



Directions
MEDICAL CLINIC



EXECUTIVE DIRECTOR
Opportunity Profile



ABOUT Directions Medical Clinic

Directions Medical Clinic is a California state-licensed medical clinic offering free pregnancy testing, limited ultrasounds, and education on all pregnancy options. Directions Medical Clinic has been serving southern Sacramento and San Joaquin Counties as a licensed medical clinic since 1996. We provide no-cost limited early pregnancy services to women facing an unplanned pregnancy. We do not refer to or provide for abortion services. Directions has two locations including its medical clinic in Lodi and consultation room in Stockton.

Mission

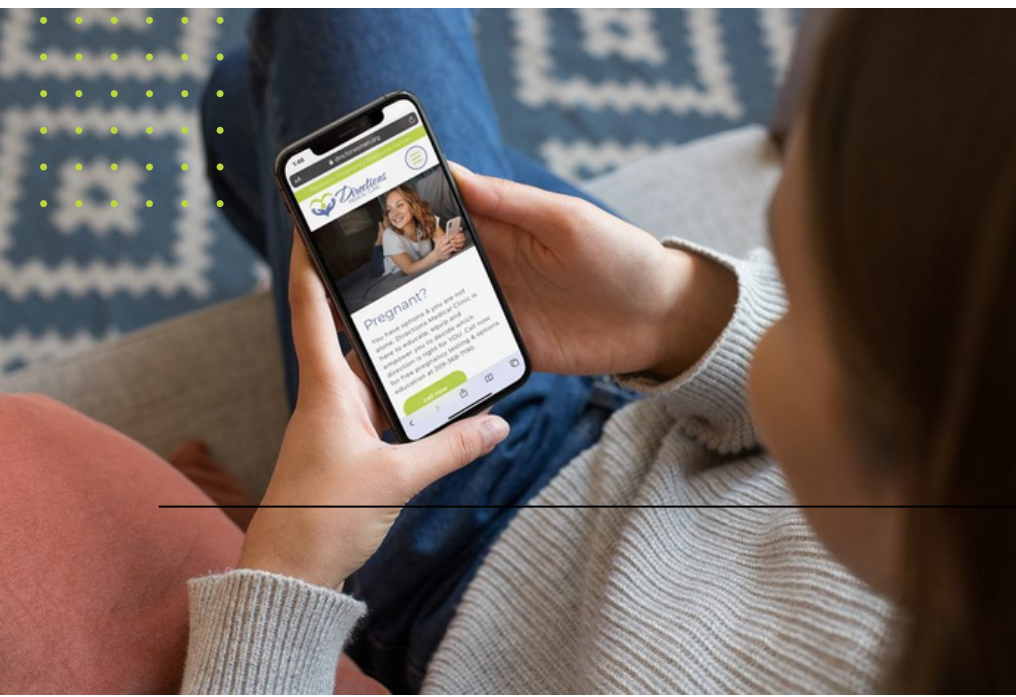
Directions Medical Clinic is a life-affirming medical clinic that educates, equips, and empowers individuals to value themselves and their reproductive health.

Vision

To encourage every individual to recognize that God creates life and the value of that life is not dependent on the circumstances surrounding it.

Values

- Every life is created by God and therefore has intrinsic value.
- God has given individual's autonomy – free will – the right to choose.
- We are to treat each and every person with love and respect.
- It is our responsibility to educate and minister to women and men facing an unplanned pregnancy, to provide life affirming alternatives to abortion, and parenting support .



SERVICES

“A Place of Trust in a Time of Need” is not just our motto, it is our way of life.



Confidential Services

It is important for patients to know their information will be protected and kept private.



Options

Facing an unplanned pregnancy is difficult. We help individuals explore their options.



Medical Services

At Directions, our medical services are provided by licensed qualified nurses and staff.



No Judgement

No matter what a patient is going through, we care. We provide education, options, and resources.

