

MOPS

Mothers of Preschoolers



Chief Executive Officer

MOPS Ministry Impact

Every day, thousands of women are born into motherhood. It's a special time in a mom's life — one where she's likely to be open to spiritual questions. But it's also a challenging time — one where she might feel more alone than ever. Each mom needs friends to surround her — for support through doubts, for encouragement through fears and for celebration in successes. Friends who will point her toward relationship with Jesus. And that's what MOPS is about.

The simple format of a MOPS group is designed with each mom in mind. There are hugs for hurting moms and leadership opportunities for growing moms — all carrying them one step closer to a relationship with Jesus.

MOPS International walks alongside every group with training and resources that have been developed over 42 years of ministry to moms. Some of those resources are sent directly to each member within the MOPS International Membership, including the Mom-E-Mail newsletter for encouragement and *Hello Dearest* magazine for timely articles and expert advice.

These resources are one aspect of the MOPS Experience — the lifeblood of MOPS is in local, face-to-face relationships. Our Field Leaders bring the expertise, information and support of an international ministry into each community, helping group leaders shape the MOPS Experience into one that speaks directly into each mom's life.



Ministry Scope

- Groups – 4,200 in 32 countries
- Members – 96,500 moms and mentors
- Volunteers – 210 field leaders giving 66,500 volunteer hours per year
- Staff – 51 employees
- Budget – \$4.9 million

Ministry metrics as of June 30, 2015

Ministry Milestones

Eight women. The number was small, but the need was great. The first MOPS meeting took place in February 1973 in Wheat Ridge, Colorado. For two hours, while their children received care, these mothers encouraged each other, had a craft demonstration and ended with a short devotional. In this humble beginning, the seeds of the MOPS concept and format were planted. Through friendship, creative outlets and instruction, the women began to understand that "mothering matters." Today, the same needs for community and equipping are met in much the same way in MOPS groups across the United States and around the world.

From the beginning, women in MOPS were not content to be spectators. Through MOPS, they found an opportunity to discover and cultivate their leadership gifts. As women moved around the country, they took the concept of MOPS with them, and new groups formed.

Growth began as word spread in churches, conventions, and magazine articles that explained this unique new program. Inquiries and requests for information became more frequent, and a handbook was printed. Office space moved from a desk in a family room to a rented office.

In 1981, MOPS established a Board of Directors and incorporated first as MOPS Outreach, and later as MOPS, Inc. As interest mushroomed, leadership training began. One hundred fifty women from five states gathered in 1982 for the first all-day MOPS leadership seminar.

In 1988, MOPS expanded beyond US borders and was renamed MOPS International, Inc. to



reflect the international impact of the ministry. As MOPS grew, so did the need for a chartering process for MOPS groups, additional resource materials, and a paid staff. The Board hired Elisa Morgan as the first president of the organization in 1989.

In 1995, MOPS formed a partnership with Zondervan Publishing House, further expanding its outreach to mothers through books. Also that year, MOPS established Teen MOPS groups for teenage mothers. MOPS became even more available to moms when it went online in 1997, and in 2000 when it created the MOPS ♥to♥Mom Connection (now the MOPS International Membership) to bring additional resources, including *MomSense* magazine, directly to a mom's home. In 2004, MOPS International entered into a publishing relationship with Revell of Baker Publishing Group.

The essentials of the MOPS ministry were reaffirmed in 2007 with a rebranding effort that highlighted the importance of the MOPS group experience in creating better moms who make a better world. The brand attributes were identified as relevant, relationally-inclusive, purposeful, growth oriented and passionately Christian. These elements continue to make up the MOPS experience for moms in MOPS groups around the world.



Organizational Values

- Excellence: The achievement of organizational excellence by conducting all the affairs of the ministry in accordance with biblical principles, sound management, personal and organizational integrity, financial stewardship, and empowerment of the staff to accomplish organizational outcomes.

- Heritage: The historical MOPS group structure serves as a model for ministry.
- Faith Position Statement: A commitment to the MOPS International Faith Position Statement.
- Partnerships/Alliances: Partnership/Alliances where individual strengths are shared for a common purpose.
- Local Church: A relationship with the local church, embracing a spectrum of diverse denominations, which are in agreement with our Faith Position Statement.
- Governance: The building of the board to model good governance, ensure the election of qualified and committed directors, constantly refine the Standing Policies Manual, and inform board members of major developments.



