ICR Mission and Ministry

**General:** The Institute for Creation Research was established for the purpose of affirming the accuracy and authority of the Bible through empirical science, involving the study and promotion of scientific creationism, biblical creationism, and related fields as described below.

**Research**

As a research organization, the corporation engages in laboratory, field, theoretical, and library research on projects that seek to understand the science of origins and Earth history.

**Communication**

The corporation produces and publishes books, films, periodicals, and other media for communicating the evidence and information related to its research.

**Discipleship and Apologetics**

As a biblical apologetics organization, the corporation offers formal courses of instruction, conducts seminars and workshops, presents live and recorded lectures, and uses other means of instruction.
ICR had a small museum starting in the late 1980s in its facilities in Santee, California. With the move to its Dallas-area campus in 2006, a concerted effort was made to acquire additional contiguous property to enable the building of a facility dedicated to the presentation of scientific evidence affirming the accuracy and authority of Scripture, particularly data that support a recent creation, the Fall of humanity, and the worldwide, planet-destroying Flood.

The ICR Discovery Center is the culmination of five decades of scientific research. It features a cutting-edge planetarium equipped with 3-D imagery, a 200-seat enhanced media auditorium, a resource center, and an exhibit hall with dynamic and interactive displays that educate, entertain, and challenge visitors. The ICR Discovery Center opened its doors to the public on September 2, 2019, with over 1,600 in attendance.

The ICR Discovery Center operates under the nonprofit umbrella of the Institute for Creation Research. Its facilities function with a dedicated staff that reports to the CEO and/or president of ICR and answers ultimately to the ICR Board of Trustees.

The latest features, a selection of videos, and more specific information are available at ICRdiscoverycenter.org.
Position Overview

The Institute for Creation Research has been promoting biblical creationism for 50 years. We are currently seeking a president to lead the organization and serve as its chief spokesperson. The president reports to the Board of Trustees and serves as a voting member of the Board.

Reporting Structure

Reporting to the president are:

- Director of Operations
- Chief Financial Officer
- Director of the ICR Discovery Center
Duties of the President

Doctrinal Fidelity
• Ensuring long-term alignment of the entire organization with ICR’s tenets (Principles of Scientific Creationism and Principles of Biblical Creationism) as appended herein. The president, senior directors, and officers of ICR are expected to sign the Institute’s tenets annually.

Operational Sustainability
• Recruiting, organizing, and retaining a godly and gifted staff that will enhance the ministry of ICR.
• Fostering an environment of employee life that promotes spiritual wholeness, wellness, and growth.

Stewardship
• Optimizing the application of available resources to advance creation apologetics and the greater Kingdom within the context of ICR’s Mission and Ministry (appended herein).
• Managing income and expenditures to operate within the budget guidelines.
• Operating with transparent integrity that breeds confidence with ICR’s constituencies, board, and auditors.

Strategy and Vison
• Establishing and consistently articulating a compelling vison for success and growth; redirecting resources as needed to respond to challenges and opportunities.

Donor Reliability
• Building quality relationships that facilitate funding for ICR.
• Communicating the present needs and vision of ICR with integrity.
Required and Desired Characteristics of the Successful Candidate

The next president of ICR will need a unique set of characteristics. We recognize that a single candidate is unlikely to possess every characteristic listed below, so the following distinguishes between required and desired characteristics.

**Required Characteristics**

- An unwavering commitment to the absolute authority and accuracy of the written Word of God.
- An unreserved commitment to a recent creation accomplished in six 24-hour days.
- Full agreement with the ICR Principles of Scientific and Biblical Creationism (appended herein). The candidate must be a champion of these principles both in precept and example.
- Believing that the president’s role is a spiritual leader, and in keeping with ICR’s theological convictions, the president must meet the qualifications for serving as an elder in the church.
Required Characteristics Continued

