

SEARCH PROSPECTUS

Executive Director



The Executive Board of Texas Baptists is pleased to announce the search for the next Executive Director.

We seek a deeply committed leader of uncommon capacity, Christian character, Baptist, innovative, who believes in Texas Baptists' distinctive core values and will effectively navigate the convention into its future, ensuring success for generations of Texas Baptists to come.

The Baptist General Convention of Texas (BGCT) today is in an exceptional position. Thanks be to God, there is much to celebrate!

The next Executive Director will embrace the entire Texas Baptists community—by God's continued grace and provision—as we realize our next chapter of Great Commission and Great Commandment excellence.



Our mission

To awaken and stimulate among Texas Baptist churches the greatest possible activity in:

- Evangelism
- Missions
- Christian education
- Benevolent work and enterprises

To cultivate and promote:

- Cooperation
- Harmony

To promote:

- Kingdom work

Distinctives

The BGCT seeks a visionary leader who embraces the mission and distinctives of Texas Baptists.

The successful candidate will be able to:

- Passionately promote our mission; inspire Texas Baptists, the Executive Board, staff and leadership to support that mission.
- Humbly lead Texas Baptists, its Executive Board, staff, and leadership, modeling Christian principles and effective leadership in grace and truth.



Texas Baptists history

Baptist work in Texas is older than the state itself. In fact, the first Baptist service was held in 1820, a full quarter of a century before Texas statehood. Although Baptists were among the earliest Anglo settlers in Texas, the first Baptist church was not established until 1834 when Daniel Parker led a Primitive Baptist congregation from Illinois.

Over the next six years, numerous Baptist churches were formed. In 1840, three churches organized the Union Baptist Association, the first in Texas. By 1848, many churches saw the need for a statewide body. Representatives of these churches gathered at the First Baptist Church in Anderson and formed the Baptist State Convention. In the 1850s and 1860s, other statewide bodies were formed as a result of disagreements among the churches. The strongest of these new groups was the Baptist General Association.

By the 1880s, many Baptists in Texas believed that Baptist work in the state could be strengthened if the statewide bodies would unite. After the smaller bodies dissolved or merged with larger ones, the Baptist State Convention and the Baptist General Association began formal merger talks in the fall of 1885. A special committee comprised of members from each group agreed

to form a new consolidated body to be called the Baptist General Convention of Texas (BGCT). The first session of this new convention was held June 29, 1886.

From its inception in 1886, the BGCT has been actively involved in education and social ministries, as well as evangelism and missions. It has supported and/or established numerous schools, developed hospitals, established children's homes and homes for the aged. The Convention also assists in starting hundreds of new churches each year as it strives to share the gospel with every person in the state of Texas.

Today, the outreach of BGCT through its ministries extends beyond our state where we are partnering with like-minded Baptists to advance the Kingdom of God. Texas Baptist churches are working through the Missionary Adoption Program (MAP) to strengthen international mission efforts, partnering to strengthen evangelism, discipleship and church planting efforts.

Texas Baptists is a movement of God's people to share Christ and show love. We partner together to fulfill the Great Commission and the Great Commandment. We are the household of God and a part of the larger family of God. Ephesians 2:19.



Baptist distinctives

A combination of beliefs and practices sets Baptists apart from other Christian groups. There is a distinctive group of doctrines and polities for Baptists, a sort of Baptist recipe. Like most recipes, each of the ingredients is not unique to Baptists, but the total mix is distinctively Baptist.

The Baptist recipe includes several key beliefs or doctrines:

- The Lordship of Jesus Christ
- The Bible as the sole written authority for faith and practice
- Soul competency
- Salvation from sin and eternal death to forgiveness and eternal life only by faith in Jesus Christ as Lord and Savior who is the grace gift of God
- The priesthood of each believer and of all believers in Christ
- Believer's baptism
- Baptism and the Lord's Supper as wonderfully symbolic but not essential for salvation
- Church membership composed only of persons who have been born again
- Religious freedom and its corollary, the separation of church and state
- Autonomy of the local Baptist church

Baptists endeavor to base each belief, practice, emphasis and organization on the teachings of the Bible. The desire of Baptists is to be as close to the New Testament model for an individual Christian and for a church as is humanly possible with God's help through the instruction and empowering of the Holy Spirit.

"One basic operating principle is voluntariness. ... The denomination is held together by fragile organization ties, but the common experiences, beliefs, and purposes that unite them are stronger than steel."

Rope of Sand with Strength of Steel,
James L. Sullivan

"Each believer is a priest, both before God for oneself and by caring for fellow believers and for persons in the world for whom Christ died."

We Baptists,
James Leo Garrett Jr

"...the principle of the competency of the soul in religion under God is a distinctive Baptist contribution to the world's thought...."

E. Y. Mullins,
Baptist educator/theologian



Texas Baptists profile

Churches

Total	5,300
Anglo	2,700
African American	1,000
Hispanic	1,200
Intercultural	350

Cooperative Program

The Texas Baptists Cooperative Program is a way of combining resources to enable more missions, evangelism and ministry throughout Texas and around the world.

