

ACTIVE TRAINING PROGRAMS



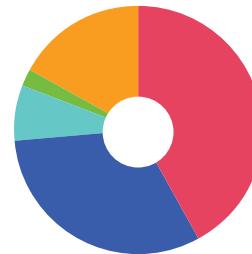
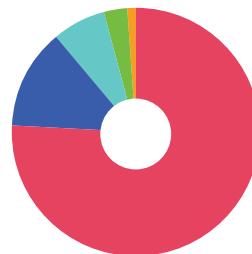
Training in

71
countries
world-wide



Financial Overview

Last year we raised just over \$8.8m. 90% of the annual funding is currently raised in the US and the remaining 10% is raised through our National Foundations in Canada, Indonesia, Ethiopia, Kenya, Zambia and India.



“During our outreach in this {predominantly Muslim} area, a 60 year old man was firmly against us – he did not want any church in his village. But he came to faith in Christ, along with his entire family! We saw 189 people give their lives to Jesus, and 185 were baptised. This is a massive multiplication of disciples for us in Burkina Faso! Now three fellowships are discipling new believers and worshipping the Lord!”

Kwame, Programme Director, Burkina Faso



Context to this Appointment

Global Disciples International is a rapidly growing faith-based mission organisation that equips clusters of local churches—primarily in Africa, Asia, and Latin America—to train ordinary believers as disciple-makers, enabling them to share the Gospel, multiply disciples, and plant sustainable churches among least-reached people groups. Having experienced remarkable expansion—from just a handful of programmes in 1996 to over 4,000 active programmes today, training tens of thousands of disciple-makers annually—the ministry has seen explosive multiplication in its impact and reach.

With bold missional ambition to significantly scale up over the next five years, Global Disciples is intentionally transitioning from a predominantly US-headquartered model to a more decentralised, globally dispersed structure that empowers regional and national leadership, fosters local ownership, and aligns with its commitment to near-culture relevant mission.

In this dynamic season of accelerated growth and structural evolution, the organisation is seeking a strategic CFO to serve as a key financial architect—engineering optimal financial infrastructure, systems, and processes that provide robust support, ensure efficiency and compliance across borders, and enable sustainable scaling to fulfil the ministry's God-given vision for greater global impact.

Global Structure

Global Disciples International is a Christian mission organisation whose governance and operational structure blends a central leadership with a global network of locally owned training partnerships. At the top level, it is led by a Global Board of Directors and an Executive Team that includes René Dekker as Chief Executive alongside an Interim Chief Financial Officer, Chief Revenue Officer, Chief Programmes Officer, a President overseeing the Africa region, a President overseeing the Asia region and a President overseeing Emerging areas. The Global Board provides overall governance and strategic oversight, while the international leadership team directs the organisation's mission execution, fundraising, and global support functions.

Operationally, Global Disciples functions through local staff teams across Africa, Asia and Latin America alongside partnerships with clusters of churches in more than 70 countries. Rather than centralising all activities, the organisation equips local church networks to run discipleship, small business, and leadership training programmes that are owned, funded, and sustained locally, enabling culturally relevant mission work among least-reached peoples. This model means the organisation's global footprint is a decentralised network of locally led training programmes and near-culture workers connected through shared vision, resources, and support from the central offices.



"In Myanmar the political crisis means we have many difficulties in travelling to reach the unreached. But by the grace of God, we shared the Gospel with more than 200 unreached people last year. Thirty people were baptised.

This year we are praying to reach 500 more people with the Good News of Jesus. I thank and praise God for all He has done in this mission field through me and the servants in our church, for His glory and to extend His Kingdom."

Moe, Programme Director, Myanmar





Role Description and Key Responsibilities

We are seeking a CFO at Global Disciples International with an active and mature Christian faith, who is able to bring courageous and inspiring leadership to our work. S/he will have a servant-hearted authenticity, a management style that leads through team building and a drive to see excellence delivered through strong and transparent working relationships.

The CFO will report to the Chief Executive and be a member of the Executive Team alongside the Chief Programmes Officer, Chief Revenue Officer, President of the Africa region, President of the Asia region and President of Emerging Areas.

