



THE NORTH CAROLINA BAPTIST FOUNDATION, INC. PRESIDENT CANDIDATE PROFILE

As an agency of the Baptist State Convention of NC we are committed under the guidance of the Holy Spirit to serving North Carolina Baptists and others in generating an increased awareness of Christian estate stewardship principles as a means of financially undergirding Baptist churches, institutions and mission endeavors on a permanent basis. We also strive to serve the needs of NC Baptist churches, Baptist institutions and members of NC Baptist churches by providing loan and investment services.

NCBF has formed a Search Committee to seek a President who can take us into the future by building on our past. The President is the chief executive officer responsible for the enlistment of personnel and delegation of responsibilities for the administration of the day-to-day operations of the Foundation. The President is accountable to a 20-member Board of Directors and also serves as Secretary of the corporation. This person is responsible for the funds and assets belonging to and held by the Foundation and gives overall leadership and supervision to its programs and staff. The President represents the Foundation before courts of law, in denominational affairs, and in other forums. The President represents The North Carolina Baptist Foundation, Inc. in the highest professional manner, exhibiting the attributes of trust and integrity required in carrying out the mission of the Foundation.

ROLE OF PRESIDENT

The President facilitates the implementation of the strategies, plans and supporting goals that achieve the strategic ends and goals adopted by the Board of Directors.

This individual will be...

- Actively involved in a Baptist church
- Deeply committed to Jesus as Lord
- Humble, full of integrity and trustworthiness
- Above reproach and able to admit and own mistakes
- Prayerful, seeking God's direction for the ministry
- Well-respected in Baptist life
- Understanding of Baptist History and able to work cooperatively with all Baptists (BCSNC, CBFNC, Dually Aligned, Church Starts, etc)
- Able to provide longevity with the organization

LEADERSHIP STYLE

- Leader, not a micro manager; empowers the employee to do their job, get out of the way but be there to handle situations as needed
- Balances precedents and innovation; someone who can build on what the Foundation has become through innovation.
- Relational in style and methodology, but also firm in their convictions
- Clear, strong vision that is well communicated
- Ability to create a healthy and collaborative work environment giving staff the tools they need to be successful
- Leading staff by teaching and training in ways that inspire them to succeed
- Forward thinking with a fresh perspective; consider things never done before
- Even tempered, passionate
- Holds self accountable, taking responsibility for mistakes

EXPERIENCE/SKILLS

- Experience with Foundation work, investments and/or business; possesses an understanding of the financial markets and the conditions of the markets to make effective decisions on how to navigate through challenging markets
- Experience with Church Organization/Policy/Leadership
- Working knowledge of Planned Giving
- Skilled at leading a staff
- Good public and internal communicator
- A level of understanding of non-profit finances and budgets
- Good listening skills
- Organized
- Someone with awareness of new technologies and resources and a willingness to try new things
- Be knowledgeable and equipped to consider other sources of revenue for the Foundation
- Ability to balance risk and opportunity