Employees

Total	263
Full-time	239
Contract	60
Campus ministry interns	70

Cooperative Program Receipts

2019	28.6 million
2020	28.3 million
2021	27.9 million
2022	27.1 million <i>(Estimated)</i>

Investment Income

2019	9.5 million
2020	9.0 million
2021	19.8 million
2022	6.0 million <i>(CP endowment only)</i>

Budget

2019	33.25 million
2020	34.27 million
2021	32.8 million
2022	35.46 million

* BGCT budget = 72% from CP gifts + 28% from Investments

Messengers to the Convention and church participation

2019	1,233 messengers + 519 visitors =	1,752	Churches	397
2020	853 messengers + 0 visitors =	853	Churches	464
2021	1,113 messengers + 555 visitors =	1,668	Churches	435
2022	1,261 messengers + 563 visitors =	1,824	Churches	416



Qualities of the next Executive Director

The most compelling candidate for the BGCT will be:

- An active member in good standing of a Baptist church
- Faithful to the Holy Scriptures, sharing that faith and its expression in worship and service
- Capable to serve ably as the Christ-centered spiritual leader of the BGCT
- A champion for Baptist Christian higher education, with a clear and passionate vision for 21st century faith-based higher education
- A champion for Baptist Human Welfare ministry through healthcare, children and family services, and senior living poised for 21st Century impact
- A robust understanding of Baptist missions and missiological strategy; with an understanding of BGCT's mission relationships and the Mary Hill Davis Offering for Texas mission
- A champion of intentional evangelism who will work to strengthen the ministry of

evangelism in an effort to fulfill the Great Commission and Great Commandment

- Experienced as a senior pastor or officer of a large, complex, organization with many different publics or constituencies
- In possession of an earned doctoral degree (EdD, PhD, ThD, DMin, or similar preferred)

Other essential professional characteristics and experience:

- Capable of effectively identifying and applying sound principles of biblical interpretation
- Ability to articulate a highly reasoned, orthodox, centrist, biblical perspective on social, cultural and global issues with diplomacy and grace to both Christian and non-Christian audiences on state, national and international levels
- Successful experience as an institutional visionary and change leader



Qualities of the next Executive Director (cont.)

- Possesses a passionate knowledge of the needs of the church (all sizes) and the understanding of large constituency of smaller size congregations who comprise the BGCT
- Deep knowledge of and a solution-oriented posture toward the challenges facing nonprofit, private, faith-based organizations including demographic, financial and cultural challenges
- Robust understanding of finance and administration with a focus on strengthening the Cooperative Program
- A gifted fundraiser with demonstrated experience with both traditional and nontraditional fund development who cultivates long-term relationships with stakeholders and donors that inspire gifts to endowments
- Collaborative, culturally inclusive, evidence of cross-cultural competence, highly transparent management approach; ability to build and develop a high capacity, senior-level leadership team
- A person of global perspective with a demonstrated record of promoting and strengthening Baptist life through international relationships
- A balanced, accessible and experienced supporter of the principles of shared governance, transparency, and inclusive, but decisive, decision making
- Robust understanding of strategic visioning and planning; the capacity to make tough decisions and communicate choices with care and conviction
- An individual committed to starting new churches in an effort to fulfill both the Great Commission and Great Commandment
- A robust understanding of the church's age-level ministries who will lead the Convention to equip the church to serve these people groups



Qualities of the next Executive Director (cont.)

Essential values and personal characteristics:

- Highly relational, accessible and personable who can reach across the “aisle” through the work of Texas Baptists in an effort to build bridges and better relationships
- Ability to inspire, build and sustain a shared spirit of unity across the organization and a desire to relate to leaders of all ages across the convention
- Superior communication, negotiation and relationship-building skills with the ability to work with multi-generational servant leaders of the Texas Baptists family
- Creative problem-solving skills
- Ability to manage dissent without shutting down dialogue
- Unimpeachable integrity, outstanding judgment
- Trustworthiness, decisiveness, courage of convictions, innovation and authentic personal warmth
- Prodigious energy, physical, emotional and spiritual health necessary to engage in extensive travel and to navigate and manage many intense and complex challenges



Nomination process

Nominations will be accepted January 10-31, 2023.

Successful nominees will satisfy the required and desired qualifications.

1. Nominations submitted for consideration will include information about the nominee and the nominator, their current church membership, and include a description of how the nominee satisfies the qualifications.
2. Nominations may be sent to: search@texasbaptists.org
3. A confidential review of nominations will begin in February 2023.
4. The search committee will authenticate the source of all submitted nominations prior to informing nominees and inviting their consent to remain on the list for consideration or informing them they will not be considered for the role.
5. Nominees on the list for consideration will be asked to verify their contact information, complete a formal application for the position and submit their current professional resume/CV to the committee for its consideration.