Medical Services

- Pregnancy Testing & Verification
- Ultrasound Confirmation
- Pregnancy Options Education
- Contraception & STD Education

Other Support

- Parenting and Personal Education
- Baby Care Supplies
- After Abortion Care Program
- Healthy Relationship Sex-Ed Program



"I didn't want to see my doctor because we were still deciding if we wanted to keep the baby. After the ultrasound, we made the decision to keep our little boy. He's now 6 weeks old and his big sister loves him to pieces."

– Directions Patient

Earn While You Learn

The "Earn While You Learn Program" is an educational system that equips parents with important information and skills necessary to care for and raise a healthy child. Not only can parents learn about subjects like labor and delivery, caring for your newborn, safety in the home and SIDS, but they will also earn "baby bucks" at each visit. Parents can exchange "baby bucks" for baby items in our Baby Boutique. Throughout pregnancy and up to the baby's first year of life, participants meet with a client advocate who will guide them through the lessons.

Prenatal Lessons

- Prenatal care
- Eating for two
- Your developing baby
- Bonding with your unborn baby
- Your changing body
- What's safe, what isn't
- The second trimester
- Reducing the risk of SIDS
- The third trimester
- Getting ready for baby
- Labor and delivery

Infant Parenting Classes

- Eye contact means love
- The importance of bonding
- Newborn care
- Crying, colic and sleeping
- The first years last forever
- The parent/child relationship
- Car seat safety
- Your healthy baby
- Discipline — teaching limits with love

STATEMENT OF PRINCIPLE

Directions Medical Clinic is an outreach ministry of Jesus Christ through His church. Therefore, Directions, embodied in its volunteers, is committed to sharing the love of Christ (both in word and deed) to women who are facing an unplanned pregnancy. Commensurate with this purpose, those who labor as Directions' board members, directors, volunteers and employees are expected to know Christ as their Savior and Lord. See entire [Statement of Principle](#) and [Statement of Faith](#).



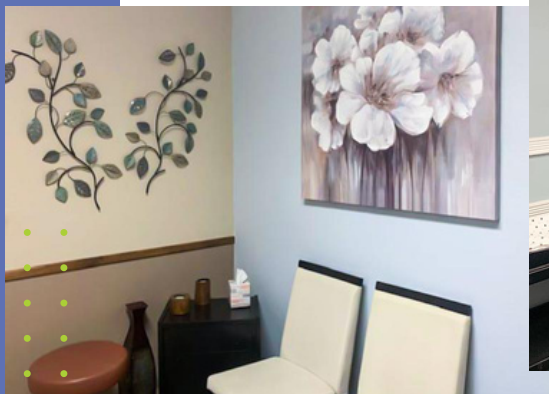
"I came to Directions Medical Clinic because I was pregnant by rape and wanted an abortion. The nurse listened to me and gave me the courage to decide that I was given this baby for a reason. Directions has helped me throughout my pregnancy and the birth of my son."
- **Directions Patient**

"After carrying guilt & shame for over 30 years, I found forgiveness & freedom through the after abortion healing class offered at Directions Medical Clinic. I wish all women who have had an abortion could go through this life-changing experience."
- **After Abortion Care Patient**

MEET THE OUTGOING EXECUTIVE DIRECTOR



Paula Leary is a passionate advocate for post-abortive women and the plight of the unborn. Having been emotionally devastated from her own abortion, she came to the Pregnancy Resource Center (PRC) of Lodi in the spring of 2001, seeking help and healing as a client. She began volunteering at the PRC and in the ensuing years of personal growth and vocational development, she became the Executive Director in 2007. Under her leadership, in 2011, the center added nurse pregnancy testing and limited ultrasound services, and in 2018 the PRC of Lodi acquired the Pregnancy Help Center of Stockton and re-branded with the new name Directions Medical Clinic. Paula says, "we light the way by educating, equipping, and empowering young women with life affirming alternatives to abortion during one of the most challenging times in their lives."





