



Core Qualifications & Characteristics

1. Spiritually Grounded Leadership

- ✓ Deep spiritual maturity and a pastoral heart
- ✓ Lives and leads through the power of the Holy Spirit, exhibiting fruit of the Spirit (Galatians 5).
- ✓ Actively practicing spiritual disciplines, including prayer, time in Scripture, rest, and deep connections to Christian community.
- ✓ Theologically aligned with TRC's vision and mission
- ✓ Spirit-led decision-making and humility in leadership

2. Visionary and Strategic

- ✓ Visionary thinker who is also grounded in reality
- ✓ Able to strategize for growth and revitalization, that leads to multiplication
- ✓ Willing to innovate structurally and navigate complex changes in order to accomplish the mission.
- ✓ Committed to spiritual growth and multiplication at every level of leadership.

3. Relational and Culturally Competent

- ✓ Strong relational skills: build trust and partnerships across diverse contexts
- ✓ Emotionally intelligent leader who extends a pastoral heart towards TRC staff and conference pastors.
- ✓ Culturally intelligent, capable of bridge-building across cultures, languages, and generations
- ✓ Capable of empowering, developing, deploying and supporting diverse leadership teams

4. Administrative Strength & Communication

- ✓ Skilled manager and communicator
- ✓ Demonstrates follow-through, accountability, and team development
- ✓ Proficient in organizational leadership, delegation, and administration
- ✓ Inspirational communicator, both publicly and interpersonally
- ✓ Discerning the use of financial resources in multifaceted large-scale organizations

5. Multiplication-Minded & Discipleship-Focused

- ✓ Reproduces disciples and leaders
- ✓ Models and teaches disciple-making that leads to multiplication
- ✓ Inspires a culture of empowerment, pruning for fruitfulness, and shared leadership

Please apply at

<https://theriverconference.org/trc-superintendent-application-process/>