S/he will provide leadership for all finance and IT functions globally (across Africa, Asia, Latin America and North America) developing and deploying strategies in areas consistent with the organisation's vision and values and aligned with the organisation's growth aspirations for the coming years.

S/he will have two direct reports; the Global Finance Director and the Global IT Director who oversee and manage a finance team of five and IT team of four, dispersed across four hubs, two in Africa, one in Asia and one in Lancaster, Pennsylvania in the US.

The CFO will provide effective leadership to their teams resulting in:

- Healthy and effective Finance and IT teams in continental hubs in Africa, Asia and the US.
- Optimisation of financial practices and processes, ensuring data integrity and compliance.
- Streamlining of global revenue streams to effectively support activities around the world.
- Reliable and timely reporting to the Executive Team and Global Board.
- Effective IT and data management systems and processes organisation-wide.
- Increased financial accountability throughout the organisation.

We are seeking a CFO who is unafraid of being creative, harnessing innovation to create more effective ways of working and someone who excels in empowering others to deliver operational goals with cross-cultural experience.

Current Priorities

Priorities for the incoming CFO will be:

- Listening and learning from senior colleagues and partners to understand the operating realities across Global Disciples.
- Reviewing existing financial systems, processes and resourcing levels and making recommendations about the organisational financial capacity.
- Helping shape and implement an optimal organisational structure, including advising the Chief Executive and the Global Board on the strategic establishment of country-specific revenue-raising foundations to drive diversified income and long-term growth.
- Developing and executing a strategic roadmap for building a scalable financial infrastructure that enables seamless and low-cost international money transfers while supporting the ministry's future growth and global mission expansion.
- Empowering finance professionals across Global Disciples to provide leadership in their respective areas of responsibility, releasing them into their areas of gifting.
- Building a vibrant community of practice across the finance function at Global Disciples.



Role Description and Key Responsibilities

The primary responsibilities of the role will be to:

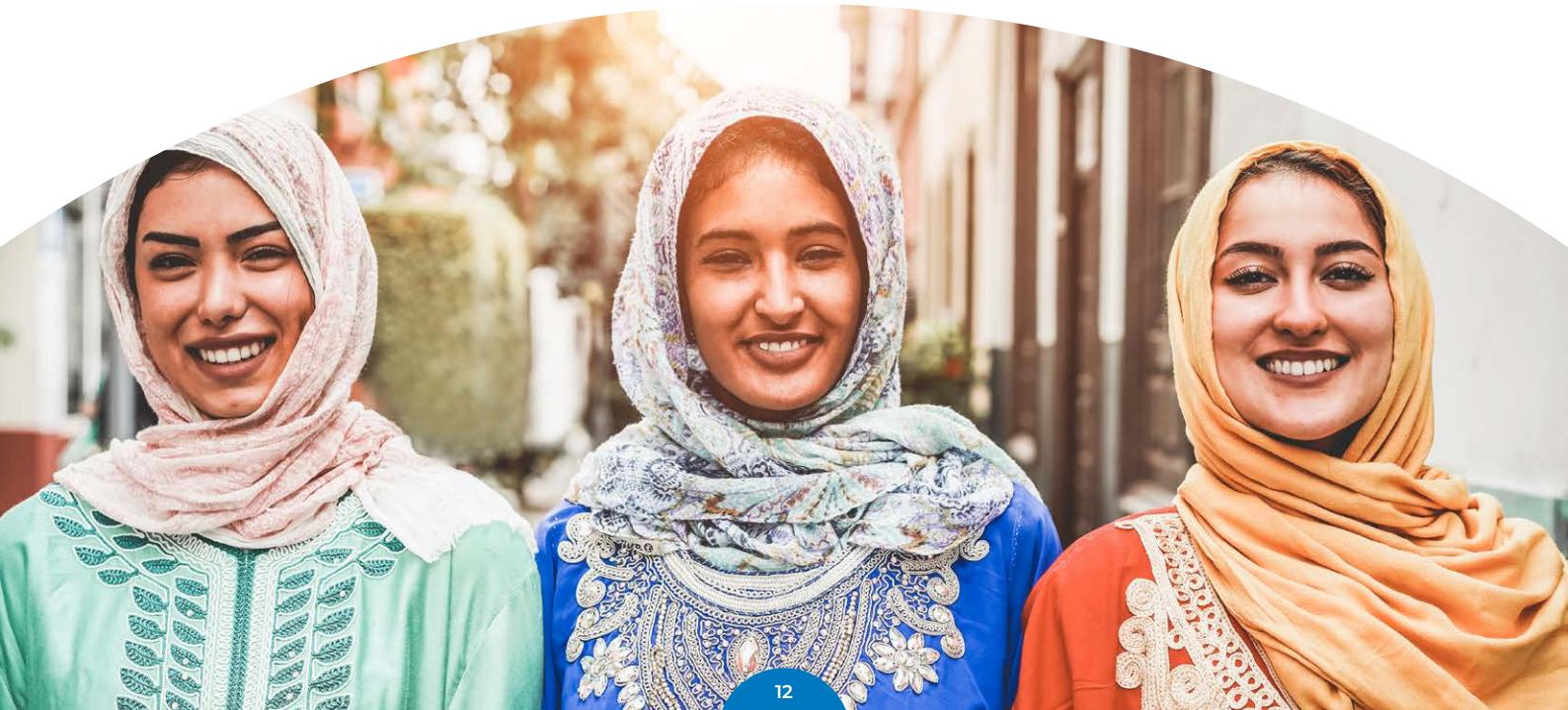
- Lead and develop the Finance and IT functions and teams globally.
- Design and implement a planning, control and reporting framework in support of the anticipated growth in the next decade.
- Ensure data integrity and compliance through reliable systems and processes.
- Oversee and optimise cashflow management and projections.
- Drive long term financial sustainability in close collaboration with the Chief Executive and Chief Revenue Officer.
- Build a culture of financial accountability and stewardship at all leadership levels.
- Design, implement and maintain an efficient legal and fiscal structure to allow for money to flow from origin (donor countries) to destination (field operations).
- Ensure reliable and timely financial reporting to the Executive Team, Global Board and external stakeholders.
- Spend adequate time for rest and renewal to nurture emotional and spiritual health as a matter of first priority.
- Participate in and contribute to regular times of prayer and biblical reflection with the Executive Team, colleagues in the Finance and IT teams and members of the Global Board.

