



MOPS Organizational Culture

Mission

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.

Statement of Faith

MOPS is a non-denominational, outreach ministry that seeks to share the love of Christ with moms of young children. These values are publically stated so all constituents are aware of the biblical perspective that MOPS is for.

We believe:

- The only true God, the sovereign Creator and Sustainer of all things, existing eternally in three persons: Father, Son and Holy Spirit (Deuteronomy 6: 4-5; Acts 17:24-28; 2 Corinthians 13:14).
- The divine inspiration, entire trustworthiness and authority of the Bible in faith and practice (2 Peter 1:20-21; 2 Timothy 3:16-17; Psalm 119:9-11, 105; 1 Thessalonians 2:13).
- The full deity and humanity of Jesus Christ, who lived as a perfect example, who atoned for the sins of the world at the cross, who was bodily raised from the dead and ascended as both Lord and Savior, and who will return in power and glory in the fullness of time to judge the living and the dead, to consummate history and the eternal plan of God (John 1:1, 14; Colossians 2:9; Hebrews 4:15; Isaiah 53:3-6; Acts 4:10-12; Matthew 26:63-64; 2 Timothy 4:1).
- The value and dignity of all humankind: originally created in God's image to live in love and holiness, but who became alienated from God and each other because of sin and guilt, and who are justly subject to the judgment of God (Genesis 1:26-27; Colossians 1:21; John 12:47-48).
- The justification, by God's grace, of all who repent and put their faith in Jesus Christ for salvation (Ephesians 2:8-10; John 3:16-17; Romans 4:4-5).
- The present ministry of the Holy Spirit, by whose indwelling and transforming power the Christian is enabled to live out our new life and new calling to evangelism and discipleship of believers within the fellowship of the Church (John 16:7; 1 Corinthians 6:19-20; Galatians 5:22-23; Matthew 28:18-20).
- The spiritual unity of believers in our Lord Jesus Christ, with equality across racial, gender and class differences (John 17:20-23; Revelation 5:9).
- The passages of Scripture associated with each of the statements are not offered as proof texts; rather, they are intended to serve as a beginning place for further study.

Statement of Christian Character, Faith and Mission

1. **Christian Community and Activities.** This organization is a community of like-minded Christian believers consisting of those who serve the mission of the organization as its representatives,

including all of the directors, officers and employees of the organization, each of whom is an integral part of the community

- (a) Purpose/Mission Statement. This organization exists to accomplish the following mission and all program activities of the organization shall be structured and conducted accordingly: 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.
- (b) Christian Expression and Exercise. MOPS exists to exercise its Christian beliefs as an expression of these beliefs to the larger community. In addition, the Corporation subscribes to the Christian belief that all of its activities, including the duties of the members of its faith-based community, should express the Corporation's beliefs and be rendered as a service to God. In short, both the mission of the organization and the association of its directors, officers, employees and volunteers are an exercise and an expression of the organization's Christian beliefs.
- (c) Statement of Faith Values. Although other organizations may embrace a similar mission for nonreligious reasons, this organization's particular community and mission are an expression and exercise of our Statement of Faith and the obligations, character and mission outlined in points 2 and 3.

2. **Faith-Based Community Representative's Obligations.** To express and exercise the organization's Christian beliefs, every representative of the faith-based community shall contribute to the Christian character and mission of the community and shall perform all of their duties as a service to God. Accordingly, each such member shall be ready, willing and able to lead or contribute to distinctly Christian activities such as worship or prayer services. Further, each member shall model the organization's Christian beliefs for the larger community and all representatives 'of the faith-based community shall comply with the following obligations.

- (a) Beliefs. Every-representative of the faith-based community shall affirm the Statement of Faith and shall not subscribe to any religious beliefs inconsistent with this statement.
- (b) Christian Conduct Standards. Representatives of the faith-based community shall at all times (both during working and nonworking hours) endeavor to conduct themselves in a manner that affirms biblical standards of conduct in accordance with the Corporation's Christian beliefs. Such conduct standards include:
 - i. Refraining from the use of illegal drugs (other than prescription medicines);
 - ii. Responsible use of alcohol and tobacco that avoids drunkenness or addiction;
 - iii. Refraining from engaging in sexual conduct outside of marriage;
 - iv. Other practices and policies as may be adopted by the Corporation.

