

IBSA Executive Director Candidate Profile

The next Executive Director of the **Illinois Baptist State Association (IBSA)** will serve as the chief executive and lead strategist for around 900 Southern Baptist churches across the state of Illinois. This servant-leader must possess deep spiritual maturity, proven leadership experience, and a compelling vision for advancing the Gospel through church planting, revitalization, evangelism, and discipleship. The ideal candidate will be a unifier and mobilizer, able to lead churches forward in a complex and changing mission field while upholding the theological and missional convictions that define Southern Baptists.

Key Qualifications & Characteristics

1. Spiritual and Doctrinal Integrity

- A **godly leader** with a clear and evident **calling from God** to serve the Church.
- In full agreement with and committed to the **Baptist Faith & Message 2000**.
- Demonstrates a deep love for Christ, His Church, and a **personal devotion to prayer, Scripture, and holiness**.
- Committed to both the **Great Commission** and the **Great Commandment**, modeling obedience and love.

2. Mission Alignment

- A passionate supporter of **Southern Baptist cooperative missions**, especially the **Cooperative Program (CP)**.
- Proven engagement in and advocacy for **church planting, revitalization, evangelism, and discipleship**.
- Has a strong missional vision that includes **underserved communities, ethnic diversity**, and generational discipleship.

3. Visionary and Strategic Leadership

- Able to **discern cultural shifts** and help churches **thrive in a post-Christian and pluralistic context**.
- A clear **vision-caster** who can inspire pastors and churches toward unity, growth, and Gospel expansion.
- Understands the urgency of the moment and can lead IBSA into the future with **boldness, clarity, and faith**.
- Displays a **deep passion for helping churches reach the next generation**—children, students, and young adults—with the Gospel.
 - Advocates for leadership development, discipleship, and church cultures that prioritize **raising up young leaders** and engaging the next generation in a secular age.

4. Executive Leadership and Administration

- Demonstrated experience in **organizational leadership**, including **staff oversight, budget management, and personnel development**.
- Adept at building strong teams, creating systems of **accountability**, and **delegating responsibility effectively**.
- A trusted manager who can steward resources with **integrity** and advance the work of the Association.
- Ability to **articulate** the state and direction of the IBSA to the Board of Directors and member churches.
- **Accountable** to the IBSA Board of Directors in carrying out the leadership of the IBSA.
- Serve as directed by the **IBSA Constitution and By-laws**.

5. Relational and Communication Skills

- Relates well to **pastors, church leaders, laypeople, and denominational partners** across diverse contexts, and **promotes** the IBSA within those relationships.
- A strong **interpersonal connector** with the emotional intelligence to navigate conflict and build unity.

- An excellent **public communicator**—gifted in **preaching, teaching, writing, and media interaction**.

6. Denominational and SBC Involvement

- Active in **Southern Baptist life**, with experience and relationships in entities like **NAMB, IMB, and the SBC Executive Committee**.
- Understands and values the **local association**, recognizing its role in grassroots mobilization and support.
- Respects the history and structure of Southern Baptist cooperation and can serve as a **bridge-builder** among churches and entities.

7. Illinois Context Awareness

- Ideally has an understanding of or background in the **Illinois mission field**, including its **urban, suburban, and rural diversity**.
- Appreciates the spiritual and cultural complexity of **ministering in the Midwest**, particularly in regions marked by post-Christian secularism.
- Willing to **relocate to Illinois**, plant roots in a local Southern Baptist church, and **become a true partner in the statewide network**.

Essential Attributes

- **Servant-hearted** with humility and a team-first mindset.
- **Spiritually mature**, walking with God in ways that are evident and contagious.
- **Resilient under pressure**, able to lead with courage and conviction in times of cultural, organizational, or spiritual challenge.
- **Committed to cooperation**, collaboration, and unity across diverse churches and associations.