

District Superintendent Qualities, Guidelines for Selection

1. The Mission of the Church comes first.
2. Prospective DS's demonstrate a successful history of local church leadership. Every congregation they have served has been stronger when they left than when they arrived. Churches under their leadership have consistently paid apportionments.
3. They understand the significance of itinerate ministry, and support it.
4. They deal with conflict graciously but firmly, are not strongly conflict-averse, and they reduce anxiety and increase conversation and trust. They make situations better rather than worse.
5. They are administratively capable. They are punctual, responsibly accessible, organized and prepared. They represent the Episcopal Office and Conference with excellence, a spirit of collaboration, and with a premium on accountability. They align work, resources, and time toward leading congregations to lead people to active faith in Jesus Christ. They return phone calls promptly.
6. Prospective DS's are respected by clergy and lay colleagues. They enhance clergy community, trust, and integrity through their practice of ministry. Their appointment to a ministry of oversight strengthens morale and trust because their selection seems fair, consistent with the mission of the church, deserved, welcomed. Their service reflects well upon the office of the bishop and the superintendency. They use the authority of their office appropriately and not for self.
7. They love the United Methodist Church and are committed to our mission and ministry. They welcome and support theological diversity, and can feel comfortable worshipping with and encouraging ministry in styles that are not their own native preferences.
8. They have served four years or more in their current appointment.
9. The selection of Superintendents will not be limited by salary currently paid, but based on service rendered. Persons considered must know and accept that the DS level salary may not be matched when their service as a DS ends.
10. Unless absolutely necessary, we avoid moving active superintendents to other districts.
11. Each Superintendent should be someone who works well with the cabinet team and brings something new through their unique gifts, insights, or experience.