

Benjamin A. Francis

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Timberlake , NC 27583

SUMMARY

Proven leader with 17 years of experience in public leadership, policy creation and oversight, personnel management, public communication, and administration. Experience in organizational governance, conflict resolution, research, and program development across nonprofit, educational, and public-facing institutions.

STRENGTHS

- Leadership/Leadership development/ Non-profit leadership
- Collaborative leader who builds and grows teams to work toward shared goals
- Conflict resolution and problem-solving
- Strategic thinker and administrator adept at developing policies/procedures,
- Project management
- Excellent communicator with experience in public speaking, writing, editing, and curriculum development

PROFESSIONAL EXPERIENCE

Founder and Principal Consultant

Francis Governance and Leadership Consulting | Timberlake , NC | Jan 2026-Current

- Founded a consulting practice focused on governance, policy development, leadership effectiveness, and organizational health.
- Designed governance assessment methodologies and organizational review frameworks.
- Developed service offerings, client processes, marketing, and educational resources.

Executive Director

Theresa Baptist Church | Roxboro, NC | Aug 2019-May 2026

Executive organizational leadership:

- Personnel oversight, program management, committee leadership, logistical oversight, and regular public speaking.
- Directed and managed a \$600k annual budget supporting multi-department operations and strategic initiatives.
- Led organizational transformation initiatives that improved operational efficiency across multiple stakeholder groups and cross-functional teams.
- Led comprehensive governance modernization initiative, including bylaw revision, leadership restructuring, and policy development to improve organizational effectiveness and leadership accountability.
- Recruited, trained, and developed volunteer and ministry leaders to strengthen organizational objectives.
- Managed initiatives involving staff, governing boards, committees, and volunteer leadership from planning through implementation including strategic partnerships with community organizations and to expand impact and community engagement.

Adjunct Professor/Field Instructor

Southeastern Baptist Theological Seminary | Wake Forest, NC | Aug 2017-May 2025

Instructed graduate students in fieldwork, providing teaching, grading, and guidance to enhance practical skills and knowledge application.

Team Leader, Theological Researcher/Writer

Docent Research Group | Austin, TX | Aug 2017-May 2022

Specialized theological/cultural research:

- Weekly client consultations to assess needs and wants.
- Directed research team in producing specialized, client-tailored research briefs to meet clients (20+ pages).
- Editing and formalizing research briefs. Logistics management.

Director for Education and Leadership

Parkwood Baptist Church | Gastonia, NC | Aug 2015-Jul 2019

Executive leadership for adult education at a large church (1800+):

- Directed staff training and development initiatives supporting organizational growth and effectiveness.
- Oversaw multi-team coordination across staff, committees, and volunteer leadership structures to achieve organizational mission and goals.
- Coordinated strategic initiatives involving staff, leadership teams, and governing boards.
- Coordinated \$4.5 million budget planning within a multi-department institution.
- Regular counseling and public speaking.

Leadership Associate

Ridgecrest Baptist Church | Durham, NC | Aug 2009-Jul 2015

Led age-targeted programs, trained leaders, developed budgets, and coordinated multi-department logistics.

Assistant Store Manager

Discount Tire Co. | Gastonia, NC | Oct 2006-Jul 2009

- Supervised daily retail operations, inventory control, personnel scheduling, workflow management, and customer service.

EDUCATION

Doctor of Education (D.Ed.Min)

The Southern Baptist Theological Seminary | Louisville, KY

Master of Theology (ThM)

Southeastern Baptist Theological Seminary | Wake Forest, NC | May 2026

Master of Arts

Southeastern Baptist Theological Seminary | Wake Forest, NC

Bachelor of Arts

Judson College | Wake Forest, NC | December 2012

CERTIFICATIONS

- Project Management Professional (PMP) Certification Preparation — In Progress
Expected PMP Exam: July 2026

REFERENCES

References available upon request.