Ministry Values

- Dignity: The dignity of each human life and of each individual mother of preschoolers, no matter where she has been, what she has done or how she is choosing to live her life today, embracing both believers and nonbelievers and all ethnic and socioeconomic groups.
- Women: The equipment of women to become all that God has designed them to be.
- Mothering: The value of mothering for its contribution to individuals, children, society at large, future generations and eternity.
- Relationships: Relationships including the male/female marital relationship, the parent/child relationship, and the ultimate fulfillment of all needs through a personal relationship with Jesus Christ.

- Lifestyle Evangelism: Lifestyle evangelism as expressed through Christ-like relationships in an environment for growth and spiritual development as faith shared through actions and words.
- Leadership Development: The equipment of women to gain confidence in their leadership skills and guide others through lifestyle evangelism.

Mission Statement

MOPS International encourages and equips moms of young children to realize their potential as mothers, women and leaders in relationship with Jesus and in partnership with the local church.



Faith Position Statement

MOPS International is a Christian non-profit organization that believes in working with local Christian churches/parachurches to maximize ministry opportunities to God's Kingdom. MOPS programs are chartered in churches of many different denominations and Christian traditions, but all share the common desire to reach out with the gospel of Jesus Christ and to bring glory to God in everything.

Churches/parachurches and individual MOPS ministry leaders must embrace and agree on the basic, orthodox truths of the Christian faith and the essential issues of salvation. We believe the Bible is the foundation for these truths. It is God's Word,

uniquely and fully inspired by the Holy Spirit, and is authoritative on all matters on which it speaks. MOPS International is committed to telling the truth of the saving work of Jesus Christ, of God's grace to mankind, of the reality of the Trinity and the role of the Church in God's plan for the world. These foundational Christian beliefs are reflected in many of the historic church creeds.

By agreeing with this statement, a church is affirming that they too believe in and teach the foundational truths of the Christian gospel. Because these beliefs are foundational to the ministry of MOPS International, MOPS International reserves the right to have final authority on the granting of Charters.



We believe:

- There is one God eternally existing in three persons: Father, Son and Holy Spirit (John 14:16-17, Matthew 28:19). We believe Jesus Christ was begotten by the Holy Spirit, born of the Virgin Mary, and is true God and true man (Matthew 1:18&23).
- The Bible is the foundation for these truths. It is God's Word, uniquely and fully inspired by the Holy Spirit, and is authoritative on all matters on which it speaks (II Peter 1:20-21, II Timothy 3:16-17).
- Jesus came into this world to redeem us by offering himself as the substitutionary sacrifice for our sins; he died for us; and he demonstrated his victory over sin and death by rising physically from the dead and ascending to heaven (Romans 5:8-9, Romans 6:23, I Corinthians 15:1-4).
- The result of this saving work of Christ is that salvation is by grace through faith in Jesus Christ (Ephesians 2:8-9, Galatians 2:16).
- We further believe that the fulfillment of God's plan of redemption will begin with the visible personal return of Christ to judge the world and separate believers and unbelievers forever, and will culminate in a new creation (Acts 1:11, I Thessalonians 4:16-17, Acts 24:15, Revelation 20:15, Romans 6:23).
- We believe that God chooses to work through the believers in his church and that we are called to evangelism and discipling of believers within the fellowship of the church (Matthew 28:19-20, I Peter 2:9).