POSITION SUMMARY

We are seeking an experienced and visionary leader to serve as the Executive Director of Directions Medical Clinic. As the Executive Director, you will be responsible for providing spiritual leadership, strategic direction, managing operations, and driving the mission and vision of the organization. This role requires a strong understanding of nonprofit management, fundraising, and community engagement, as well as exceptional leadership and communication skills. The Executive Director will work closely with the board of directors, staff members, volunteers, and external stakeholders to ensure the organization's continued success and impact.

Direct Reports

- Nurse Manager
- Lodi Office Manager
- Program Coordinator
- Administrative Assistant
- Stockton Office Coordinator
- Receptionist

PRIMARY RESPONSIBILITIES

Strategic Leadership:

- Develop and articulate the organization's strategic vision and goals in alignment with its mission.
- Collaborate with the board of directors to establish and execute long-term strategies.
- Provide leadership and guidance to staff members, fostering a culture of excellence, collaboration, and innovation. Monitor
- industry trends, policy changes, and emerging issues relevant to the organization's mission.

Operational Management:

- Oversee day-to-day operations, ensuring efficient and effective use of resources.
- Develop and implement organizational policies, procedures, and systems to support effective operations.
- Manage and allocate budgets, ensuring fiscal responsibility and transparency. Oversee expenditures for budgeted expenses and purchase requests.
- Monitor program outcomes and evaluate the organization's overall performance.

Fundraising and Financial Management:

- Lead fundraising efforts, including donor cultivation, grant writing, and stewardship.
- Develop and execute fundraising strategies to diversify revenue streams and ensure long-term financial sustainability.
- Build and maintain relationships with donors, corporate partners, and other stakeholders.
- Provide oversight of financial management, including budgeting, financial reporting, and compliance. Provide timely and accurate monthly reporting to the board.





Community Engagement and Advocacy:

- Represent the organization and its mission to stakeholders, including donors, partners, government agencies, and the public.
- Foster positive relationships with community leaders, organizations, and volunteers.
- Advocate for the organization's mission and goals, raising awareness about key issues and mobilizing support.
- Collaborate with external partners and stakeholders to enhance the organization's impact and influence.

Governance and Board Relations:

- Collaborate with the board of directors to set strategic priorities and ensure effective governance.
- Provide regular updates and reports to the board, facilitating informed decision-making.
- Support board recruitment and development, fostering a diverse and engaged board.
- Act as a liaison between the board and staff, ensuring effective communication and collaboration.

POSITION REQUIREMENTS

- Must possess a clear sense of divine calling to Directions' mission, with a proven track record as an effective organizational leader.
- A personal, growing relationship with Jesus Christ; a pattern of spiritual development characterized by prayer, Bible study, and active involvement in a local church; possesses a high view of the authority and trustworthiness of God's Word.

- Must have a strong work ethic, and be able to maintain a good balance between work, personal life, and spiritual walk.
- In agreement with, and able to exemplify Directions' [Statement of Faith](#) and [Statement of Principle](#), and possess the personal qualities of integrity, credibility, and commitment to the mission of the organization.
- Exemplify Christian leadership within the organization, encouraging spiritual and skills development of staff through mentoring, teaching, and setting a positive example.
- Proven track record implementing sound financial oversight including management of expenses and approved budgets.
- Bachelor's degree in a relevant field; advanced degree preferred.
- Proven experience in nonprofit leadership and management. (healthcare, women's reproductive health, or pregnancy resource center preferred)
- Strong understanding of the nonprofit sector, including fundraising, governance, and program management.
- Demonstrated success in strategic planning, organizational development, and resource management.
- Excellent communication skills, both written and verbal, with the ability to inspire and engage diverse stakeholders. Track record of successful fundraising and donor cultivation. Ability to think creatively, problem-solve, and make sound decisions in complex situations.
- Strong leadership qualities, including the ability to motivate and empower both staff and volunteers.
- Knowledge of relevant laws, regulations, and ethical standards in the nonprofit sector.

