



MOPS.ORG

Position: Cohort Leader (CL)

Reports to: Executive Leadership Coach (ELC)

Status: Volunteer

Purpose

The Cohort Leader provides personal and professional support to group coordinators so they grow in their leadership, increase their outreach, and lead thriving MOPS groups. A successful Cohort Leader should expect to invest 15 hours a month.

MOPS volunteers are a high level, thriving group of women who volunteer their time to support the mission and vision of MOPS International. Volunteers are passionate Christ followers, called and committed to intentionally investing in supporting groups across the country and around the world with excellence.

Key Responsibilities

- Manage and care for up to three cohorts.
- Invest in member support and care through intentional and consistent relationship building, troubleshooting, and other activities as needed.
- Participate in monthly team training and preparation meetings with their ELC. This includes, but is not limited to, personal preparation for the monthly cohort small group gatherings.
- Participate in monthly gatherings with each of their cohort small groups.
- Facilitate meaningful discussion on the monthly leadership topic in their cohort small group, both in the online gathering and throughout the month (through creation of a Facebook group, Group Me, text, etc.).
- Encourage coordinator participation in monthly organizational action points as part of monthly leadership training (charter renewal, membership, etc.).
- Cultivate an environment within the cohort small group where leaders feel motivated, encouraged, resourced, and known.
- Guide coordinators through leader certification.
- Maintain high level of knowledge of MOPS International resources, including the Leader's Site, group management tools, events and membership.
- Support ELC in meeting key goals related to MOPS membership, MOMcon, charter renewal, leadership succession and more.
- Support the ELC in creating innovative solutions to challenges leaders are facing.
- Provide relevant feedback to the ELC regarding the needs of group leaders and churches.
- Add notes into Fusion as needed/requested by MOPS staff (may include non-participation, renewal status, etc.).

Summer Expectations

- Maintain relationships with members of their cohort small group and the greater MOPS cohort community. Utilize current Facebook pages, Group Me, etc., to continue communication and relationship building.

- Actively engage in Summer Jam online community. Participate in webinars, training, Facebook activities and other aspects of Summer Jam.

Position Qualifications

- Follower of Jesus and able to faithfully sign and uphold the MOPS Faith and Values Statement.
- Understands and supports the vision and purpose of MOPS International.
- Ability to anticipate needs, be a team player, take initiative, set goals and achieve them.
- Active MOPS membership and leadership experience required.
- Ability to work with different personalities and build rapport.
- Communicates effectively, both verbally and in writing.
- Demonstrates a high level of integrity, confidentiality and character.
- Remains professional when dealing with anyone inside or outside MOPS International.
- Is self-motivated with the ability to work independently to achieve personal and team goals.
- Has in-home access to the Internet, social media, email, file attachments, Microsoft Word and Excel.
- A desire to attend and work towards attending MOMcon.
- Accountability with her ELC in the form of a yearly progress report as well as regular and timely communication.
- Willingness to pray for the MOPS International staff and ministry.
- Willingness to serve for a 12-month commitment and sign the MOPS Volunteer Commitment Form.

Statement of Faith

Under God, MOPS International embraces the following statements of faith, which we hold to be essential to our ministry, and which are the foundation upon which our ministry is based.

We believe in:

- 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 final authority of the Bible on all matters to which it speaks (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 a sinless life, who atoned for the sins of the world on the cross, who was bodily raised from the dead and ascended into heaven as both Lord and Savior, and who will return in power and glory to raise all believers, to raise the dead, to judge all people and fully establish his glorious kingdom (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 their new life and new calling to evangelism and to 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, ethnic, gender and socio-economic 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 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 exists to encourage, equip and develop every mother of preschoolers to realize her potential as a woman, mother and leader in the name of Jesus Christ*

(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.

Ministry Values

Dignity: The dignity of each individual life and 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 equipping 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 relationship needs through a personal relationship with Jesus Christ.

Marriage, Family and the Single Life: God has instituted marriage — the covenant relationship between one man and one woman — and intended it to be a lifelong union of husband and wife. The single life, either by call or circumstance, is honored by God. Unmarried people are an important part of the Christian community.

Human Sexuality: Sexuality is inherent in God's creation of human being in his image as male and female. Husbands and wives are called to exclusive sexual fidelity to one another and single persons are called to abstinence. God intends and enables all people to live within these boundaries with the help of the Holy Spirit and in the fellowship of the church.

Relationship Evangelism: Relationship evangelism as expressed through Christlike relationships in an environment for growth and spiritual development as faith shared through actions and words.

Leadership Development: The equipping of women, volunteer leaders, field, staff and board to gain skill and confidence in their leadership ability, to understand their influence in their family, community, and world, and to guide others through relationship evangelism.

Leadership Qualifications: Personal relationship with Jesus Christ and growing towards maturity in relationship with Jesus Christ, evidenced in godly character, behavior and attitudes, as expressed in Scripture.

MOPS International Statement of Volunteer

I hereby state I am volunteering to perform work duties for MOPS International, Inc. (MOPS) without expectation I will be paid any wages or salary or any other type of compensation for my work and that it is my informed and deliberate intention to be such a volunteer.

I also understand from time to time I may receive gratuities, in the form of cash reimbursements, transportation, or room and board, in the sole discretion of MOPS. I claim no right to these gifts and do not consider them as payments in exchange for my work. I am serving as a volunteer and NOT AS AN EMPLOYEE.

As a "volunteer," I realize I have no legal claims for minimum wages, overtime premiums, worker's compensation, unemployment compensation or other provisions of law for "employees." Rather it is my desire to gratuitously help MOPS accomplish its God-given purpose.

I hereby release all claims of any kind, type or description, arising from my activity as a volunteer, known or unknown, which I may now or hereafter have against MOPS, and I further declare all of the contents of this statement shall be binding upon my heirs, successors, personal representatives and assigns.

MOPS International asks all volunteers to sign the above Statement of Volunteer. This is for mutual protection and its purpose is to avoid any misunderstandings regarding payment for my valuable volunteer services at MOPS International.

By agreeing with the MOPS statement of Christian Character, Faith and Mission, I affirm that I also believe in and teach the foundational truths of the Christian Gospel. By agreeing with the MOPS Statement of Christian Character, Faith and Mission and Statement of Volunteer, I understand these values guide both the volunteer and MOPS International in all we do. Because these beliefs and values are foundational to the ministry of MOPS International, MOPS International reserves the right to have final authority on my volunteer assignment.

MOPS International asks all employees, volunteers and board members of MOPS International to faithfully sign and uphold the MOPS Statement of Christian Character, Faith and Mission. In addition, MOPS International asks all volunteers to sign and uphold the Statement of Volunteer.