

**STATEMENT OF QUALIFICATIONS FOR  
SUPERINTENDENT OF THE PACIFIC SOUTHWEST CONFERENCE  
OF THE EVANGELICAL COVENANT CHURCH**

**OCTOBER 2021**

The Nominating Committee recognizes in presenting the following criteria that the sovereign leadership of God is always primary. The criteria should be understood as intending to give direction and guidance and not as final and authoritative. The first section, Spiritual Leadership, should be considered as fundamental and prerequisite to other considerations.

***I. Spiritual Leadership***

**A. Commitment to God through Jesus Christ**

1. The principal requisite shall be a commitment of faith to the living God through Jesus Christ and the Holy Spirit.
2. This commitment should demonstrate “belief in the Holy Scriptures, the Old and New Testaments as the Word of God, the only perfect rule for faith, doctrine and conduct.”
3. This commitment should be manifested in a theological maturity which reflects an ever-deepening experience in an understanding of God’s Word as it applies to our cultural complexities.
4. This commitment should include a demonstrated ability to inspire responsible stewardship.
5. This commitment should result in a demonstrated ability for effective biblical communication.
6. This commitment should exhibit itself in building strong personal relationships that reflect integrity, trustworthiness, and faithfulness.

**B. Commitment to the Covenant**

1. The candidate should know the Covenant and appreciate our pietistic and evangelistic heritage, embrace our Covenant Affirmations, discerned positions, and be capable of leading the Covenant’s ministry and mission in the world.
2. The Candidate shall foster the cohesion of the churches, Mission Springs, and CHET to the conference and to the Evangelical Covenant Church.
3. The candidate should be alert to how Covenant people feel and demonstrate a genuine concern for the spiritual well-being of our local congregations and their pastors.
4. The candidate should merit the respect of Conference and Covenant pastors and laity and possess the maturity to relate and speak lovingly and openly to the diversity and freedom which characterizes the Pacific Southwest Conference and the Evangelical Covenant Church.
5. Active participation in the Council of Superintendents.

**C. Commitment to the Entire Church**

1. The candidate should actively represent the Covenant to the entire Christian church which is the Body of Christ
2. The candidate should have the ability to cooperate with leaders of other church bodies in joint witness to the Gospel.

## **II. Visionary Leadership**

- A. In doing this the candidate will particularly focus on the following.
  - 1. Reach the unchurched, particularly the emerging generations.
  - 2. Press forward in ethnic ministry, diversity, and inclusion.
  - 3. Extend greater measures of compassion and justice to the poor and desperate.
  - 4. Invest in the health of existing congregations.
  - 5. Form spiritually mature disciples who live out of obedience to Christ in the world.
  - 6. Calling and equipping women and men for all levels of conference and church leadership.
  
- B. Demonstrated leadership not limited to, but including, commitment to the following five focus areas outlined in the PSWC Annual Report.
  - 1. **Ministerial Health** – Our pastors will be healthy and missional. The Rooted-Growing-Resilient (RGR) initiative is an example of one-on-one pastoral mentoring/care.
  - 2. **IGNITE** – Seminary education through North Park in intentional Covenant community
  - 3. **Latino Ministries** – Intentional support for pastors, churches, and CHET
  - 4. **Multiethnic Ministries/Urban Institute** – Equipping and releasing cross-cultural, reconciling, and justice-oriented pastors and disciple makers in order to grow the mosaic in the ECC.
  - 5. **Youth** – Building a community of young Christ-followers.
  - 6. **Church Planting & Adoptions** – Continued emphasis on planting that meets important benchmarks. The “In it Together Movement” is bringing together an increasing number of churches who have been functionally independent.
  - 7. **Christian Camping** – Providing an outdoor camping encounter with Jesus where everybody gets to do everything we do.

## **III. Administrative Leadership**

- A. Executive and Organizational Ability
  - 1. The candidate should demonstrate wisdom to determine, accomplish, and evaluate worthy goals in partnership with the Executive Board.
  - 2. The candidate should be an effective administrator with skills in leadership, organization, and management of resources.
  - 3. The candidate should demonstrate the ability to manage financial resources and the budgeting process in collaboration with the Director of Finance.
  
- B. Staff Effectiveness
  - 1. The candidate shall demonstrate the ability to design an effective staff structure and recruit a diverse team of personnel to those positions that reinforces the kingdom mosaic.
  - 2. The candidate should demonstrate the ability to delegate responsibility and authority.

#### ***IV. Personal Qualifications***

The Candidate should:

- A. Be in a position to serve at least two terms of service.
- B. Be approachable – able to relate to persons of all walks of life.
- C. Possess maturity and integrity and be of such personal stature as to inspire respect and confidence.
- D. Be informed about and able to speak and write clearly on the issues we face.
- E. Provide leadership that enhances conference communications, Social Media, and Telling the Story of God’s work in our conference.
- F. Have energy sufficient to manage a demanding schedule with good humor.
- G. Have a supportive spouse, if married.
- H. Give evidence of good boundaries of health and emotional and spiritual maturity as contained in ordination guidelines.

From the constitution and bylaws of the Pacific Southwest Conference:

ARTICLE X the Superintendent

The Superintendent shall be the chief executive officer of the PSWC and its mission, with responsibilities delineated in the Bylaws. The Superintendent shall provide pastoral oversight to the member congregations and pastors. The Superintendent shall be an ex officio member of the Executive Board and all other administrative entities aligned with the PSWC. The Superintendent shall be elected according to provisions in the Bylaws.

*Section 3.1. The Superintendent.*

- a. Responsibilities. The Conference Superintendent shall be the PSWC's chief executive officer and, subject to the control of the Executive Board and the decisions of the Annual Meeting, will have general supervision, direction and control over PSWC's business and its officers including all the general powers and duties of management of the PSWC and such other powers and duties as prescribed by the Executive Board or the Constitution or Bylaws. The Superintendent, upon written authorization of the Executive Board may, individually and solely, execute and deliver any and all documents and instruments on behalf of the PSWC, for the purpose of legally binding the PSWC. Without prejudice to these general powers, but subject to the same limitations, the PSWC Superintendent shall provide particular leadership in the areas of mission, pastoral care, congregational support, executive operations, provide supervision for all persons employed by the PSWC, and submit a written report to the Annual Meeting.
- b. Administrative Assignments. The Superintendent shall be an ex officio member of the Executive Board except when the Executive Board is acting as the Nominating Committee for naming candidates for the office of PSWC Superintendent, in which case the Superintendent shall not participate, and except when the Executive Board is performing a job appraisal for the Superintendent, in which case the Board may meet in executive session apart from the Superintendent. The Superintendent shall be an ex officio member of all boards, commissions, committees, institutions, and corporations of the PSWC.
- c. Nomination of Conference Superintendent. Candidates for PSWC superintendent shall be ordained ministers of the ECC in good standing. The Executive Board shall serve as the Search Committee. The Executive Board shall put forward one nominee after the concurrence of the Executive Board of the ECC. The President of the ECC shall serve as an advisor to the process for the selection of a nominee, with privilege of attendance and voice at all meetings.
- d. Election. A two-thirds vote of the delegates present and voting shall be required for election. All voting shall be by written ballot. Should the candidate fail to receive the required vote, the position shall be filled temporarily under Section 3.1.m. of this article. A new nomination process for the permanent position shall proceed according to Section 3.1.c of this article.
- e. Installation. The PSWC superintendent shall be installed in office at an Annual Meeting of the ECC and assume office on a date determined by the PSWC Executive Board.
- f. Term and Tenure. The Superintendent shall serve for a term of 4 years. The Superintendent may be re-nominated for subsequent terms.