Position Summary

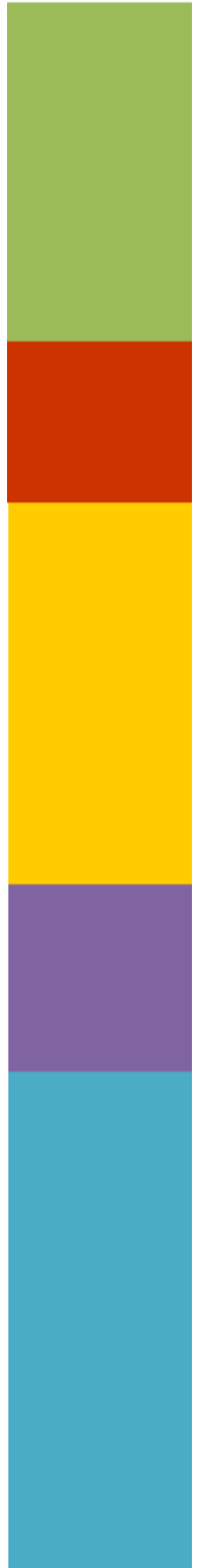
As the most visible representative of MOPS, the Chief Executive Officer (CEO) will lead this organization, as it continues to further pursue the goal of encouraging, equipping and developing every mother of preschoolers to realize her potential as a woman, mother and leader in the name of Jesus Christ. As such, the CEO will be responsible for directing the marketing and fundraising efforts of the organization in order to make MOPS known and supported throughout the world. In addition, as a member of the executive team, the CEO will work closely with MOPS' Board of Directors and church leaders. More than a "full time job", this role requires a calling to service and commitment to publicly and privately emulate the vision, values and purpose of MOPS.



Specific Duties and Responsibilities

- Provide godly leadership and strategic direction to MOPS and be the most visible champion of the MOPS mission. Contemplating culture shifts in the larger environment beyond MOPS, the new CEO must be committed to MOPS' mission and to a creative articulation of the mission in a continuously changing global environment.

- Cast, coordinate, and articulate the vision and mission of MOPS effectively with compelling written and oral communication. **Adopt and embody** the MOPS vision: Intuitively communicate to mothers of preschoolers, church leaders, the community at large and the Board the importance of MOPS endeavors. Catalyze a strengthened resolve for enthusiastic engagement and financial participation in MOPS.
- Direct all phases of administration, including budget and resource management, marketing, human resources, fundraising and communications. Manage a variety of internal business functions as well as be an integral part of the vision of MOPS to members and potential members.
- Build an environment where creativity and relevance combine as a compelling attraction to mothers of preschoolers, in order to attract more mothers of preschoolers to MOPS meetings. Continually contribute innovative concepts and methodologies that help attract new members and grow MOPS' participation worldwide to grow the organization's donor base among new and established constituencies.
- Develop a committed and competent leadership team by identifying and raising up staff to serve MOPS according to their gifts, and by training and equipping staff to do the work of MOPS. Act as a mentor and leader for staff as well as church leaders and other members of community, in order to inspire mothers of preschoolers.
- Establish an environment of continuous improvement by working with the staff and Board to regularly evaluate MOPS' overall effectiveness, as well as spearhead MOPS' participation through close communication with the staff and Board.



Ideal Candidate Requirements and Attributes

MOPS' CEO will be a highly-motivated, well-organized and versatile leader who understands MOPS' mission and has the humility, energy and vision for strategic leadership within it. Her life must be built upon a foundation of faith in Jesus Christ, and be characterized by a servant attitude in all relationships.

She must be able to effectively communicate the vision and mission of the organization in a way that attracts support from the public. In addition, the CEO should be skilled in effectively directing an organization, including the development and implementation of an organization's strategic plan.

The ideal candidate should also:

- Possess a business mind with a servant's heart, striving to adopt the principles of MOPS in her everyday life while being fiscally conservative and economically minded.
- Give testimony and life witness of being a committed believer in Jesus and have a deep genuine interest in mothers of preschoolers, as well as growing MOPS' membership worldwide.
- Have a spirit of creativity, a desire to learn and is high-motivated to mentor other women in order to become a more effective leader and mentor of mothers of preschoolers.
- Have significant experience in leading and growing a non-profit or for-profit business, ministry or other organization (fundraising, human resources, marketing and sales, among others).
- Be externally well-connected, enjoying a personal connectivity with faith communities and have a national presence with church leaders and for-profit and not-for-profit businesses that can be utilized to further the goals of the institution.
- Have earned a Bachelor's degree with education in business and/or theology preferred.
- Be able to travel 20% of the time, both domestically and internationally.

Contact:



Price Harding
Partner

678-448-0015

pharding@carterbaldwin.com

Shannon Prather
Consultant

678-448-0006

sprather@carterbaldwin.com