

DAVID WEARS

LEADER & DESIGNER

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Lisboa, Portugal (US Citizen, Available to Relocate)

PROFESSIONAL SUMMARY

Leader and designer with experience in operational systems, workflow improvement, and team leadership. Skilled in building organizations, developing programs, and communicating ideas through teaching, writing, and visual design. International experience working across cultures in Portugal and the United States.

✓ Workflow Design
✓ Process Improvement
✓ Operational Efficiency

✓ Systems Development
✓ Team Leadership
✓ Staff Development

✓ Decision-Making
✓ Diagnostic Analysis
✓ Process Redesign

EDUCATION

B2 Portuguese Certificate, University of Lisboa, ICLP

Bachelor of Science in Biblical Studies, Tennessee Temple University

PROFESSIONAL EXPERIENCE

MISSIONARY / ORGANIZATIONAL DEVELOPMENT

Self-Employed, USA/Portugal | August 2014 - Present

Serving as a missionary focused on community outreach, leadership development, and establishing local ministry initiatives in Portugal, resulting in the founding of a local church.

- **Community Outreach:** Built relationships within Portuguese communities through teaching, outreach, and local engagement initiatives.
- **Communication:** Maintain regular communication with U.S.-based supporters through written updates, presentations, and digital media.
- **Public Speaking:** Teach and present in both small group and larger community settings, communicating complex ideas clearly.
- **Cross-Cultural Engagement:** Work effectively within Portuguese cultural and language contexts while bridging communication with U.S. partners.
- **Program Development:** Help establish and develop ministry initiatives serving local communities.
- **Independent Leadership:** Operate independently while maintaining accountability to a sending organization and supporting partners.

CO-FOUNDER

Cidade Colina, Palmela, Portugal | March 2023 - May 2025

Co-founded and established a local ministry, contributing to its structure, outreach, teaching, and community engagement before transitioning leadership to national leaders.

- **Organization Founding:** Co-founded a local church ministry, helping establish its mission, structure, and operational framework from concept to turning over to national leadership.
- **Program Development:** Helped develop teaching programs, community outreach initiatives, and regular public gatherings.
- **Leadership:** Provided leadership in teaching, planning, and coordinating ministry activities.
- **Community Engagement:** Built relationships within the Palmela community through outreach, hospitality, and local involvement.
- **Operations:** Helped coordinate logistics for gatherings, communication, building renovation and organizational planning.
- **Communication:** Designed and printed digital and print materials supporting outreach, teaching, and community engagement.

ASSISTANT PASTOR

Calvary Baptist Church, Charlotte, MI | September 2013 - August 2014

Assisted in pastoral leadership through teaching, ministry coordination, and congregational care.

- **Teaching:** Prepared and delivered sermons, Bible studies, and teaching sessions for congregational gatherings.
- **Pastoral Care:** Provided mentoring, visitation, and spiritual support to members of the congregation.
- **Ministry Coordination:** Assisted senior leadership in organizing church ministries, services, and events, including coordinating a three-day youth seminar with 50 participants.
- **Volunteer Leadership:** Worked with volunteers and ministry leaders to support church programs and ministry activities.
- **Community Engagement:** Participated in outreach efforts and community activities representing the church.

GRAPHICS MANAGER

The Markerboard People, Lansing, MI | April 2004 - September 2013

Managed graphics production operations, including workflow coordination, team supervision, and preparation of artwork for printing.

- **Production Leadership:** Managed graphics production operations supporting the manufacturing of custom printed boards and visual products.
- **Workflow Development:** Designed and improved production workflows to increase output and maintain quality standards.
- **Team Supervision:** Led and supervised production staff, coordinating schedules and daily workflow.
- **Process Improvement:** Redesigned production workflows to reduce inefficiencies, lowering departmental budget by 25% in the first year and reducing staffing per production line by 33%.
- **Quality Control:** Maintained quality standards across graphic production, ensuring accuracy and consistency in finished products.
- **Design & Prepress:** Prepared artwork and production files for printing using professional graphic design software.