

DAVID WEARS

Franchise Business Consultant

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Lisboa, Portugal (US Citizen, Available to Relocate)

PROFESSIONAL SUMMARY

Operations-focused leader with experience building relationships, improving workflows, and supporting organizational performance. Proven ability to analyze operations, implement process improvements, and reduce costs while maintaining quality, including **reducing departmental expenses by 25% and staffing requirements by 33%**. Strong communicator and mentor with cross-cultural experience working in the United States and Portugal.

- ✓ Workflow Design
- ✓ Process Improvement
- ✓ Operational Efficiency
- ✓ Systems Development

- ✓ Team Leadership
- ✓ Coaching & Mentoring
- ✓ Decision-Making
- ✓ Public Speaking

- ✓ Diagnostic Analysis
- ✓ Performance Analysis

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

Lead organizational development efforts including relationship management, program development, and operational support, resulting in the establishment of a local non-profit organization.

- **Relationship Management:** Built and maintained ongoing relationships with financial partners across the U.S. and Portuguese contexts, providing regular communication and support.
- **Coaching & Mentoring:** Taught and mentored individuals and groups, adapting communication to different audiences and cultural contexts.
- **Public Speaking:** Teach and present in both small group and larger community settings, communicating complex ideas clearly.
- **Program Development:** Work effectively within Portuguese cultural and language contexts while bridging communication with U.S. partners.
- **Operational Support:** Designed and refined systems for outreach, communication, and engagement.
- **Cross-Cultural Collaboration:** Worked effectively across language and cultural barriers to align goals and execution.

CO-FOUNDER

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

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

- **Organization Founding:** Initiated 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:** Assisted in coordinating 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:** Supported 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 expenditures 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.