

**STATEMENT OF QUALIFICATIONS FOR
SUPERINTENDENT OF THE MIDWEST CONFERENCE
OF THE EVANGELICAL COVENANT CHURCH**

OCTOBER 2022

The Midwest Conference Search 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 should 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 evident in consistent spiritual practices, deep self-awareness, high emotional maturity, and a healthy balance of work and rest.
4. This commitment should be manifested in a theological maturity which reflects an ever-deepening experience in and understanding of God’s Word as it applies to our cultural complexities.
5. This commitment should include a demonstrated ability to inspire responsible stewardship.
6. This commitment should result in a demonstrated ability for effective biblical communication.
7. 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 and discerned positions, and be capable of leading the Covenant’s ministry and mission in the Midwest Conference.
2. The candidate should foster the cohesion of the churches, camps (Covenant Cedars Bible Camp and Twin Lakes Bible Camp), the Midwest Covenant Home, Covenant Living Community of Colorado and other affiliated ministries 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 characterize the Midwest Conference and the Evangelical Covenant Church.
5. The candidate should be an active participant in the Council of Superintendents.

C. Commitment to the Entire Church

1. The candidate should actively represent the Covenant to the entire Christian Church.
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. The Superintendent is responsible for overseeing the following priorities of the Conference:
 - 1. Starting new churches, particularly focusing on reaching the unchurched and the emerging generation.
 - 2. Investing in the health of existing congregations, including children, youth, and adults.
 - 3. Developing missional leaders, calling and equipping women and men for all levels of conference and church leadership (e.g., EQUIP Theological Education).
 - 4. Calling us into a transforming relationship with God.
 - 5. Affirming the image of God in all people (the unborn, refugees, the marginalized, the incarcerated, even those with whom we may profoundly disagree).
 - 6. Inviting us into the ongoing work of racial righteousness as we seek to become one people, united in Christ, pressing forward in ethnic ministry, diversity, and inclusion (e.g., Sankofa and J2M).
 - 7. Instructing us to care for the needs of others, recognizing that we are Christ's hands and feet in the world.
 - 8. Seeking to restore the fractured relationships between genders by inviting us back to God's original design for women and men (e.g., Exploring Call and Called Gifted and Here to Stay).
 - 9. Overseeing of pastoral support, including credentialing, care, and discipline.
 - 10. Interacting with churches around transitions (e.g., pastoral changes, crises, and consulting).

III. Administrative Leadership

- A. Executive and Organizational Ability
 - 1. The candidate should demonstrate the ability to determine, accomplish, and evaluate worthy goals in cooperation 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 business manager and finance team.
- B. Staff Effectiveness
 - 1. The candidate should 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 collaborate and delegate responsibility and authority.
 - 3. The candidate should demonstrate servant leadership by creating a cohesive staff environment unified in mission and caring for each other.

IV. Personal Qualifications

The candidate should:

- A. Ideally be in a position to serve at least two 4-year terms.
- B. Have a high capacity for building relationship.
- C. Be approachable, willing to walk with people of all walks of life.
- D. Possess maturity and integrity and be of such personal stature as to inspire respect and confidence.
- E. Be informed about and able to speak and write clearly on the issues we face.

- F. Provide leadership and oversight in communications, social media, and telling the story of God's work in our conference.
- G. Have energy sufficient to manage a demanding schedule with good humor.
- H. Have a supportive spouse, if married.
- I. Give evidence of good boundaries of health and emotional and spiritual maturity as contained in ordination guidelines.
- J. Be willing to relocate to Omaha.