



## Position Overview for the Office of President

**Duties and Responsibilities as Defined by Covenant By-laws.** The president shall provide pastoral leadership to the Covenant. The president shall also be the chief executive officer of the Covenant and, subject to the authority of the Annual Meeting and the Executive Board, shall have general direction of the ministry and business matters of the Covenant, general direction of the officers of the Covenant and members of the Council of Administrators, the general powers and duties of management usually vested in the office of president of an Illinois not-for-profit corporation, and all other powers and duties as may be prescribed by the Annual Meeting, the Executive Board, or these Bylaws. Within this authority and in the course of the duties of president, the president shall

- i. preside at all meetings of the Council of Administrators;
- ii. be an ex-officio member of all boards, councils, commissions, committees, and associations of the Covenant, except the Presidential Nominating Committee and any committee of the Executive Board that is reviewing the performance or compensation of the president of the Covenant;
- iii. be an ex-officio member of the boards and committees of all corporations established by the Covenant and their affiliates; and
- iv. execute or authorize the execution of legal, financial, and commercial documents in the name of the Covenant when authorized by the Annual Meeting or the Executive Board, or when required by law or the regular and ordinary course of business.

A president would be a minister in good standing and a member of a Covenant member congregation. A president shall be elected or re-elected for a term of four years. Each term shall begin on September 1 following the Annual Meeting at which the president was elected or re-elected.

## Core Competencies of the Next President of the Evangelical Covenant Church

The PNC has identified ten key leadership qualities the next president of the Covenant should embody. These qualities are not inclusive of all the attributes the president should exemplify—they are those which the PNC has determined capture the essential personal attributes the new president needs at this time in the life of our denomination.

1. **Demonstrates Self-Awareness and Self-Management:** Represents skills, abilities, or perspectives reflective of an individual's willingness to understand and improve self and seek feedback as a method for doing so, as well as skills, abilities, or perspectives that enable an individual to deal with pressure, set priorities, and balance conflicting interests.
2. **Communicates Effectively:** Represents skills, abilities, or perspectives that an individual needs to effectively communicate with others.
3. **Builds/Maintains Relationships:** Represents skills, abilities, or perspectives that an individual must demonstrate to build and keep effective relationships.
4. **Values Diversity and Difference:** Represents skills, abilities, or perspectives that individuals use to effectively work with diverse people and groups.
5. **Develops Others:** Represents skills, abilities, or perspectives an individual needs to develop others' gifts and abilities.
6. **Navigates and Understands the Entirety of the Covenant:** Represents skills, abilities, or perspectives associated with working within and across boundaries of the Covenant and its affiliated entities.
7. **Discerns Vision and Strategy:** Represents skills, abilities, or perspectives associated with creating an organizational vision and setting the direction to manifest it.
8. **Manages Beliefs, Positions, and Influences:** Represents skills, abilities, or perspectives associated with understanding complex issues, varied perspectives, and building consensus.
9. **Manages Change:** Represents skills, abilities, or perspectives an individual needs to initiate and lead change.
10. **Demonstrates Integrity and Ethics:** Represents skills, abilities, or perspectives reflective of trust, honesty, and integrity.