



NEWHOPEUGANDA

NHUM President

Qualifications & Job Description

NHUM Core Principles

New Hope Uganda Ministries exists to facilitate NHU in bringing *the Fatherhood of God to the fatherless*. NHUM provides godly oversight, by holding NHU to a high standard of excellence in organization and financial accounting. NHUM provides support and encouragement to NHUM missionaries that work alongside NHU in its core principle.

New Hope Uganda History

New Hope Uganda Ministries was incorporated in the state of California in 1995. Previously funds had been received through another agency but the process was cumbersome and as NHUM, Inc was growing the need arose for a more formal arrangement for receipting of funds for the ministry.

Jay & Vicki Dangers went to Uganda in 1988 and founded New Hope Uganda in Uganda, East Africa. A board was formed along the lines of the bylaws of incorporation and they met as needed to perform the functions of the board. From that point, all the legal work of incorporating NHUM and getting the IRS 501©3 status was completed.

In 1997 Gary Wood became the first North American director of NHUM and in 2006 took over all the financial aspects of NHUM under the direction of the NHUM board. In 2015 Gary Wood became the President of NHUM and added an assistant to the President position and a full-time office manager.

In April of 2018, board member Johnny Karls assumed the role of interim president after the boards failed attempt to hire a new president to replace Gary. Over these (nearly) three years, the ministry has stabilized to the point that the board feels the ministry would greatly benefit from a full-time president.

NHUM President Job Description

The NHUM President position exists to develop relationships with individual constituents, foundations, and corporations; to communicate the vision, mission and initiatives of New Hope Uganda, thank donors for their gifts, inform them of our on-going projects and how donors can be involved, enhance our friendship through authentic encouragement, serving as a resource for their ministry needs, and discovers and pursues opportunities with potential donors.

Our desire is to hire a full-time, Spirit-filled, and passionate representative who can minister (lover of men) by identifying, encouraging, and empowering people in the west

to partner in the New Hope work going on in Uganda. We believe this will monumentally help NHU impact more lives with the good news of the gospel.

We desire to better minister by fully engaging more partners to give of their hearts and resources. God has established an incredible ministry, but we've found that so few people know much, if anything, about it. We know it's God's job to change the hearts, but we also know it's our job to tell His story. An effective full-time western New Hope spokesperson would do just that.

NHUM President in summary

We hope that the president can manage and empower the NHUM staff (20% of his time) and effectively manage and empower donor relations (80% of his time). The president is the face of the ministry in many respects and we want our donors to feel heard, engaged, and respected. Therefore, the president's role is to minister to the donors, which includes mass communications, personal notes and phone calls, and travel to meet with donors around the country.

Essential Duties/Responsibilities

- Develops and maintains positive relationships with supporters and shows sensitivity and genuine concern without becoming self-serving
- Develops new "Friends" of the ministry through a variety of networking events and avenues
- Speaks on behalf of the ministry at various churches and events, to deepen donor connection and commitment to New Hope Uganda
- Develops relationship and giving programs that align donor passions with ministry initiatives.
- Facilitates donor events
- Travels a minimum 60 nights per year (averaging 5 per month) to engage with donors
- Relates and communicates with people of all ages, ethnic backgrounds, and socio-economic levels
- Pursues utmost detail in the area of constituent relationship and maintenance
- Provides constituents with status and financial reports
- Leads donor/partner vision trips to Uganda
- Generates and maintains trip summaries, expense reports, constituent profile updates, and key people list monthly updates
- Maintains currency in terms of personal and professional development, through research and reading
- Maintains a healthy, affirming relationship with family and spouse
- Exhibits integrity in professional and personal life in accordance with Biblical standards; straightforward and not self-serving
- Maintains awareness of social and economic issues relating to Uganda and constituents

Managerial Breadth/Scope of Job

- Meets and/or exceeds position “dashboard” measures on an annual basis as determined by the NHUM board
- Develop a marketing strategy that is consistent throughout the organization
- Maintains daily contact with support personnel, providing leadership and instruction
- Support and motivate the organization's staff
- Oversee financial status of organization; budgets, audits, and financial reports
- The president is accountable to and reports to the board of NHUM
- The president will collaborate with the NHU CEO, Executive Director and primarily the NHUM board to ensure that the strategic plan, budget, and staff are aligned with NHUM’s core mission
- He will make decisions that are in alignment with NHUM’s long and short-term goals as stated in the NHUM strategic plan
- He will maintain a strong and transparent working relationship with the Board and ensure open communication
- Promote internal collaboration and communication organization-wide

NHUM Current Support Staff:

