Convene | 30 YEARS



Chief Executive Officer

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ABOUT CONVENE

We help faith-driven leaders **accelerate**, business, community, and impact.



Convene was founded in 1996 by Brian Thatcher and a small group of CEOs with a clear and compelling vision: to equip isolated business leaders with the tools, support, and trusted relationships needed to grow profitable businesses while integrating faith and making a meaningful Kingdom impact. What began as a single forum has grown into a national platform equipping leaders to lead with clarity, conviction, and purpose.

Convene brings together accomplished CEOs, business owners, and executives into trusted peer forums, creating an environment where leaders are challenged, sharpened, and no longer lead alone. Through coaching, connection, and practical frameworks, leaders are equipped to accelerate business performance, strengthen community, and expand their overall impact across every dimension of leadership.

Today, the organization serves approximately 800 members through 80 chairs nationwide, representing a strong and expanding platform for influence. Guided by a commitment to seek God's wisdom and continually innovate, Convene remains focused on equipping leaders to build exceptional businesses while leading with greater intentionality, discipline, and clarity in an increasingly complex environment.

Convene calls leaders to lead lives of integrated impact. The result is a more complete form of leadership, where business growth, personal priorities, faith, and purpose are fully aligned.

CORE BELIEF

When Christ-following leaders convene, God shows up, advancing business, creating community, and impacting lives.

CORE PURPOSE

We help faith-driven leaders accelerate business, community, and impact.

THE PROBLEM

75% of CEOs struggle with isolation and do not receive outside leadership advice.

(Stanford University)



MISSION

To connect, equip and inspire Christian CEOs and business owners to grow exceptional businesses and become higher-impact leaders who honor God.

THE OPPORTUNITY



Convene is entering a new chapter with a bold goal: to grow from approximately 800 members today to 2,030 members by 2030. For 30 years, Convene has served Christian CEOs and business owners, creating trusted spaces where leaders grow their businesses, deepen their faith, and experience authentic community. Its foundation is strong, and its mission is clear; yet the opportunity ahead is significant.

Leaders are more isolated than ever, and technology is reshaping how insight, coaching, and community are delivered. Convene is uniquely positioned not just to participate in the future of leadership development, but to help define it.

The desired new CEO of Convene will step into this moment with a clear mandate: to build on a strong foundation and accelerate the organization's next phase of growth, alignment, and impact. This is a builder role. An opportunity to clarify vision, reignite momentum across a nationwide network, and strengthen alignment within a decentralized, entrepreneurial system of Convene Chairs. The desired leader will help evolve Convene's model by enhancing its reach and relevance, attracting and equipping Chairs to serve more and more business leaders ... all while preserving what has always made it distinctive: ***trusted relationships, meaningful community, and Christ-centered leadership.***

Spiritual & Mission Leadership

- Lead from an authentic, visible Christian faith that shapes culture and direction
- Serve as the spiritual and cultural tone-setter for the organization
- Champion the integration of faith and business across the Convene experience
- Build trust through conviction, humility, and consistency



Vision, Strategy & Momentum

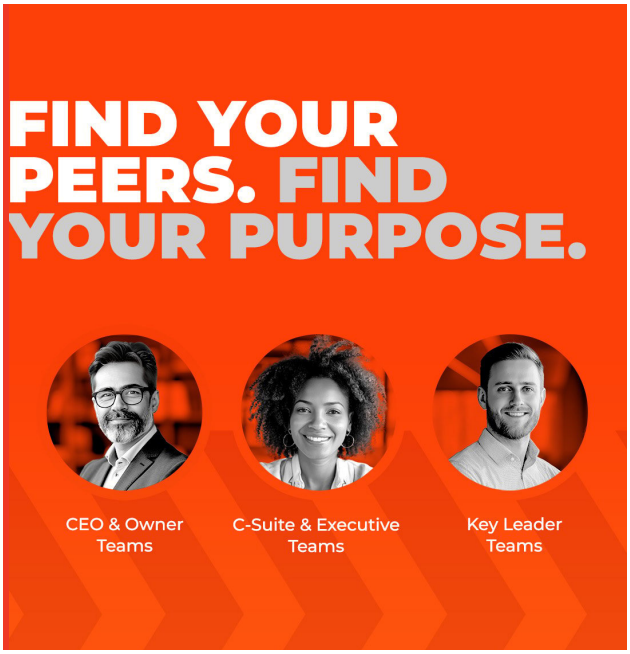
- Set a clear, compelling direction that reenergizes the organization
- Lead focused reinvention, sharpening Convene's value proposition in a changing market
- Translate vision into priorities that drive alignment and execution
- Shift the organization from opportunity-driven to strategy-led

Leading a Distributed, Entrepreneurial Network

- Inspire, align, and enhance a growing nationwide network of Chairs
- Balance autonomy and accountability, creating freedom within a framework
- Elevate performance, consistency, and engagement across the network
- Foster a sense of ownership and momentum among Chairs

Growth, Brand & Market Presence

- Reignite sustainable growth and expand reach and influence
- Strengthen positioning in a competitive, evolving marketplace
- Expand the Convene Chair network, establishing the role of Chair as a sought after career for bright, gifted, experienced, missionally aligned leaders
- Establish a strong executive presence in the Christian business community
- Enhance chair and member experience, retention, and measurable impact