3. **Preserving the Organization's Christian Character and Mission.**

- (a) Noncompliance by Representatives. If any member of the faith-based community does not comply with the obligations set forth in section 2, the organization may determine whether such representative intends or is likely to continue in such noncompliance. If so, then the organization may dismiss such representative from his or her position on the basis that such representative's noncompliance is inconsistent with and undermines the expression and exercise of the Christian character and mission of the organization.
- (b) Mission-Based Exceptions. In situations where the Corporation's mission can best be advanced by employing an individual who cannot comply with one or more of the Faith

- Based Community Member Obligations, the CEO shall have the discretion to authorize an exception to this Policy and approve such individual's employment. However, the CEO shall not grant any such exception unless he/she first determines that such exception will not materially impair the distinctive Christian-expression and exercise of the Corporation's faith-based community. Any individual granted an exception shall be required to acknowledge that he or she understands and agrees to the Corporation's mission and values.
- (c) Mission Partners/Volunteers. Volunteers working with the Corporation other than in an official representative capacity shall not be considered as representatives of the Corporation's faith-based community. Nevertheless, volunteers serving with the Corporation shall be required to acknowledge that they understand and agree to support the Corporation's mission and values.

Core Ministry Values

As a Christian ministry that seeks to follow Jesus and reach the lost in His name, MOPS has defined core ministry values that guide the way we do ministry. Under God, MOPS International embraces the following values statements, which we hold to be essential to our ministry, and which are the foundation upon which our ministry is based:

- **DIGNITY**— We value every life and welcome every mom of young children, no matter where she has been, what she has done or how she is choosing to live her life today. Because every mom has value, we reach out to include believers and non-believers in our gatherings regardless of race, cultural group, socio-economic or marital status. Ps 139:13-18, Eph 2:10
- **MOTHERING**—We promote the value of mothering for its contribution to individuals, children, society at large, and future generations. Prov 22:6, Deut 6:6-7
- **WOMEN**—We play our part in inspiring and equipping women to become all that God has designed them to be, each one with her unique skills and passion. Prov 31:10-31, II Tim 1:6-7
- **RELATIONSHIPS**—Through the actions and words of true friendship, we build communities that encourage one another. In expressing our beliefs, we provide opportunity for every mom to explore a personal relationship with Jesus Christ when she is ready. Hebrews 10:24-25, I Peter 3:15
- **MENTORING**—We lean into the wisdom of mothers who are ahead of us on this journey and welcome their participation and instruction. Titus 2:4-5,
- **SEXUALITY & MARRIAGE**— We believe God created human beings as male and female, and that in His design, sexual expression is reserved for the marriage covenant between one man and one woman as husband and wife, in exclusive fidelity to each other in a lifelong union. Unmarried people are called to abstinence and are an important part of the community. We welcome all moms to our gatherings, regardless of their agreement with our belief on this topic. Gen 2:21-24, Matt 19:4-6
- **LEADERSHIP DEVELOPMENT**—We value the equipping of women, volunteer leaders, field staff, employees and board members to gain skill and confidence in their leadership ability, to understand their influence in the family, community and world, and to guide others in relationship evangelism and spiritual growth. I Peter 5:2-3, Matt 28:18-20.

- **LEADERSHIP QUALIFICATIONS**— Leaders will declare a personal relationship with Jesus and the intent to grow in spiritual maturity demonstrated by godly character, behavior and attitudes as described in scripture, and will support the MOPS Faith & Values statements. Col 3:1-17

MOPS International Representatives

Affirmation of MOPS International Statements of Christian Character, Faith and Ministry Values

By signing this Affirmation, I am stating the following:

1. I have carefully read and understand the Statement of Christian Character and Mission which includes the MOPS International Statement of Faith and Ministry Values which are attached to this Affirmation:
2. I affirm my agreement with the Christian beliefs of MOPS International (including the Statement of Faith and Ministry Values) and will not subscribe to or promote any religious beliefs inconsistent with these beliefs.
3. I am a representative of the MOPS International community of like-minded Christian believers and I agree to abide by the obligations of such representatives set forth in Section 2 of the Statement of Christian Character and Mission, including the Christian Conduct Standards.

Printed Name _____

Signature _____

Date _____