



THE ETHICS & RELIGIOUS
LIBERTY COMMISSION
OF THE SOUTHERN BAPTIST CONVENTION

ERLC President and CEO Candidate Profile

The President of the ERLC shall serve as the Chief Executive Officer, ensuring the Commission's work towards fulfilling its stated ministry purpose: assisting the churches by helping them understand the moral demands of the gospel, applying Christian principles to moral and social problems and questions of public policy, and promoting religious liberty in cooperation with the churches and other Southern Baptist entities.

In this role, the President of the ERLC will work with denominational and church leaders to promote biblical Christian ethics, particularly among Southern Baptists; lead work in the public and political arena in support of these ethical causes and concerns; equip denominational and church leaders to be effective Christian witnesses in regard to ethical and moral issues that arise in their communities; and promote understanding and defense of religious liberty.

Candidate Profile

In order to fulfill this role with integrity and excellence, the candidate must be:

- **Spiritually Mature:** The candidate must have an authentic testimony of personal faith in Christ, give a hearty affirmation of the inspiration, inerrancy, and authority of Scripture, and hold a firm conviction that Jesus Christ is the only Savior of the world. These beliefs and an increasing love of Christ will be demonstrated in his humility, kindness, self-control, patience, gentleness, love of others, gospel courage, and godly character.
- **A Faithful Servant:** The candidate's life must be characterized by faithful service to Jesus Christ and his church.

- **Convictionally Southern Baptist:** The candidate must be a member in good standing of a cooperating Southern Baptist church. In addition, the candidate should have a full grasp of Southern Baptist life and polity and gladly endorse the *Baptist Faith and Message 2000*. He must affirm a call to the public square in order to speak convictionally toward defending religious liberty, the sanctity of human life, the dignity of humankind regardless of gender, race, or ethnicity, and caring for and protecting the abused and exploited.
- **Appropriately Educated:** The candidate should have significant education in and demonstrated understanding of theology, biblical studies, ethics, philosophy, political science, law, and/or history, preferably with a Ph.D., D.Min., or J.D. in at least one of these areas.
- **An Excellent Communicator:** The candidate must possess exemplary written and verbal communication skills, with a specific ability to communicate effectively among a range of audiences, including but not limited to churches, academic settings, media, public policy debates, and conferences. Additionally, the candidate must be able to comprehend complex and significant ethical issues quickly and succinctly apply biblical truths to these issues. Such issues may include but are not limited to racial inequality, marriage and the family, gender, sexuality, sexual abuse, bioethics, technology, substance abuse, stewarding creation, displaced peoples and immigration, church-state relations, war, and human suffering.
- **Pastoral in Heart:** The candidate will not only be able to communicate to large audiences but must also exhibit approachability and an ability to winsomely and warmly engage with people and communicate gospel truths one-on-one, whether it is with a staff member, a media personality, a denominational leader, or a pastor in need of counsel.
- **An Experienced Leader:** The candidate must have executive and administrative leadership or management experience. The candidate must be able to build and lead a team, cast a compelling vision for the team, and shepherd the team as they carry out the organization's vision.
- **A Proven Unifier:** The candidate must be a coalition-builder, able to form relationships within diverse groups of people and bring those groups together in order to advocate effectively on the vital issues of our day.