Business Model, Innovation & Scale

- Evolve the economic and operating model for long-term sustainability
- Leverage technology and digital tools to enhance scale and value
- Develop differentiated, scalable offerings while preserving relational depth
- Position the organization for continued relevance and resilience

Board Partnership & Organizational Leadership

- Serve as a trusted, transparent partner to the Board
- Foster alignment, communication, and shared ownership of strategy
- Build a culture of accountability, clarity, and execution

Key Attributes

The ideal CEO of Convene is a forward-looking leader with spiritual conviction, business acumen, and proven leadership. They will bring clarity and resolve to lead through complexity and boldly reimagine the organization's future, ensuring it remains a vital, Christ-centered force focused on business excellence in a rapidly evolving business world.

Faith & Calling – This leader brings a mature, authentic Christian faith that is evident in how they lead, decide, and relate. They are faith-grounded with a clear calling to invest in leaders and advance Kingdom impact through the marketplace.

Executive Leadership – An experienced enterprise leader who knows how to lead and enhance through both growth and complexity. Comfortable operating in a board-governed environment, they create alignment while driving results.

Strategic & Catalytic Leadership – This is a leader who sees what's ahead and is willing to rethink legacy models when needed. They bring both vision and execution, creating clarity and helping organizations move from drift to direction with focus and momentum.



Relational Influence & Communication – Highly relational and emotionally intelligent, this leader builds trust across a network of independent, entrepreneurial stakeholders. They lead through influence, bringing others along with clarity and consistency. As a communicator, they are compelling and credible, clearly articulating a vision and reinforcing shared purpose.

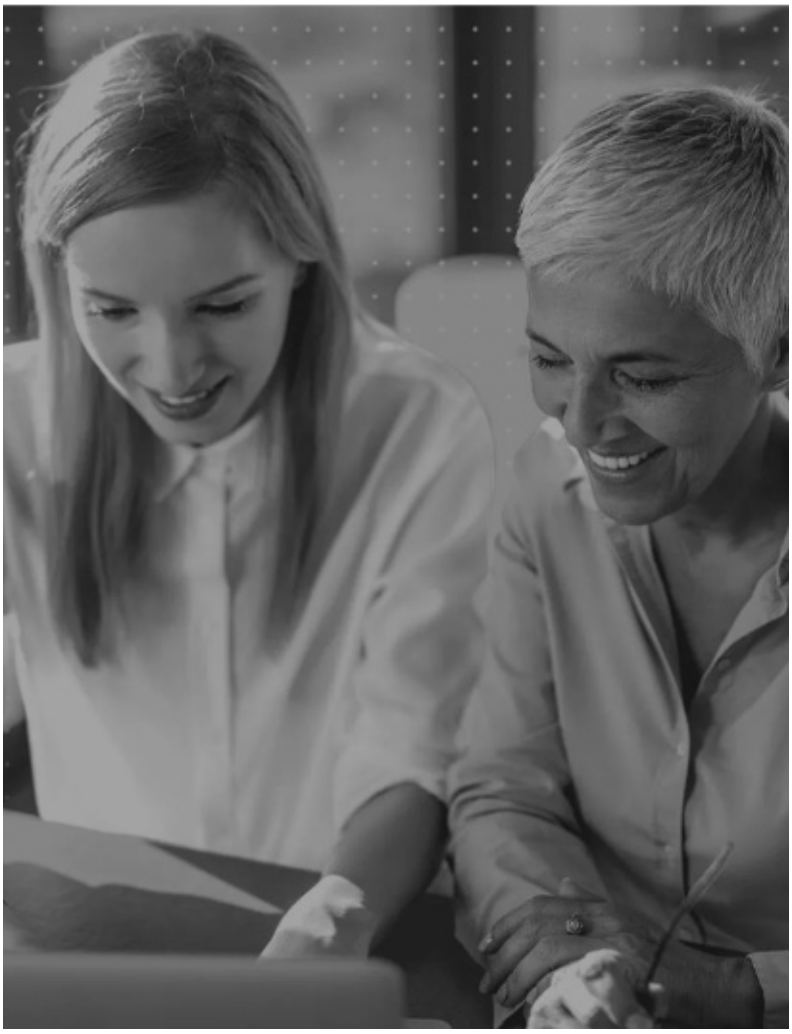
Business & Financial Acumen – They bring a strong understanding of how organizations grow, scale, and sustain performance. Comfortable with financials and operating models, they make sound decisions that balance mission, organizational capacity, and economics. At the same time, they remain humble and teachable, open to counsel, accountability, and continual personal growth.



Valuable Experience and Capabilities

- Prior CEO experience with direct Board accountability
- Fluency in financial statements, operating models, and strategic planning
- Background in membership organizations, peer advisory groups, or coaching networks
- Familiarity with faith-based or mission-driven settings
- Exposure to transformation, turnaround, or business model reinvention





Contact Us



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Nominations, expressions of interest, and applications should be submitted to ConveneCEO@carterbaldwin.com. Confidential inquiries concerning this search may be directed to:

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