Person Specification

We recognise that to be great at your role there are certain characteristics that are important and others that enable a good fit within our existing team and culture.

To that end you will have:

- A deep understanding of financial management and financial engineering that enables you to shape how Global Disciples maximises its impact around the world.
- Expertise in balancing faith with pragmatism and walking the fine line of risk-taking obedience.
- The ability to easily build and maintain strong relationships with cross-functional teams cross-culturally.
- A passionate and positive attitude, naturally collaborative, highly organised, willing to take on responsibility outside your role to get the job done.
- Creativity and entrepreneurialism: you are always looking for the most efficient path to reach your objectives, both in terms of colleagues' effort and in terms of cost.
- An ability to accept responsibility and work under pressure and to tight deadlines – with demonstrable skills in managing a busy and varied workload.
- An ability to deliver on time, and on budget with high attention to detail and accuracy.
- Excellent communication skills in order to present financial data and wisdom to non-financial experts in a highly relational working context.
- An ability to communicate clearly in written and spoken English.
- Emotional resilience and the ability to stay fresh and on top of multiple activities.
- A strong desire to see near-culture mission workers empowered to share the Gospel and make disciples amongst the least-reached around the world.
- A commitment to the mission, vision, objectives and values of Global Disciples.
- Humility of spirit and be servant-hearted in approach, with a clear personal commitment to hearing and responding faithfully to the Lord's ongoing call on their life.
- An infectious and active Christian faith, actively engaged in and accountable to a Christian church and community, passionate about prayer, the Bible and evangelism and disciple-making.
- A willingness to be an advocate of Global Disciples through personal relationships and church involvement.





