

Statement of Qualifications for

Superintendent of the Midsouth Conference

of the Evangelical Covenant Church

September 2026

In presenting the following criteria, the Search Committee recognizes that the sovereign leadership of God is always primary. These criteria should be understood as intending to give direction and guidance and not as final and authoritative. Candidates will be ordained in the Evangelical Covenant Church. 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 that 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 and discerned positions, and be capable of leading the Covenant’s ministry and mission in the world.
2. The candidate shall foster the cohesion among the churches and with 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 Midsouth 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. Serve local churches and clergy.
2. Support ministry that makes known the good news of Jesus Christ.
3. Encourage Christ-like living among members.
4. Carry out Christ's redeeming work of love, mercy, and justice throughout the conference.
5. Reach the unchurched, particularly the emerging generations.
6. Press forward in ethnic ministry, diversity, and inclusion.
7. Extend greater measures of compassion and justice to the poor and desperate.
8. Invest in the health of existing congregations.
9. Form spiritually mature disciples who live out of obedience to Christ in the world.
10. Call and equip women and men for all levels of conference and church leadership.

B. Demonstrated leadership not limited to, but including, commitment to the following focus areas:

1. **Women's Ministry:** Intentional support for clergy.
2. **Latino Ministries:** Intentional support for clergy and churches. Language inclusiveness where possible.
3. **Multiethnic Ministries:** Intentional support for clergy and churches.
4. **Church Planting and Adoptions:** Continued emphasis on planting that meets benchmarks. Bringing together an increasing number of churches that have been functionally independent.
5. **Midsouth Covenant Camp:** Providing an outdoor camping encounter with Jesus.
6. **Children and Youth:** Building a community of young Christ-followers.
7. **Pastors' Retreat:** Aiding our pastors in being healthy and missional.

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 Executive Board Finance Committee.

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 reinforce the kingdom mosaic.
2. The candidate should demonstrate the ability to delegate responsibility and authority.

IV. ***Personal Qualifications***

The candidate should:

- A. Be able 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 about 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.