• A clear sense of divine calling to this role
• A proven track record as an effective organizational leader
• A strong, personal, growing relationship with Jesus Christ
• Active participation in an evangelical Christian church and experience in Bible teaching and ministry leadership
• Recognized as a godly Christian leader, with verifiable testimony from Christian leaders and friends
• Unquestioned integrity
• One who creates an atmosphere of trust, willingly facing conflict when needed and adept at finding win-win solutions
• The sensitivity, judgment, godly discernment, and skill both to place the right person in the right position and to remove the wrong person/position without significant delay
• An engaging and approachable individual, not given to hubris and self-absorption, willing to be evaluated, admit shortcomings, accept constructive criticism, and change when appropriate
• Skilled in building warm relationships with constituents and potential donors who support the ministry of ICR
• As a primary face and voice of ICR, and as one who routinely articulates the vision and progress of the institution, the president must possess significant competency in written and verbal communication. At the same time, it is imperative that he be an eager listener who demonstrates respect for the ideas and perspectives of others.
Desired Characteristics

- Terminal degree (Ph.D., D.Min., etc.) from a recognized institution
- Engineering or science undergraduate degree
- Biblical and theological proficiency
- Business experience, with an MBA degree
- Excellence in teaching biblical principles in an applied setting
- Experience in vision casting
- Competent to foster innovation and change in a disciplined manner, which encompasses strategic thinking and critical analysis
- Experience in leading organizational change
- Excellent public platform presence
- Evidence of successful fundraising
Desired Characteristics Continued

• Comfortable defending a literal interpretation of Genesis, presenting supporting evidence, and refuting macroevolution (i.e., common ancestry for all living organisms via random mutations and natural selection)

• Management of the budget to accomplish ICR goals and objectives, including cost containment and requiring accountability for those with budget authority

• Transparency in living an exemplary life, knowing when to keep a confidence, and meeting the qualifications for being an elder in the church. Although ICR is not a church, ICR continuously represents the Lord Jesus Christ among tens of thousands of people. Therefore, ICR expects its president to exemplify the attributes identified for church leaders in 1 Timothy 3:1-13 and Titus 1:6-9.

• A gracious spirit, comfortable in all settings, and given to hospitality

• Personal charisma—when casting a vision or an idea, it should be conveyed with contagious enthusiasm

• A strong work ethic balanced by the time requirements for an effective spiritual and family life as well as personal relaxation and renewal
The physical universe of space, time, matter, and energy has not always existed but was supernaturally created by a transcendent personal Creator who alone has existed from eternity.

The phenomenon of biological life did not develop by natural processes from inanimate systems but was specially and supernaturally created by the Creator.

Each of the major kinds of plants and animals was created functionally complete from the beginning and did not evolve from some other kind of organism. Changes in basic kinds since their first creation are limited to “horizontal” changes (variations) within the kinds, or “downward” changes (e.g., harmful mutations, extinctions).

The first human beings did not evolve from an animal ancestry but were specially created in fully human form from the start. Furthermore, the “spiritual” nature of man (self-image, moral consciousness, abstract reasoning, language, will, religious nature, etc.) is itself a supernaturally created entity distinct from mere biological life.

The record of Earth history, as preserved in the earth's crust, especially in the rocks and fossil deposits, is primarily a record of catastrophic intensities of natural processes, operating largely within uniform natural laws, rather than one of gradualism and relatively uniform process rates. There are many scientific evidences for a relatively recent creation of the earth and the universe, in addition to strong scientific evidence that most of the earth’s fossiliferous sedimentary rocks were formed in an even more recent global hydraulic cataclysm.
Processes today operate primarily within fixed natural laws and relatively uniform process rates, but since these were themselves originally created and are daily maintained by their Creator, there is always the possibility of miraculous intervention in these laws or processes by their Creator. Evidences for such intervention should be scrutinized critically, however, because there must be clear and adequate reason for any such action on the part of the Creator.

The universe and life have somehow been impaired since the completion of creation so that imperfections in structure, disease, aging, extinctions, and other such phenomena are the result of “negative” changes in properties and processes occurring in an originally perfect created order.

Since the universe and its primary components were created perfect for their purposes in the beginning by a competent and volitional Creator, and since the Creator does remain active in this now-decaying creation, there do exist ultimate purposes and meanings in the universe. Teleological considerations, therefore, are appropriate in scientific studies whenever they are consistent with the actual data of observation. Furthermore, it is reasonable to assume that the creation presently awaits the consummation of the Creator's purpose.