- President (currently part time, we’re looking for a full-time person)
- Director of Operations (30 hrs/wk - volunteer)
- Executive Assistant to the President (10-15 hrs/wk)
- Director of Missionary Care and Development (30 hrs/wk)
- Bookkeeper (10-15 hrs/wk)
- Director of Sponsorship (20 hrs/wk)
- Marketing Manager (10 hrs/wk)
- Donor Relations Rep. (15 hrs/wk)
- Donor Relations regional Rep. (full-time)
- Donations Manager (10-15 hrs/wk)
- IT (as needed part-time volunteer)

Required Skills of NHUM President

- *Exemplifies Ephesians 5:1-2, “Therefore be imitators of God as dear children and walk in love, as Christ also has loved us and given Himself for us...”*
- Pursues the Great Commission given by Jesus Christ in Matthew 28:19-20, *“Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all things that I have commanded you; and lo, I am with you always, even to the end of the age.”*
- Is a consistent witness for Jesus Christ; maintains a courteous, Christ-like attitude in dealing with people within and outside of NHUM; adheres to the Standard of Moral Conduct and Statement of Faith; upholds a commitment to prayer

- Prays personally for NHU staff and constituents and may occasionally lead in a public prayer
- Demonstrates behaviors aligned with NHU core values

Personal Characteristics:

- Well-developed social skills
- High level of energy and enthusiasm for the NHUM and Kingdom cause
- Awareness of own strengths and shortcomings
- Must be bright, positive, and friendly - conveying warmth and a genuine interest in people
- Emotionally resilient and capable of handling pressure and rejection without inappropriate disappointment or personal reproach
- Creates favorable impression in terms of appropriate attire, appearance, bearing, and manner
- Convincing, persuasive, and credible, able to impress favorably and win long-term confidence and trust

Skills, Abilities, and Special Talents/Gifts:

- Excellent listening skills and exhibit the ability to understand what others are communicating
- Highly polished verbal skills; clarity of expression, good organization of thoughts and effective articulation
- Broad understanding of the business community with an ability to move with ease in the boardroom as well as the church environment.
- Ability to maintain a sense of perspective with humor under pressure and when confronted with shifting priorities
- Ability to effectively communicate across denominational and theological distinctions
- Excellent organizational and time management skills
- Ability to learn/present PowerPoint presentations at various events

Required Experience

- Bachelor's Degree
- 7-10 years of broad experience including such professions as marketing/sales, business, or public relations
- In-depth knowledge of NHU philosophy, mission, values, and objectives
- Familiar with the needs of small business entrepreneurs and executives of large corporation

Statement of Faith for New Hope Uganda Ministries

- We believe the Bible to be the only inerrant Word of God. Every word contained in it is inspired by the Spirit of God, is God breathed and is therefore binding for

all mankind. It is our ultimate and infallible authority for faith and practice. It is from the Bible that we are able to know the truth about God, His attributes, character, plans and purposes; creation including man's creation; man, sin, grace, redemption, resurrection, and the life to come; and all the doctrines essential to the Christian Faith and practice.

- We believe that there is one God, eternally existent in three Persons: Father, Son, and Holy Spirit. He is omnipotent, that is He is all-powerful. He is omnipresent, that is He is present throughout all creation but not limited by it. He is omniscient, that is nothing is hidden from His sight. In all things He is limited by nothing other than His own nature and character. We believe the God we serve is holy, righteous, good, severe, loving and full of mercy and grace. He created the heavens and the earth and everything in them and all of it was very good. He is the Creator, Sustainer, and Governor of everything that has been made.
- We believe in the true deity and full humanity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His substitutionary and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father and in His personal return in power and glory.
- We believe in the full deity of the Holy Spirit acknowledging Him together with the Father and the Son in the works of creation and redemption. We believe in the Holy Spirit's present ministry, by whose indwelling, the Christian is enabled to live a godly life and through whom the Christian is empowered and gifted for ministry.
- We believe that because of Adam's sin, all mankind is in rebellion against God. For the salvation of such lost and sinful men, regeneration by the Holy Spirit is absolutely necessary.
- We believe that salvation is by grace alone, through faith in Christ's atoning death alone and that faith without works is dead.
- We believe in the resurrection of both the saved and the lost; those who are saved to the resurrection of life forever, and those who are lost to the resurrection of eternal damnation.
- We believe in the spiritual unity of all believers in our Lord Jesus: that all believers corporately compose the body of Christ, the Church, His Bride of which He is the head.
- I personally acknowledge any sinfulness; have recognized my need of salvation through Christ's blood and atoning sacrifice on the cross; have by faith accepted Christ as my Savior and Lord; and have confessed Him before God and man as my Savior and Lord. I acknowledge, therefore, that I am no longer my own; I have been bought with a price and the life I now live in the flesh is not my own but it is Christ who lives in me.

Applications can be obtained by emailing: office@nhum.org