



Statement of Qualifications for **SUPERINTENDENT** EVANGELICAL COVENANT CHURCH OF CANADA

The Evangelical Covenant Church of Canada, a denomination in Canada, and a regional conference of the Evangelical Covenant Church, is a community of churches in covenant with God and one another.

The Nominating Committee of the Evangelical Covenant Church of Canada (**ECCC**) 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 and the cultural complexities in our context.
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.

B. Commitment to the Covenant

1. The candidate should know the Covenant and appreciate our pietistic and evangelistic heritage, embrace our Covenant Affirmations, and be capable of leading the Covenant’s ministry and mission in the world.
2. The Candidate shall foster the cohesion of the churches to the conference and to the Evangelical Covenant Church.
3. The candidate should demonstrate a genuine concern for the spiritual well-being of our congregations and pastors.
4. The candidate should merit the respect of pastors and laity.
5. The candidate should possess the maturity to relate and speak lovingly and openly to the diversity and freedom which characterizes the Canadian Conference and the Evangelical Covenant Church.

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.

D. Commitment to the Canadian Conference of the Covenant Church

1. The candidate should understand the Canadian context of the Covenant.
2. The candidate should seek to develop greater diversity with the goal of a broader Canadian footprint.

II. Visionary Leadership

A. Demonstrated leadership not limited to, but including, commitment to the following four focus areas in the context of serving both locally and globally.

1. ***Strengthen Churches*** – Our churches will be healthy and missional, advancing the Kingdom of God locally and globally.
2. ***Start Churches*** – We will increase our ability to make disciples of all nations through church planting.
3. ***Develop Leaders*** – Our leaders will minister out of the overflow of intimacy with God, identity in Christ, and the indwelling of the Holy Spirit.
4. ***Love Mercy, Do Justice*** – We will both raise up and equip ambassadors of reconciliation and laborers for Kingdom justice.

B. In doing this the candidate will particularly focus on the following:

1. Investing in the health of existing congregations.
2. Forming spiritually mature disciples who live out of obedience to Christ in the world.
3. Reaching the unchurched, particularly the emerging generations.
4. Extending greater measures of compassion and justice to the poor and desperate.
5. Pressing forward in ministry with those at the margins of church and society.
6. Calling and equipping women and men for all levels of conference and church leadership.

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 either by experience or by propensity the ability to manage financial resources and the budgeting process.

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

IV. Personal Qualifications

The Candidate shall:

- A. Be an ordained minister of the Evangelical Covenant Church in good standing.
- B. Be approachable and 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. Possess strong communication skills.
- E. Have sufficient energy to manage a demanding schedule, including extensive travel, with good humour.
- F. Be emotionally and spiritually healthy and mature.
- G. Have a supportive spouse, if married.