Your Experience

We are believers in investing in talent and potential, however for the best chance of success, experience in the following will stand you in good stead:

- Educated to degree level ideally to Master's level in Finance or a related field.
- A proven track in a senior financial leadership role in an international setting (preferably ministry) with additional responsibilities for IT in an organisation of similar complexity and scale.
- Strong strategic financial expertise with an ability to lead and manage people, processes, finances and projects cross-culturally.
- Excellent interpersonal and communication skills with a work history that displays evidence of strong leadership and management expertise and experience.
- Proven ability to practice collaborative leadership: comprehending broader organisational priorities and objectives, then contributing targeted data, analysis, and creative solutions to meet those needs in partnership with colleagues and stakeholders.
- An accomplished team leader with the proven ability to delegate effectively and to build and lead teams.
- Commercial acumen, counting the cost of decisions and applying financial disciplines and risk-taking obedience to ensure we remain strategically aligned to achieve our vision.
- Experience of working with Boards and creating financial presentations that aid organisational decision-making.
- Proven cultural intelligence and an ability to effectively lead in a multicultural setting.
- An ability and willingness to travel internationally (up to approximately 16 weeks a year).

Occupational Requirement

This post is subject to an occupational requirement that the postholder be a practising Christian under Part 1 of Schedule 9 to the Equality Act 2010 (in the UK).

The CFO leads a team of staff who support near-culture mission workers in sharing the Gospel with the least-reached around the world. The CFO is expected to conduct the business of Global Disciples in line with Global Disciples' Christian values and ethos. The CFO will at times represent Global Disciples externally and must have a willingness to share their personal journey to the Christian faith and the life-transforming message of the Gospel, and lead and join in prayer meetings. A full understanding of the Christian beliefs and values which provide the basis for the strategy and objectives of Global Disciples is essential. Employees are required to agree to Our Pledge which you will find in the Appendix.

Terms & Conditions

The role is full time and permanent. We envisage the Chief Financial Officer being based in either one of our hubs in Africa, Asia or in Europe. Regular international travel will be required. Approximately 30% of the CFO's time will be taken up with International travel (up to approximately 10 days a month).

Hours: 45-50 hours per week. Some weekend working and availability at other locations and outside normal working hours will be required.

Salary: Competitive, location-based salary—typically around \$110,000 annually—based on experience and local market rates, plus other benefits including a generous holiday allowance and four days annually for prayer retreats.

How to Apply

Global Disciples International is working with Macaulay Search to make this appointment. Applications should be sent by email to mark.powys-smith@macaulaysearch.com

The closing date for applications is 5pm GMT on Wednesday 18th March 2026.

Your application should comprise:

- A full CV including a full employment history showing responsibilities held and relevant achievements;
- A covering note of not more than one and half pages summarising your motivation and reasons of being interested in this position. Please do make mention of your fit with the Christian faith, values and motivation for working for Global Disciples International;
- The names of three referees – two of whom should cover recent years of employment and one of whom should be pastoral. These details will be held in strictest confidence and references will not be sought until later in the process and not without your prior agreement.

The Process

A selection of candidates will be invited to a first interview via Teams in week commencing 30th March 2026. A second round of in-person interviews is scheduled for week commencing 13th April. You can expect to hear from Macaulay Search if you have been invited for interview by the end of the day on 27th March.

Thank you for prayerfully considering this role. Please do be in touch with Mark Powys-Smith at Macaulay Search if you have any questions about this opportunity.





Appendix

OUR PLEDGE

We are global disciples of Jesus.

Our allegiance is to Jesus Christ. He is the Living Word of God, as revealed by the Holy Spirit and through the Bible.

We want to do our part so everyone has the opportunity to hear the Good News of Jesus and to choose if they will believe and follow Him. Our desire is to see each person experience the transforming love of Jesus, live in the fullness of the Spirit, and enjoy God forever.

As a participant in a local expression of the global Body of Christ, we are united in heart and purpose with sisters and brothers of many nations, ethnic groups, languages, and churches to glorify God and to make Him known.

We believe our part as global disciples of Jesus Christ is to:

- Pursue intimacy with God as our Creator, Provider, and Father, through Jesus my Saviour, Lord and friend.
- Love others as Jesus loves them, relating and serving as witnesses in word and deed, loving even our enemies.
- Pray diligently for people who don't yet know Christ, especially those unreached with the Good News.
- Live generously as a steward of all God has entrusted to us, being an ambassador of our generous Master.
- Rely on the Holy Spirit and the Bible to lead, guide and empower us to live, love and serve for God's glory.