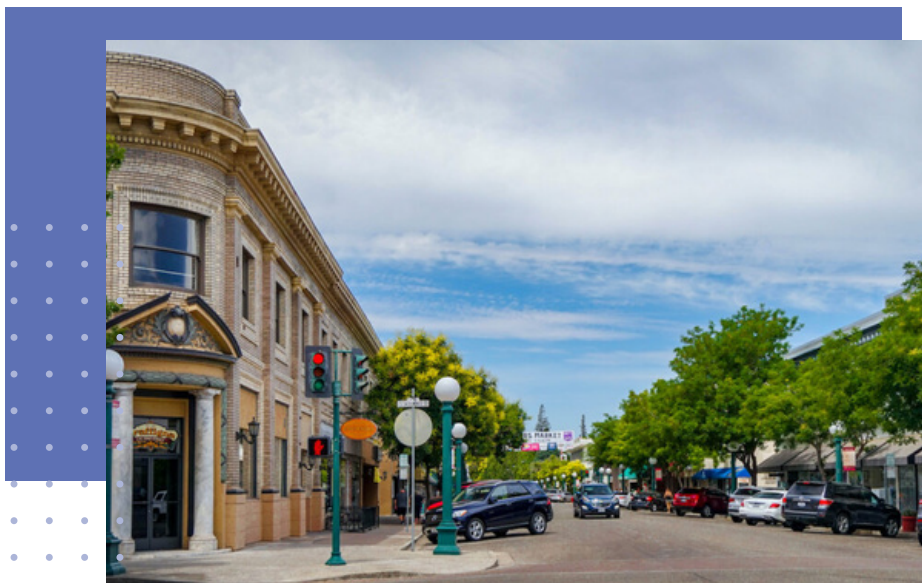
LOCATION

Lodi is a city (population 68,000) in California, situated in San Joaquin County and is known for its vineyards and wine production. The region's Mediterranean climate and fertile soil provide ideal conditions for vineyards. Apart from winemaking, Lodi is known for its agricultural industry. The region produces a variety of crops, including cherries, walnuts, almonds, and olives. The Lodi Farmers Market is a great place to find fresh produce and local products.

Lodi's downtown area is a charming district with a historic ambiance. It features tree-lined streets, unique shops, art galleries, restaurants, and tasting rooms. The area is perfect for leisurely strolls and offers a glimpse into the city's past.



Lodi is surrounded by beautiful natural landscapes, including the Sacramento-San Joaquin River Delta and the nearby Sierra Nevada Mountains. Outdoor enthusiasts can enjoy activities such as boating, fishing, hiking, and birdwatching in the nearby parks and waterways. Lodi hosts several annual festivals and events that attract visitors from around the region.



ANTICIPATED SEARCH TIMELINE

The Directions Search Committee anticipates interviewing the top four Executive Director candidates in October 2023.



SEARCH AND SELECTION PROCESS

Directions' Board of Directors is charged with vetting candidates for this position with assistance from Jeff Davis of J. Davis & Associates. JDA will explore a broad network to suggest potential candidates. This thorough search will include consideration of many names and subsequent review of resumes. When appropriate, candidates will be asked to provide a thorough vocational history, respond to a questionnaire, and to have a video interview with Jeff Davis. Those holding the most promise will then be interviewed in person by the Interview Committee. Next, references and backgrounds will be checked, degrees verified, and an extensive candidate profile will be prepared for the committee. When a preferred candidate is identified, the candidate will participate in a final interview as well as meet with the Directions' leadership team.

J. Davis & Associates is an executive search consulting firm devoted to serving clients in the church, Christian nonprofit, and educational sectors. As a faith-based religious organization, our client complies with all applicable laws pertaining to nondiscrimination on the basis of race, color, national origin, sex, age, disability, and any other applicable legally protected category. As a religious organization, our client has the right to, and does, require that its employees hold beliefs consistent with its Statement of Faith and conduct themselves in a manner consistent with its religious beliefs.

CONTACT

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