

# *Thomas R. Moore Executive Search, LLC*

Working Together With



MOSAIC  
FAMILY SERVICES

## *To Recruit a New Executive Director*

### *The Organization – A Brief History*

Mosaic Family Services is a 501c3 nonprofit community based organization that provides culturally and linguistically competent services to refugees and immigrants in crisis.

Mosaic Family Services was originally founded as the East Dallas Counseling Center in 1993. The organization's founder is Dr. Walter Nguyen, a former refugee from Vietnam whose desire was to assist struggling refugees and immigrants in the Dallas area and to empower them to lead self-sufficient lives. At the time of its founding, EDCC provided drug education and drug counseling to youth and families in the Eastern areas of Dallas. Through initial work in the fields of substance abuse, Mosaic broadened its services to include health, social and victim services for refugees and immigrants.

Initial programs for refugees focused on providing assistance to obtain greater access to medical and mental health care. In 1997 Mosaic established the Multicultural Family Violence Program and later expanded its services further to victims of human trafficking thus becoming the first anti-trafficking program in Texas. At the same time Mosaic opened its doors as the region's first shelter designed to serve refugee and immigrant women and their children who were victims of domestic violence.



Mosaic Family Services has grown into a comprehensive one-stop \$5.3 million human service agency providing emergency shelter, transitional and permanent housing, food, clothing, rehabilitation/recovery, educational/vocational training and counseling services. Mosaic has had a positive impact on the city of Dallas and the thousands of individuals served by its life changing programs. In 2020 alone, Mosaic provided over 9,000 emergency nights of shelter and over 28,000 meals. Nearly 900 refugees and victims of crimes were provided case management services on their way to empowered independence. Over 7,000 clients received emergency shelter, transitional housing, legal representation and counsel, mental health counseling, community outreach, and education services.

Mosaic Family Services is open to all in need and its passionate care provides a welcomed "Second Chance."



### ***Mission***

Mosaic Family Services is a safe-haven for any refugee or individual in need  
The mission of Mosaic Family Services is: to provide support, educate, and empower the multicultural individuals and families of North Texas.

### ***Philosophy***

Mosaic Family Services is dedicated to serving survivors of human rights abuses from around the world and within our community. Mosaic creates access to opportunities for its clients, empowering them toward independence. Mosaic's goal is to equip future leaders with skills to impact their own diverse communities for a stronger, more vibrant North Texas.

[www.mosaicservices.org/who-we-are/mission/](http://www.mosaicservices.org/who-we-are/mission/)

## ***Professional Staff and Organizational Leadership***

Mosaic Family Services' Programs are led by a qualified and passionate staff of 70 professionals representing 25 different languages. The current and retiring founder is Dr. Walter Nguyen who has led the organization since its inception in 1993. Dr. Nguyen, a refugee from Vietnam is a highly respected Dallas professional. He has received numerous awards and recognition for his service, including the Liberty Bell Award from both the Dallas County and the Texas Young Lawyers Association. In 2005, Dr. Nguyen received the Distinguished Alumni Award from the University of Texas at Arlington which is the highest award bestowed by the University of 43,000 students and 240,000 alumni.

The governing body of Mosaic Family Services is a dedicated 11 member Board of Directors led by the current Chair, Mr. Kirk DeCardenas. Mr. DeCardenas is a native of Dallas and a graduate of the University of Dallas. He has led Mosaic Family Services during its recent completion of a new strategic plan along with initial discussions and plans for a capital campaign to build a new shelter. During his tenure the Board of Directors has adopted realistic plans for guarded continued staff growth, facility expansion, and necessary program review, evaluation and advancement all in order to meet the community's demanding needs.



## ***Geographical Location***

Described by Forbes Magazine as one of America's top "Boom Towns" Dallas is known as a Texas cultural and fashion center and one of the best cities in the country to do business. Dallas is third only to New York and Houston as the home to the most Fortune 500 companies. With a population of more than 1.3 million people Dallas is the 9<sup>th</sup> largest city in the United States. In addition to its strong business reputation Dallas is known for its well-respected colleges and universities, diverse residential communities and top level healthcare institutions. Dallas has long been regarded as a hub of historical, cultural, sports and recreational activities for people of all ages. Mosaic Family Services administrative offices are located in North Dallas.

[www.cityofdallas.org](http://www.cityofdallas.org)

## *The Opportunity*

The greatest opportunity since its founding nearly thirty years ago awaits Mosaic Family Services. With the legacy of its respected retiring founder, the unbelievable passion of its multicultural staff, stable finances, strong programming, and the dedication of its loyal Board of Directors. Mosaic Family Services is well positioned to face the challenge of recruiting a new Executive Director.

Mosaic Family Services' holistic and trauma informed approach to serving clients is nationally recognized and is a model for nonprofits across the state. Mosaic has been at the vanguard of the anti-trafficking movement and opened the first anti-trafficking program in the State of Texas twenty years ago. Mosaic's programs are in greater demand today than ever before in its history.

Mosaic seeks a qualified professional who will further energize the organization while spreading a greater public awareness of its outstanding programs. The organization seeks a new executive director who is dedicated to serving diverse and marginalized communities, a seasoned relationship builder, a fundraiser, a strategic innovative thinker to serve as the extended face of the organization and a passionate hands-on internal leader for a devoted staff and reliable volunteer corp.

## *Preferred Qualifications*

Mosaic seeks a competent and focused leader, a strategic thinker and an exciting visionary. The ability to manage, lead and mold a group of qualified professionals into one close-knit team to work as one voice for the mission of the organization and its clients is necessary.

Mosaic Family Services seeks a warm, enthusiastic professional possessing keen program and management skills, along with a proven track record in personable staff development, board leadership, community relationship building and successful major fundraising implementation. The new executive must have a demonstrated commitment to serving marginalized communities and championing social justice issues. A proven dedication to the principles of diversity, equity, and inclusion is a must.

The ability to reach out and establish strong partnerships and relationships with community leaders and to become a true external face of Mosaic is imperative. In addition to good fiscal and personnel management, knowledge of a comprehensive fundraising program, new donor identification, cultivation, and solicitation of major unrestricted funds is necessary. Proven experience with federal and state grants management along with special project / capital campaigns is important. Strong verbal and written communication skills are essential in order to properly communicate with varied constituencies, community groups and all members of the Board of Directors.

A minimum of five years of nonprofit leadership experience or equivalent is required. A graduate degree from an accredited institution of higher learning is required with professional certifications preferred. Multilingual skills are welcomed and encouraged but not required.

## ***Compensation and Benefits***

The Executive Director position provides a competitive base salary and benefits for the qualified and appropriate experienced professional.

General benefits include but not limited to: major medical health insurance, dental insurance, vision care, short & long term disability insurance, term life insurance, retirement program, observed paid holidays, sick days, and a negotiable vacation day package.

## ***Interested and / or Nominated Individuals***

Interested professionals matching the outlined qualifications and wishing to obtain additional information should contact Mr. Tom Moore at Thomas R. Moore Executive Search, LLC.  
Bank of America Building, 2000 East Lamar Boulevard, Suite 600, Arlington, Texas 76006

Correspondence with accompanied resume may also be forwarded directly by email to:

[TRMSearch@msn.com](mailto:TRMSearch@msn.com)



*Thomas R. Moore Executive Search, LLC is a boutique retained search firm serving the nonprofit sector nationwide for thirty-one years. Active memberships are maintained in the Association of Fundraising Professionals, the Association for Healthcare Philanthropy, Association of Charitable Gift Planners, and the Network of Nonprofit Search Consultants.*

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