Although people are finite and scientific data concerning origins are always circumstantial and incomplete, the human mind (if open to possibility of creation) is able to explore the manifestations of that Creator rationally, scientifically, and teleologically.
Principles of Biblical Creationism

- The Creator of the universe is a triune God: Father, Son, and Holy Spirit. There is only one eternal and transcendent God, the source of all being and meaning, and He exists in three Persons, each of whom participated in the work of creation.

- The Bible, consisting of the 39 canonical books of the Old Testament and the 27 canonical books of the New Testament, is the divinely inspired revelation of the Creator to man. Its unique, plenary, verbal inspiration guarantees that these writings, as originally and miraculously given, are infallible and completely authoritative on all matters with which they deal, free from error of any sort, scientific and historical as well as moral and theological.

- All things in the universe were created and made by God in the six literal days of the creation week described in Genesis 1:1–2:3, and confirmed in Exodus 20:8-11. The creation record is factual, historical, and perspicuous; thus, all theories of origins or development that involve evolution in any form are false. All things that now exist are sustained and ordered by God’s providential care. However, a part of the spiritual creation, Satan and his angels, rebelled against God after the creation and are attempting to thwart His divine purposes in creation.

- The first human beings, Adam and Eve, were specially created by God, and all other men and women are their descendants. In Adam, humanity was instructed to exercise “dominion” over all other created organisms, and over the earth itself (an implicit commission for true science, technology, commerce, fine art, and education), but the temptation by Satan and the entrance of sin brought God’s curse on that dominion and on mankind, culminating in death and separation from God as the natural and proper consequence.
The biblical record of primeval Earth history in Genesis 1–11 is fully historical and perspicuous, including the creation and Fall of man, the Curse on the creation and its subjection to the bondage of decay, the promised Redeemer, the worldwide cataclysmic deluge in the days of Noah, the postdiluvian renewal of humanity’s commission to subdue the earth (now augmented by the institution of human government), and the origin of nations and languages at the Tower of Babel.

The alienation of man from his Creator because of sin can only be remedied by the Creator Himself, who became man in the person of the Lord Jesus Christ through miraculous conception and virgin birth. In Christ were indissolubly united perfect sinless humanity and full deity so that His substitutionary death is the only necessary and sufficient price of humanity’s redemption. That the redemption was completely efficacious is assured by His bodily resurrection from the dead and ascension into heaven; the resurrection of Christ is thus the focal point of history, assuring the consummation of God’s purposes in creation.

The final restoration of creation’s perfection is yet future, but individuals can immediately be restored to fellowship with their Creator on the basis of His redemptive work on their behalf, receiving forgiveness and eternal life solely through personal trust in the Lord Jesus Christ, accepting Him not only as estranged Creator but also as reconciling Redeemer and coming King. Those who reject Him, however, or who neglect to believe on Him thereby continue in their state of rebellion and must ultimately be consigned to the everlasting fire prepared for the devil and his angels.

The eventual accomplishment of God’s eternal purposes in creation, with the removal of His curse and the restoration of all things to divine perfection, will take place at the personal bodily return to Earth of Jesus Christ to judge and purge sin and to establish His eternal kingdom.

Each believer should participate in the “ministry of reconciliation” by seeking both to bring individuals back to God in Christ (the Great Commission) and to “subdue the earth” for God’s glory (the Edenic–Noahic Commission). The three institutions established by the Creator for the implementation of His purposes in this world (home, government, church) should be honored and supported as such.
Interested candidates should submit a cover letter and resume to RPA Inc. at ICRPresident@rpainc.org. Candidates should address their agreement with the ICR tenets in their cover letter.

For a confidential discussion about this opportunity or to make a nomination, please call Dr. Jim Barnes, Senior Consultant, at 765-618-2582, or Kendra Mozug, Search Consultant, at 570-321-6111.

While applications will be accepted until the position is filled, for guaranteed full consideration please apply by May 1, 2020.